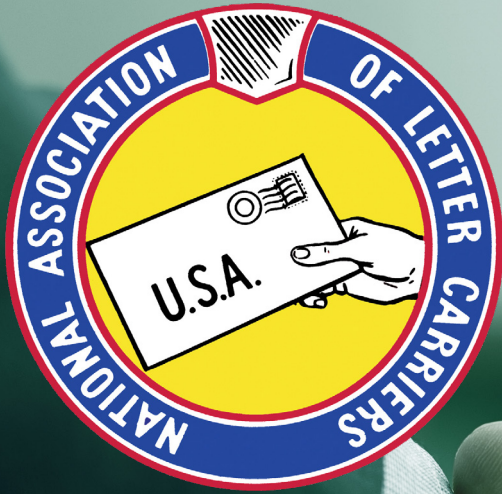


The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

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TENTATIVE AGREEMENT

Includes:

- three general wage increases;
- regular step increases;
- twice-yearly COLAs;
- reduces the time to top step in Table 2 by 92 weeks;
- increases Step P by \$1,000

Perseverance pays off



**Brian L.
Renfro**

In this issue of *The Postal Record*, I am pleased to announce that after 20 long months of struggle, our union has reached a tentative agreement on a new 2023-2026 National Agreement. I am even more pleased that we negotiated this contract so that the eligible active members of our union will have the ability to decide whether to ratify its terms and conditions in the democratic process in accordance with the *NALC Constitution*, just as we have done throughout our history. Although our union was well prepared to proceed to binding interest arbitration, after much discussion

with our legal counsel and our economists, I concluded that such a course would be unwise.

The tentative agreement (TA) will both maintain and improve on the pattern set by the prior two contracts with three slightly higher general wage increases (1.3 percent); the maintenance of regular step increases and twice-a-year cost-of-living adjustments (with seven COLAs in total); and the preservation of our existing protections against layoffs and subcontracting. In addition, major changes to Table 2 (the elimination of Steps AA, A and B) and an additional \$1,000 per annum increase early next year in Step P pay will significantly boost city carrier career earnings by raising both starting and top career salaries and reducing the time to the top step (by 92 weeks) for the first time in decades.

Full back pay for every paid hour (including all leave and work hours, as well as all overtime and other premium pay hours) since May 20, 2023, will be paid—reflecting the first two November general increases (for 2023 and 2024) and the first three COLAs, which will be \$978 (August 2023), \$353 (March 2024), and \$978 (September 2024) at Step P, with proportional application to the lower steps.

The new contract would continue the pattern of pay increases for city carrier assistants (CCAs) from the last contract, with general wage increases of an additional 1 percent on top of the increases called for career carriers—that is, three increases of 2.3 percent. In addition, CCA pay would be increased by 50 cents per hour at the same time that Table 2 would be restructured (within 180 days of ratification). We

also amended our memorandum of understanding on complement and staffing to reflect the jointly developed process for hiring career carriers in places where CCA recruitment and retention is grossly inadequate. We intend to intensify our use of this process under the new agreement.

This month's magazine provides all the details of the TA—including projected pay tables based on COLA estimates using the Congressional Budget Office's (CBO) inflation forecast for the next few years. But to give members a simplified idea of what this settlement would mean to you economically, I have produced two charts on the next page.

The first chart shows the total projected increase in Table 2 salaries (given the CBO's inflation forecast) over the course of the contract for carriers by step—in both dollar and percentage terms. It conservatively assumes that carriers start in their step on May 20, 2023, the beginning of the contract (though many will have step credit that could increase their pay further by allowing them to get an additional step increase). This shows that carriers starting career pay at Step A would see salaries rise by an estimated \$11,466 (about 25 percent) and carriers in Step P would see salaries rise by an estimated \$8,655 (11.5 percent) over the contract period. This captures all the potential wage increases provided by the contract—general wage increases, COLAs and step increases, all of which are negotiated in Article 9 of the agreement. Based on the distribution of city carriers among the steps of Table 2, the weighted average increase in pay for those city carriers would be \$12,194 annually and 22.4 percent.

A question that often comes up when reading the individual economic terms of this tentative agreement relates to those carriers in Table 2, Steps C-O. Those in Steps AA, A and B would be moved to Step C, and the Step P annual rate would be increased by \$1,000 annually within 180 days of ratification. This chart shows that the percentage increase carriers will see over the life of this agreement gradually increases by around half a percentage point on average at each step, starting from Step P working back through the middle and lower steps of the pay scale. This fair pattern of total increases was accomplished while modifying Table 2 to raise starting pay and shorten the time to reach the top step and providing an additional increase at that top step that will benefit all letter carriers when they reach the top of the pay table—elements of our core economic goals from the start of this round of collective bargaining.

The second chart provides a conservative estimate of back pay for carriers who work 40 hours a week (no overtime) starting in each step (with no accrued waiting time) on May 20, 2023, through March 8, 2025 (our estimate of when the USPS would implement new pay rates should the contract be

Projected Table 2 salary increase over length of contract

Beginning Step	Salary May 20, 2023	New Step	Salary November 7, 2026	\$ Increase	% Increase
AA	\$46,038	D	\$57,504	\$11,466	24.9%
A	\$46,038	D	\$57,504	\$11,466	24.9%
B	\$48,094	E	\$59,773	\$11,679	24.3%
C	\$50,153	F	\$62,036	\$11,883	23.7%
D	\$52,211	G	\$64,306	\$12,095	23.2%
E	\$54,271	H	\$66,576	\$12,305	22.7%
F	\$56,327	I	\$68,843	\$12,516	22.2%
G	\$58,387	J	\$71,107	\$12,720	21.8%
H	\$60,448	K	\$73,374	\$12,926	21.4%
I	\$62,505	L	\$75,641	\$13,136	21.0%
J	\$64,562	M	\$77,912	\$13,350	20.7%
K	\$66,622	N	\$80,175	\$13,553	20.3%
L	\$68,679	O	\$82,441	\$13,762	20.0%
M	\$70,740	P	\$83,954	\$13,214	18.7%
N	\$72,796	P	\$83,954	\$11,158	15.3%
O	\$74,854	P	\$83,954	\$9,100	12.2%
P	\$75,299	P	\$83,954	\$8,655	11.5%

Estimated Table 2 back pay

Step	Back pay
CCA	\$ 1,492
AA	\$ 2,359
A	\$ 2,436
B	\$ 2,542
C	\$ 2,647
D	\$ 2,752
E	\$ 2,858
F	\$ 2,963
G	\$ 3,069
H	\$ 3,174
I	\$ 3,279
J	\$ 3,385
K	\$ 3,490
L	\$ 3,596
M	\$ 3,701
N	\$ 3,805
O	\$ 3,850
P	\$ 3,856

The chart assumes 40 hours a week starting in each step (with no accrued waiting time) on May 20, 2023, through March 8, 2025 (estimate of date of implementation of new pay rates). It does not include overtime or other premium pay.

This chart shows the total projected increase in Table 2 salaries over the course of the contract for carriers by step in dollar and percentage terms. This captures all the potential wage increases provided by the contract—general wage increases, COLAs (future COLAs projected using the Congressional Budget Office’s inflation forecast) and step increases, all of which are negotiated in Article 9 of the agreement. Assumes that the beginning step starts the first day of the contract (May 20, 2023). Many carriers will have step credit that could increase their pay further by allowing them to get an additional step increase.

ratified). Under these assumptions, the back pay would range from \$1,492 for CCAs to \$3,856 for Step P carriers. Of course, with overtime, other premium pay and the date of potential conversion from CCA to career, these numbers may be larger.

As your president, I have the responsibility under the NALC Constitution to lead our negotiations with the Postal Service and to decide whether to send a tentative agreement out to the membership for ratification, or to invoke the impasse resolution procedures of the Postal Reorganization Act and seek a contract through binding interest arbitration. I stayed at the table with the Postal Service as long as there was progress toward the best possible deal for our members. We made incremental improvements to the proposed package right up until the end of the negotiations. Then it was decision time—could we do better in arbitration?

Based on my conversations with my colleagues on the NALC Executive Council and with our extremely experienced legal team and professional staff (some of whom have been involved in our negotiations since the 1970s and 1980s), I decided that sending out this tentative agreement for ratification is the best course for our union. Interest arbitration, which would expose every provision of every article of our National Agreement to alteration by an interest arbitrator, is not a risk-free exercise.

To help branch leaders educate you about the proposed National Agreement, I organized four regional rap sessions between Oct. 27 and Nov. 2. In addition, I have recorded episodes of the NALC podcast “You Are the Current Resident.”

Further information on the contract and the planned ratification process will be provided on the NALC’s website and through our social media platforms.

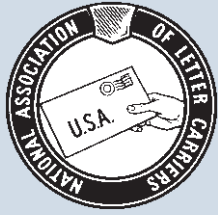
In our Leadership Academy class on NALC’s collective-bargaining history, we have described the period since 2011 as an era of “crisis bargaining,” since it captures the

challenges of negotiating in the face of two extraordinary crises—the Great Recession that followed the 2008 global financial meltdown and the COVID-19 pandemic in 2020-2021. In both cases, the Postal Service faced crushing declines in mail volume and huge financial losses due to deep recessions—not to mention a wave of inflation due to the pandemic that caused damage as well. But thanks to the power and value of collective bargaining, our union has been able to navigate this extraordinary period and protect the standard of living of city letter carriers while mitigating and/or fending off what usually happens to workers in non-union settings during times of crisis—layoffs, wage and benefit cuts, pay freezes, etc. Instead, we have enjoyed two or three wage hikes a year over the past decade. As we approach the Thanksgiving holiday this month, this recent history provides a timely reminder of how grateful I am for the collective-bargaining rights won by the many generations of letter carriers who came before us.

I want to thank all of you for your patience and for the solidarity you have shown each other over the past 20 months. While I certainly believe we should ratify this tentative agreement, whatever decision our active membership makes in the upcoming ratification ballot will be the right one. The officers and staff of the NALC stand ready to do the hard work of implementing and enforcing this agreement—or of pursuing a different agreement through arbitration if need be.

I urge every active letter carrier who is eligible to vote to carefully review the materials we send out and to attend their branch meetings to learn more about the tentative agreement before they vote.





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Blues on the route



Philip
Dine

Some folks write a book after researching a topic they knew little about but are intrigued by. Others write about something they've done at some point. Some, meanwhile, write about topics they've *lived*.

Retired letter carrier Pat O'Connor's book on the legacy of blues music in Wichita fits squarely in the latter category.

No surprise, then, that *Wichita Blues: Music in the African American Community*, released in September, is, in a word, riveting. In another, heartfelt.

Because, as has been noted in this space, journalists tend to think in terms of threes, let's add a third word: authoritative. That reflects the firm foundation on which the book rests—

Pat's longtime immersion in the quintessentially American form of music known as the blues, and in his native Wichita's history and culture.

The 50-year Branch 201 member knows Wichita, largest city in Kansas, as only a letter carrier can, having carried mail there for 28 years, starting in 1973. His fascination with the blues predated—but was rekindled by—his postal job, as we'll discuss shortly.

Taking after his father, Pat was drawn to folk music in the late 1950s. Soon, as a teenager in the mid-1960s, "rebellion kicked in, and blues is the best music for that," he says—largely because of its depiction of life under tough circumstances in places like the Mississippi Delta, plus the authentic—and spare—way it tells those stories. And, importantly, "the resolve" of those who sang the blues to persevere and overcome, and to "just cut loose with some pretty good music, innovative music."

"It's the bare bones of rock 'n' roll; rebellion and the telling simplicity of it," Pat says. "They get a lot said in a few words with the blues. It's good poetry, really."

Just days ago as I write this, Pat was featured at a local museum where more than half the crowd bought copies to be autographed, on the heels of discussing the blues' "hidden history" at the Kansas Book Festival in the state capital of Topeka—reflecting the considerable early attention to the book.

Beyond the captivating interviews of 19 local blues musicians, some of whom Pat performed with, the book (fittingly published by University Press of Mississippi) is an impressive volume, from the cover photo of the Blues Corner Bar and Grill to the inside photos, from the research-oriented footnotes to the bibliography.

Indeed, *Wichita Blues* is both scholarly and entertaining,

two traits that don't necessarily go together. In this case, they reflect Pat's journey, from college dropout to college instructor and author of numerous academic articles, plus his own colorful musical adventures, here and abroad.

Early on, legendary blues musician Lead Belly captured Pat's imagination; in high school he'd listen to Son House; and at Wichita State University he discovered Robert Johnson's records, "and that was it for me. Robert Johnson was the ultimate—he had a modern approach to an old music."

But college wasn't really Pat's thing, so he brought his guitar to California during San Francisco's 1967 Summer of Love, where "I saw a hippie delivering mail. I thought this was a job I could appreciate." He took the test, but then went to England during the British rock 'n' roll invasion, accompanied by his 1936 National steel guitar (a la Son House) and soon by some demo tapes Pink Floyd's original agent made in London, and playing folk clubs and street venues.

Later, back in Wichita, he retook the postal test and was hired, which he calls "a terrific break for me" on several levels. His route, which abutted Wichita State and was heavily minority, "got me more into Black culture, not artificially taking it in through records." One day in the mid-'70s, P.J.—his station moniker to distinguish him from the three other "Pats"—heard a resident playing "some real hardcore blues," perhaps B.B. King or Little Walter, on an 8-track in his pickup truck.

"That really surprised me," Pat recalls. "I thought nobody listened to blues anymore." That got him back into the blues, and particularly "got me interested in the history of blues in Wichita."

In the '90s, he found himself teaching a university course on the blues and doing a research project "which years later turned into this book."

Disclosure: Decades ago I grew enamored with the blues and attended concerts by the likes of Muddy Waters, Son House, B.B. King, and John Mayall and the Bluesbreakers—making me intrigued to learn of Pat, yet less prone to be overly impressed. But, after numerous conversations and examining his body of work, I can report that Pat O'Connor—and his book—are, by every measure, the real deal.

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NALC and USPS reach tentative agreement

The National Association of Letter Carriers, AFL-CIO and the United States Postal Service have reached tentative agreement on a new collective-bargaining agreement for city letter carriers.

In accordance with Article 16 of the *NALC Constitution*, the agreement will be subject to ratification by a mail referendum vote by eligible NALC members. The ratification balloting process was to begin in the weeks following the announcement, which was after this magazine went to press. The terms of the agreement are not effective unless ratified.

“After almost 20 months of tireless negotiations, we are pleased to reach a fair agreement that rewards our members for their contributions to the Postal Service and their service to the American people,” NALC President Brian L. Renfro said. “I encourage all NALC members to read this summary thoroughly and to reach out to your branch officers or national business agent’s office for answers to any questions you may have.”

NALC scheduled four informational rap sessions the week of Oct. 27 for branch leaders to learn about the tentative agreement. The events were to be held:

- Oct. 27—Houston, TX
- Oct. 29—San Francisco, CA
- Oct. 31—Minneapolis, MN
- Nov. 2—Washington, DC

A special episode of the “You Are the Current Resident” podcast was made available in which NALC President Brian Renfro joined NALC Headquarters staffer Ed Morgan to discuss all the details of the tentative agreement. It can be found on Spotify, Apple podcasts or on nalc.org.

NALC has created the following comprehensive summary of the terms of

the tentative agreement reached with the United States Postal Service.

Summary of tentative agreement

Term

The term of the 42-month agreement will be May 20, 2023, through Nov. 7, 2026.

Wage increases

See the projected pay charts on pages 11-12.

All letter carriers

All city letter carriers will receive the following general wage increases:

- Effective Nov. 18, 2023—1.3 percent paid retroactively
- Effective Nov. 16, 2024—1.3 percent paid retroactively
- Effective Nov. 15, 2025—1.3 percent

Career carriers—cost-of-living adjustments

Cost-of-living adjustments (COLAs) are an important protection against future inflation and remain an important component of the National Agreement. Career letter carriers will receive seven COLAs that will provide equal protection against inflation. Top step (Step P) wage rates will be increased by 1 cent per hour for each 0.4-point increase in the Consumer Price Index for Urban and Clerical Workers (CPI-W). Wage rates for the other steps will be increased proportionally following the practice in effect since the 2011 National Agreement—resulting in the same percentage increase in pay as Step P. January 2023 has been set as the “base month.” The seven COLAs for Step P carriers (with proportional application for carriers in lower steps) are payable as follows:

- The first full COLA will be \$978 annually effective Aug. 26, 2023, paid retroactively.
- The second full COLA will be \$353 annually effective March 9, 2024, paid retroactively.
- The third COLA will \$978 annually effective Sept. 7, 2024, paid retroactively.
- The fourth COLA will be effective in March 2025.
- The fifth COLA will be effective in September 2025.
- The sixth COLA will be effective in March 2026.
- The seventh COLA will be effective in September 2026.

The future value of the remaining four COLAs will depend, of course, on the rate of inflation measured by the CPI-W between now and July 2026. Based on the inflation forecast of the Congressional Budget Office, expected inflation rates would generate annual Step P COLAs of \$620, \$604, \$624 and \$561, respectively, for the four remaining COLAs, applied proportionally to the letter carrier pay tables as described above. Please note that these are only projected COLAs—actual COLAs may be lower or higher, depending on the rate of future inflation. (See pages 11-12 for more detailed projections for both career carrier pay tables.)

Wage schedule changes

MOU Re: Modification of City Carrier Pay Tables—Additionally, Steps AA, A, and B will be eliminated from Table 2. All city carriers in Steps AA, A and B will be advanced to Step C and begin a new 46-week waiting period to be completed before advancing to Step D. After implementation of this change,

the total time to reach the top step will be reduced by 92 weeks. These changes will be effective and implemented within 180 days of ratification.

Also effective and implemented within 180 days of ratification, the annual wage in Step P in Tables 1 and 2 shall be increased by \$1,000. This increase is in addition to general wage increases and COLAs.

All carriers in Step P of Table 1 will be administratively slotted into Step P of Table 2 immediately. Table 1 carriers in Steps O and below will be, upon reaching Step P, administratively slotted into Step P of Table 2. This slotting is purely administrative and will not affect wages in any way.

City carrier assistants

In lieu of COLAs, city carrier assistants (CCAs) will receive an additional 1 percent increase on the effective dates of the three general increases, for a total of 2.3 percent in November 2023 (paid retroactively), 2.3 percent in November 2024 (paid retroactively), and 2.3 percent in November 2025.

CCA hourly rates in Table 3 will also be increased by an additional 50 cents per hour. This ratification increase will be effective and implemented within 180 days of ratification.

Retroactive (back-pay) provisions

A full back-pay calculation for all letter carriers (career and non-career alike) covering all paid hours since the expiration of the 2019-2023 contract will be made as soon as practicable. These back-pay calculations will include the Nov. 18, 2023, and Nov. 16, 2024, general wage increases (plus the 1 percent additional increase for CCAs on those dates) and the first three COLAs (totaling \$2,309 annually). It will take some time

for the Postal Service to complete more than 200,000 back-pay calculations, so the exact pay period in which back pay will be issued has yet to be determined, but will be reported as soon as it is confirmed.

Note: Letter carriers who have retired since the expiration of the 2019-2023 National Agreement will also receive back pay from USPS and will have their annuities retroactively adjusted by the Office of Personnel Management.

Uniforms

All letter carriers will receive uniform allowance increases to the following amounts on the indicated dates:

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

The newly eligible credit may be used only once, but the current procedures for employees transferring from one allowance category to another (e.g., from CCA to career carrier) will be continued.

CCAs are entitled to the same uniform allowances provided to career carriers, but they do not receive the additional amount for the “newly eligible” until they are converted to career status.

Uniform allowance carryover

Unused portions of an eligible employee’s annual allowance for uniform and work clothing will be carried over and available for use. An eligible employee’s uniform or work clothing allowance balance may not exceed the sum of two years of the employee’s annual allowance entitlement. This newly negotiated uniform and work clothing program adjustment will be

implemented no later than 12 months from the effective date of the 2023-2026 Agreement.

Employee complement

The CCA caps found in both Article 7.1.C.1 and Article 7.1.C.2 will remain the same; however, the number allowed in each district will be based on the career city letter carrier complement in the district, not just the full-time complement. In the language in the 2019 Agreement, full-time letter carrier complement was used as well as PTFs converted to career under the MOU Re: City Carrier Assistants – Conversion to Career Status. Additionally, part-time flexibles (PTFs) have been counted as full time for the purposes of determining these caps based on multiple agreements made over the years. This change will simplify tracking of the caps on CCA employment.

MOU Re: Full-time Regular Opportunities – City Letter Carrier Craft (M-01824, M-01834, M-01856 and M-01876)—This MOU, found on pages 161 through 165 of the 2019 National Agreement outlines the process for filling full-time opportunities through the conversion of PTFs to full time, the conversion of CCAs to full-time regular career status, and the acceptance of voluntary transfer requests. In addition to date changes, the new language addresses several issues which arose in the 2019 National Agreement. CCAs converted to PTF, in accordance with the MOU Re: City Carrier Assistants – Conversion to Career Status, will count as conversions to full time when determining the ratio in Item 3 of the MOU. Career letter carriers, as well as other bargaining-unit employees, may be accepted for transfer under Item 3 in offices with PTFs on the rolls; however, the transfer would report as a PTF. PTFs who transferred under

Tentative agreement (continued)

Item 2 will be granted retreat rights before the PTF(s) within an installation are converted to full time under Item 1 unless the PTF(s) with retreat rights has less seniority than the PTF(s) in the installation. When full-time city letter carriers are on leave without pay (LWOP) for 13 consecutive pay periods, an on-the-rolls-but-not-available (ORNA) assignment must be created and filled under the MOU. Only one ORNA assignment will be created for each city letter carrier on extended LWOP. A former career employee who is reinstated in an office with PTFs on the rolls is reinstated as a PTF.

MOU Re: City Carrier Assistants – Conversion to Career Status—This MOU, found on pages 160 and 161 of the 2019 National Agreement, requires CCAs to be converted to PTF upon reaching 24 months of relative standing. In the current MOU, CCAs converted to PTF were counted as full-time regular city letter carriers when applying the provisions of Article 7.1.C.1 and Article 7.1.C.2. Since Article 7 is being amended to include all career city letter carriers, this language is no longer necessary.

MOU Re: Additional Resources – Holiday Carrier Assistant—This MOU contained in the 2019-2023 National Agreement permits the Postal Service to hire holiday carrier assistants during the four-week December period. The proposed modification would extend the employment period from four weeks to six weeks to cover the week of and after Thanksgiving, and provide a two-week window prior to employment solely for the purpose of training.

MOU Re: Multi-Installation Carrier Technician Assignments—This new MOU establishes a test to explore the effectiveness of multi-installation carrier

technician assignments in independent installations, Level 21 and below. In the test sites, management will create temporary full-time carrier technician assignments which combine full-time routes from up to three installations to fulfill the five full-time route requirement. The intent of this test is to improve staffing situations in these smaller offices, while creating additional full-time assignments.

MOU Re: Complement and Staffing—This MOU, found on page 167 of the 2019 National Agreement, requires the parties to meet at the headquarters level and discuss the complement and staffing issues within the city letter carrier craft. These discussions have led to hundreds of installations being added to the all-career hiring model. This MOU continues this process during the life of the 2023 National Agreement.

MOU Re: Article 7, 12, and 13 – Crossing Craft and Office Size—The only change in this MOU is to replace the obsolete term “manyar” with “workyear.”

Health insurance

Career letter carriers

There are no changes to the Postal Service’s cost share of health benefits premiums. The employer contribution will remain at 72 percent over the term of the contract, and will be capped at 75 percent of any given plan’s premium.

City carrier assistants

The tentative agreement maintains the Postal Service’s biweekly contribution of 75 percent of the premiums for self only, self plus one or self and family, regardless of the year of employment.

Overtime provisions

Article 8, Sections 2, 4 and 5 have been modified significantly to increase

overtime protections and provide more opportunities for letter carriers, as well as the introduction of a new pay rate that was previously only achieved through the grievance-arbitration procedure.

Section 2. Work schedules

A new Section 2.D has been added that provides all full-time carriers the right to terminate their tour of duty when reaching their respective work-hour limits without being subject to disciplinary action. For non-Overtime Desired List (ODL) and Work Assignment carriers, this means that they may clock out and leave when reaching 11.5 hours of work in a day or 60 hours in a service week.

Section 4. Overtime work

Additionally, a new Section 4.G has been created which guarantees pay at the rate of 2.5 times the base hourly straight time rate for all letter carriers for any work beyond 12 hours in a day and 60 hours in a service week. Previously, a grievance would have to be filed for carriers to be provided the additional pay for violations of the 12/60 work-hour limitations. This will no longer be necessary, as the pay rate will now be automatically applied when these work-hour limits are exceeded.

Section 5. Overtime assignments

In Section 5, a new opportunity has been created for ODL carriers to volunteer to exceed 12 hours of work in a day or 60 hours of work in a service week on a daily case-by-case basis. Carriers cannot be forced to work beyond the applicable work-hour limits (pursuant to Section 8.2.D) and receive protection from discipline for terminating their tour when those limits are reached;

however, under this new provision, management may seek volunteers and ODL carriers may choose to volunteer to work beyond the work limits. This provision is intended to address those situations in which the employee is already scheduled up to the work-hour limits and an unexpected circumstance arises that creates a need for additional overtime hours beyond the work-hour limitations to complete the remaining work.

Article 8.5.A—Full-time letter carriers desiring to work overtime shall place their names on one or both of the regular ODLs, or the Work Assignment list during the two weeks prior to the start of the calendar quarter. The regular ODLs are for employees desiring to work up to 12 hours per day on their regularly scheduled days only or employees desiring to work eight hours per day on their non-schedule days only. However, employees signing both regular ODLs are eligible to work up to 12 hours per day on their regularly scheduled days and their non-scheduled days, and effectively are on the same ODL that has been in place for many years. Employees are no longer able to indicate a preference to work in excess of 10 hours on a scheduled day.

Layoff protection

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

Sub-contracting of letter carrier work

The existing prohibitions against contracting out of city carrier work would be continued for the duration of the 2023-2026 Agreement.

City Delivery and Workplace Improvement Task Force

MOU Re: City Delivery and Workplace Improvement Task Force—

This existing memorandum reorganizes the task force for the purpose of jointly seeking methods to improve the cultural and operational environment in city delivery offices.

This task force will develop the processes necessary to examine conditions, to develop solutions, and to test alternative procedures in city delivery offices related to creating a positive work environment/culture where everyone is treated with dignity and respect; evaluating the workplace culture and developing solutions to address the causes of conflicts between management and city letter carriers; efficiency and use of space; staffing and scheduling; route evaluation; safety; contractual compliance; and business growth.

New Employee Experience, Retention and Mentoring

MOU Re: New Employee Experience, Retention and Mentoring Program—

A result of two pilot programs conducted across the country, this program creates guidelines related to the onboarding, retention, and mentoring of new employees. This program would be implemented nationally after ratification of the National Agreement and includes guidelines such as:

- Prior to leaving Carrier Academy and reporting to their employing office, all newly hired city letter carriers will receive comprehensive contact information for the employing office, a defined work schedule for the first week in the delivery unit, and instructions for completing time reporting records.

- No later than the first day in the employing office, all newly hired letter carriers will receive an equipment package including a new USPS-branded reflective vest, mail satchel, and hat. They will also receive an introduction and familiarization with the employing office conducted jointly by USPS and NALC representatives.
- All CCAs and PTFs will now be guaranteed a minimum of one non-scheduled day each service week, except during the penalty overtime exclusion period for employees in their ninth week and beyond.
- Limited daily and weekly work hours and work locations for CCAs and PTFs during their first 11 weeks following completion of the Carrier Academy. Effective Week 12 PTFs and CCAs are limited to 11.5 workhours per day (consistent with *Employee and Labor Relations Manual*, Section 432.32).
- All CCAs and PTFs will receive a defined work schedule identifying anticipated non-scheduled days, start and end times, and route assignments. This schedule will be posted by the close of business on the Wednesday of the preceding week.
- Newly hired city letter carriers will receive training on Sunday/Dynamic delivery procedures with an experienced employee prior to performing Sunday delivery services on their own.
- Progress reviews will be conducted at 30-, 60- and 80-day intervals. Copies of these reviews will be provided to the local union.
- Employees will have access to updated route books and maps and

Tentative agreement (continued)

provided reasonable time to review prior to delivering a new route assignment.

- To the extent possible, newly hired letter carriers will be provided with consistent route assignments.
- New employees are prohibited from performing work outside of the city letter carrier craft during their first 90 workdays or 120 calendar days, whichever comes first.
- A mentoring program that pairs new employees with a mentor in their office to help employees adapt to the workplace.

Joint Workplace and Improvement Process

MOU Re: Joint Workplace and Improvement Process (JWIP)—This MOU found on pages 252-254 of the 2019-2023 National Agreement has been restructured to reaffirm the parties' commitment to improving the workplace environment and culture. The new JWIP contains a structure for identifying potential JWIP locations, area/regional teams to oversee the process and implementation of any necessary improvement plans, and district teams to investigate and offer recommendations for potential changes designed to improve workplace conditions.

Local implementation

The local implementation period will be April 3 to May 5, 2025.

Route evaluation and adjustment

MOU Re: Alternate Route Evaluation and Adjustment Process—This MOU is continued. The parties have worked to develop six previous joint route adjustment processes dating

back to 2008 under the terms of this MOU and would continue that work throughout the life of this agreement.

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

- Line 14—Accountables—2 minutes
- Line 19—Vehicle inspection—3 minutes
- Line 20—Personal needs—5 minutes
- Line 21—Office work not covered—10 minutes

Other contractual provisions

Article 2

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

Article 8

Article 8.3—All PTF and CCA employees will be guaranteed a minimum of one non-scheduled day each service week, except during the penalty overtime exclusion period. Management will notify PTF and CCA employees of their assigned non-scheduled day by the Wednesday preceding the service week.

Article 10

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

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

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

MOU Re: Bereavement Leave—This MOU on page 182 of the 2019-2023 National Agreement provides city letter carriers up to three workdays of leave to make arrangements necessitated by death of a family member or attend the funeral of a family member. With the ratification of the 2023-2026 National Agreement, grandchildren will be added to the existing list of defined family members.

MOU Re: Time Limitations Concerning Bone Marrow, Stem Cell, Blood Platelet, and Organ Donations—This new MOU defines the amount of administrative leave granted and time limitations appli-

cable to bone marrow, stem cell, blood platelet and organ donations for career employees.

Article 11

Article 11.1. Holidays Observed—Amended to add Juneteenth, which has been observed since 2022, as an official designated holiday for full-time employees. In the February 2022 edition of the *Postal Bulletin*, the Postal Service announced official observation of the Juneteenth holiday and a revision to the *Employee and Labor Relations Manual (ELM)* adding the holiday.

Article 11.7. Holiday Part-Time Employee—Modified to update the pay calculation for PTFs to reflect the addition of the Juneteenth holiday. Since PTFs do not receive holiday pay per se, Article 11.7 provides that the holiday pay regular carriers receive is built into the regular hourly rate for PTFs. The new calculation provides that PTFs will be compensated for the 11 holidays by basing the employee's regular straight-time hourly rate on the employee's annual rate divided by 1,992 hours. This calculation has been already in effect since 2022; this contractual change simply updates the language.

Article 12

Article 12—Article 12 will be amended to remove any sections and/or language which do not apply to the city letter carrier craft.

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

Article 12.5.C.8—Article 12.5.C.8, which contains the provisions regarding the involuntarily reassignment of PTF employees over quota, will be deleted.

Article 14

Article 14.3.C—This new section establishes Joint Labor-Management Safety Committees at the district level, for each of the 50 USPS districts. These District Safety Committees will consist of at least two members from each party and will meet quarterly. District Safety Committees are responsible for assisting in implementing district-wide safety initiatives, facilitating communication between Area and Local Safety Committees, and assisting Local Committees. The establishment of District Joint Labor-Management Safety Committees follows the long-standing pilot test in certain USPS districts under MOU Re: District Safety Committees Pilot Program. This MOU will be removed from the National Agreement since these committees will now be established nationwide in Article 14.

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

Article 15

MOU Re: Dispute Resolution Process Testing—This MOU found beginning on page 210 of the 2019-2023 National Agreement has been modified to add the requirement for the task force to begin meeting no later than 90 days after the ratification of the 2023-2026 National Agreement and to meet regularly no less than once a quarter.

MOU Re: Article 15 - Dispute Resolution Process- Step B Team Procedures—This MOU replaces the MOU Re: Article 15 - Dispute Resolution Process and the MOU Re: Article 15 - Dispute Resolution Procedure Task Force and creates a new MOU outlining the guidelines and defined responsibilities for the Step B teams and the joint parties who oversee them. This new MOU is designed to streamline and improve the Step B process to facilitate more rapid resolution of grievances.

MOU Re: Electronic Grievance System—Establish a Task Force at the National level to jointly explore and work toward the development and implementation of an electronic grievance system for use by the parties. The parties will explore the potential functionality of the electronic grievance system including but not limited to electronic grievance forms for all steps, push notifications when grievances are appealed to the next step, time stamps to record dates and times of actions taken, responding to information requests, and managing and storing documents.

Article 16

Article 16.7 Emergency Procedure—Amended to allow carriers placed in an off-duty status the right to use accrued annual leave to offset the non-pay period.

Tentative agreement (continued)

Article 17

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

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

Article 23

MOU Re: Article 23 Rights of Union Officials to Enter Postal Installations—This new MOU affirms that upon reasonable notice to the Postal Service, authorized representatives of the union shall be permitted to enter postal installations for the purpose of performing and engaging in official union duties and business related to the collective-bargaining agreement. The MOU clarifies that this right applies to elected or appointed national, area, and local officers, and representatives regardless of whether they are active USPS employees or retired. The MOU requires the Postal Service to provide officers and/or NALC representatives, who are in a full-time LWOP status or retired, a USPS identification badge to enter postal facilities within their respective local(s).

Memorandums of understanding

In addition to the MOUs listed above, the following MOUs are continued in the tentative agreement:

- City Carrier Assistant Opportunities
- City Carrier Assistant (CCA) Annual Leave
- Article 12.1 – Probationary Period
- Deaf and Hard of Hearing
- Article 7.1
- Article 7.3
- Maximization/Full-time Flexible-NALC
- Maximization— Letter of Intent
- Transitional Employees-Additional Provisions
- Transitional Employees/Part-Time Flexible Conversions
- Transitional Employees
- Part-Time Flexible Conversions
- Part-Time Regular City Letter Carriers
- Sunday Delivery – City Carrier Assistant Staffing
- Delivery and Collection of Competitive Products
- Article 8
- Overtime Issues
- Work Assignment Overtime
- Article 8 Task Force
- Signing Overtime Lists
- Granting Step Increases
- Conversion of CCAs with Creditable TE Service
- Step Credit for Former Transitional Employees
- Pay Schedule Consolidation
- Elimination of Step CC Pay Rate in CCA Schedule
- Leave Sharing
- Sick Leave for Dependent Care
- Return to Duty
- Leave Policy
- Paid Leave and LWOP
- Clarification of Regulations for National Day of Observance
- PTF Court Leave
- Qualifying Period – Exception for

City Carrier Assistants

- Transfers
- City Carrier Assistant Transfers
- Mutual Exchanges
- Involuntary Reassignment Without Regard to Level
- Involuntary Reassignment-Preference Eligible
- City Carrier Assistant Return from Non-Bargaining Unit Positions
- Article 12 Work Group
- Joint Safety and Accident Control Teams
- Smoking in Postal Vehicles
- Interest on Back Pay
- Article 15—ELM 436—Back Pay
- Arbitration Task Force
- Processing of Post-Removal Grievances
- Processing of Grievances
- Expedited Arbitration
- Arbitration Scheduling Procedures – (LMOU)
- LOI – Representation – Acting as Steward
- Article 17.7.D Payroll Deductions/ Allotments
- Article 19
- City Carrier Uniform Task Force
- Debts of Retired Employees
- Reinstatement of Driving Privileges
- Bargaining Information
- Customer Connect Program
- Article 32 Committee
- Subcontracting
- Subcontracting MOU Issues
- Article 41—Bid Process
- LOI – Opting Duration
- Router, Carrier Craft
- Alternate Route Evaluation and Adjustment Process
- Special Count and Inspection— City Delivery Routes
- Training Committee
- Multiple Days of Inspection
- Use of Privately Owned Vehicles
- Segmentation

- Joint Agreements— 9-17-92
- Resolution of Issues Left Open by Mittenthal Award
- X-Routes
- City Letter Carrier DPS Work Methods
- Fleischli Award Implementation
- Managed Service Point Scans
- New Product Development and Innovation Task Force
- Subcontracting— List of 3,071 City Delivery Offices
- FSS Work Methods
- District Safety Committees Pilot Program
- Article 15 – Dispute Resolution Process
- Article 15 – Dispute Resolution Procedure Task Force

The following MOUs have been removed from the tentative agreement:

- FSS Implementation

Wage Increases and COLAs		
Date	Type of Increase	Amount
Aug. 26, 2023	COLA* (career)	\$978
Nov. 18, 2023	General wage increase (CCAs 2.3%)	1.30%
March 9, 2024	COLA* (career)	\$353
Sept. 7, 2024	COLA* (career)	\$978
Nov. 16, 2024	General wage increase (CCAs 2.3%)	1.30%
March 2025	COLA* (career)	TBD
September 2025	COLA* (career)	TBD
Nov. 15, 2025	General wage increase (CCAs 2.3%)	1.30%
March 2026	COLA* (career)	TBD
September 2026	COLA* (career)	TBD

* Value of COLAs depend on changes in the level of the Consumer Price Index. In accordance with Article 9.3.D, table 2 Steps A through O receive COLAs adjusted proportionally to each step's percentage of Step P.

2023-2026 General Wage Increases and Projected COLAs

Table One - City Carrier																		
Salary		AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	Begin Contract		62,078	66,517	66,619	69,796	70,256	70,720	71,177	71,633	72,097	72,546	73,012	73,474	73,930	74,400	74,855	75,299
COLA	978 8/26/2023		63,056	67,495	67,597	70,774	71,234	71,698	72,155	72,611	73,075	73,524	73,990	74,452	74,908	75,378	75,833	76,277
GI	1.30% 11/18/2023		63,863	68,360	68,463	71,681	72,147	72,617	73,080	73,542	74,012	74,467	74,939	75,407	75,869	76,345	76,806	77,256
COLA	353 3/9/2024		64,216	68,713	68,816	72,034	72,500	72,970	73,433	73,895	74,365	74,820	75,292	75,760	76,222	76,698	77,159	77,609
COLA	978 9/7/2024		65,194	69,691	69,794	73,012	73,478	73,948	74,411	74,873	75,343	75,798	76,270	76,738	77,200	77,676	78,137	78,587
GI	1.30% 11/16/2024		66,001	70,556	70,660	73,919	74,391	74,867	75,336	75,804	76,280	76,741	77,219	77,693	78,161	78,643	79,110	79,566
COLA	620 3/8/2025		66,621	71,176	71,280	74,539	75,011	75,487	75,956	76,424	76,900	77,361	77,839	78,313	78,781	79,263	79,730	80,186
	New Table Implementation		66,621	71,176	71,280	74,539	75,011	75,487	75,956	76,424	76,900	77,361	77,839	78,313	78,781	79,263	79,730	81,186
COLA	604 9/6/2025		67,225	71,780	71,884	75,143	75,615	76,091	76,560	77,028	77,504	77,965	78,443	78,917	79,385	79,867	80,334	81,790
GI	1.30% 11/15/2025		68,032	72,645	72,750	76,050	76,528	77,010	77,485	77,959	78,441	78,908	79,392	79,872	80,346	80,834	81,307	82,769
COLA	624 3/7/2026		68,656	73,269	73,374	76,674	77,152	77,634	78,109	78,583	79,055	79,532	80,016	80,496	80,970	81,458	81,931	83,393
COLA	561 9/5/2026		69,217	73,830	73,935	77,235	77,713	78,195	78,670	79,144	79,626	80,093	80,577	81,057	81,531	82,019	82,492	83,954

Table One - Carrier Technician																		
Salary		AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	Begin Contract		63,382	67,914	68,018	71,262	71,731	72,205	72,672	73,137	73,611	74,069	74,545	75,017	75,483	75,962	76,427	76,880
COLA	978 8/26/2023		64,380	68,912	69,017	72,260	72,730	73,204	73,670	74,136	74,610	75,068	75,544	76,015	76,481	76,961	77,425	77,879
GI	1.30% 11/18/2023		65,204	69,796	69,901	73,186	73,662	74,142	74,615	75,086	75,566	76,031	76,513	76,991	77,462	77,948	78,419	78,878
COLA	353 3/9/2024		65,565	70,156	70,261	73,547	74,023	74,502	74,975	75,447	75,927	76,391	76,873	77,351	77,823	78,309	78,779	79,239
COLA	978 9/7/2024		66,563	71,155	71,260	74,545	75,021	75,501	75,974	76,445	76,925	77,390	77,872	78,349	78,821	79,307	79,778	80,237
GI	1.30% 11/16/2024		67,387	72,038	72,144	75,471	75,953	76,439	76,918	77,396	77,882	78,353	78,841	79,325	79,802	80,295	80,771	81,237
COLA	620 3/8/2025		68,020	72,671	72,777	76,104	76,586	77,072	77,551	78,029	78,515	78,986	79,474	79,958	80,435	80,928	81,404	81,870
	New Table Implementation		68,020	72,671	72,777	76,104	76,586	77,072	77,551	78,029	78,515	78,986	79,474	79,958	80,435	80,928	81,404	82,891
COLA	604 9/6/2025		68,637	73,287	73,394	76,721	77,203	77,689	78,168	78,646	79,132	79,602	80,090	80,574	81,052	81,544	82,021	83,508
GI	1.30% 11/15/2025		69,461	74,171	74,278	77,647	78,135	78,627	79,112	79,596	80,088	80,565	81,059	81,549	82,033	82,532	83,014	84,507
COLA	624 3/7/2026		70,098	74,808	74,915	78,284	78,772	79,264	79,749	80,233	80,725	81,202	81,696	82,186	82,670	83,169	83,652	85,144
COLA	561 9/5/2026		70,671	75,380	75,488	78,857	79,345	79,837	80,322	80,806	81,298	81,775	82,269	82,759	83,243	83,741	84,224	85,717

Hourly rates for PTFs at Step AA are the same as hourly rates for full-time carriers at Step A.

Tentative agreement (continued)

2023-2026 General Wage Increases and Projected COLAs

Table Two - City Carrier																		
Salary		AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	Begin Contract		46,038	48,094	50,153	52,211	54,271	56,327	58,387	60,448	62,505	64,562	66,622	68,679	70,740	72,796	74,854	75,299
COLA	978	8/26/2023	46,636	48,719	50,804	52,889	54,976	57,059	59,145	61,233	63,317	65,401	67,487	69,571	71,659	73,742	75,826	76,277
GI	1.30%	11/18/2023	47,234	49,344	51,456	53,568	55,682	57,791	59,904	62,019	64,130	66,240	68,353	70,464	72,579	74,688	76,799	77,256
COLA	353	3/9/2024	47,450	49,569	51,691	53,813	55,936	58,055	60,178	62,302	64,423	66,543	68,665	70,786	72,911	75,029	77,150	77,609
COLA	978	9/7/2024	48,048	50,194	52,342	54,491	56,641	58,787	60,936	63,087	65,235	67,382	69,530	71,678	73,830	75,975	78,122	78,587
GI	1.30%	11/16/2024	48,646	50,819	52,994	55,170	57,347	59,519	61,695	63,873	66,048	68,221	70,396	72,571	74,750	76,921	79,095	79,566
COLA	620	3/8/2025	49,025	51,215	53,407	55,600	57,794	59,983	62,176	64,371	66,563	68,753	70,945	73,137	75,332	77,520	79,711	80,186
	New Table Implementation				53,407	55,600	57,794	59,983	62,176	64,371	66,563	68,753	70,945	73,137	75,332	77,520	79,711	81,186
COLA	604	9/6/2025			53,804	56,014	58,224	60,429	62,639	64,850	67,058	69,265	71,473	73,681	75,892	78,097	80,304	81,790
GI	1.30%	11/15/2025			54,456	56,693	58,930	61,161	63,398	65,636	67,871	70,104	72,339	74,574	76,812	79,043	81,277	82,769
COLA	624	3/7/2026			54,866	57,120	59,374	61,622	63,876	66,131	68,383	70,632	72,884	75,136	77,391	79,639	81,890	83,393
COLA	561	9/5/2026			55,235	57,504	59,773	62,036	64,306	66,576	68,843	71,107	73,374	75,641	77,912	80,175	82,441	83,954

Table Two - Carrier Technician																		
Salary		AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	Begin Contract		47,005	49,104	51,206	53,307	55,411	57,510	59,613	61,717	63,818	65,918	68,021	70,121	72,226	74,325	76,426	76,880
COLA	978	8/26/2023	47,615	49,742	51,871	54,000	56,130	58,257	60,387	62,519	64,647	66,774	68,904	71,032	73,164	75,291	77,418	77,879
GI	1.30%	11/18/2023	48,226	50,380	52,537	54,693	56,851	59,005	61,162	63,321	65,477	67,631	69,788	71,944	74,103	76,256	78,412	78,878
COLA	353	3/9/2024	48,446	50,610	52,777	54,943	57,111	59,274	61,442	63,610	65,776	67,940	70,107	72,273	74,442	76,605	78,770	79,239
COLA	978	9/7/2024	49,057	51,248	53,441	55,635	57,830	60,022	62,216	64,412	66,605	68,797	70,990	73,183	75,380	77,570	79,763	80,237
GI	1.30%	11/16/2024	49,668	51,886	54,107	56,329	58,551	60,769	62,991	65,214	67,435	69,654	71,874	74,095	76,320	78,536	80,756	81,237
COLA	620	3/8/2025	50,055	52,291	54,529	56,768	59,008	61,243	63,482	65,723	67,961	70,197	72,435	74,673	76,914	79,148	81,385	81,870
	New Table Implementation				54,529	56,768	59,008	61,243	63,482	65,723	67,961	70,197	72,435	74,673	76,914	79,148	81,385	82,891
COLA	604	9/6/2025			54,934	57,190	59,447	61,698	63,954	66,212	68,466	70,720	72,974	75,228	77,486	79,737	81,990	83,508
GI	1.30%	11/15/2025			55,600	57,884	60,168	62,445	64,729	67,014	69,296	71,576	73,858	76,140	78,425	80,703	82,984	84,507
COLA	624	3/7/2026			56,018	58,320	60,621	62,916	65,217	67,520	69,819	72,115	74,415	76,714	79,016	81,311	83,610	85,144
COLA	561	9/5/2026			56,395	58,712	61,028	63,339	65,656	67,974	70,289	72,600	74,915	77,229	79,548	81,859	84,172	85,717

Hourly rates for PTFs at Step AA are the same as hourly rates for full-time carriers at Step A.

2023-2026 General Wage Increases

City Carrier Assistant				
			BB	AA
Begin Contract			19.33	19.83
GI	2.30%	11/18/2023	19.77	20.27
GI	2.30%	11/16/2024	20.21	20.71
	\$ 0.50	Implementation	20.71	21.21
GI	2.30%	11/15/2025	21.15	21.65

CCAs who were former TEs on the rolls Jan 10, 2013			
		BB	AA
		20.88	21.38
		21.32	21.82
		21.76	22.26
		22.26	22.76
		22.70	23.20

City Carrier Assistant Technician				
			BB	AA
Begin Contract			19.74	20.25
GI	2.30%	11/18/2023	20.19	20.70
GI	2.30%	11/16/2024	20.63	21.14
	\$ 0.50	Implementation	21.14	21.66
GI	2.30%	11/15/2025	21.59	22.10

CCA Technicians who were former TEs on the rolls Jan 10, 2013			
		BB	AA
		21.32	21.83
		21.77	22.28
		22.22	22.73
		22.73	23.24
		23.18	23.69

Union elections up 35 percent

The number of petitions for elections to organize unions has shot up in the 2024 fiscal year—about a third more than in the same period a year ago. The surge in elections is part of a trend of rising public popularity regarding unions in recent years.

The National Labor Relations Board (NLRB) said it had received 1,618 union election petitions—filed by workers to decide whether a union will represent them at their company—in the first half of the current fiscal year, Oct. 1, 2023, to March 31, 2024. That is an increase of 35 percent over the same period in the 2023 fiscal year.

Unions are winning more certification of those elections, too. Workers voted in favor of a union in 74 percent of union elections through April of this year—the highest win rate in 15 years, according to a study by the Center for American Progress.

The trend doesn't appear to be slowing, and unions are breaking new ground. In April, employees at a Volkswagen plant in Chattanooga, TN, voted to join the United Auto Workers (UAW)—the first big win for the union at a foreign carmaker in the South, a region where unions long have struggled. Following two previous losses, the UAW won the election in Chattanooga with 73 percent of the vote, winning representation for 3,600 workers. See the June issue of *The Postal Record* for more information.

It's important, however, to put these developments in perspective: Unions haven't yet turned around labor's longtime membership decline. The 11 percent of U.S. workers represented by unions is the lowest in many decades, and is less than one-third of the 35 percent unionized



Photo by Diana Hussein

Volkswagen workers in Chattanooga, TN, celebrate in April after a successful vote to unionize with the United Auto Workers.

workforce of the mid-1950s, labor's high point.

That said, the current positive trends can only be seen as promising moving forward. It's difficult to point to a cause for the trends, but a focus on working conditions during the COVID-19 pandemic, and the demands on workers that followed when the emergency eased, might have fueled renewed support for unions.

The sharp turn from the Trump administration's anti-union policies to a more welcoming Biden administration—led by a president who has called himself “the most pro-union president in American history”—probably has contributed to the greater success of unions as well. Under Biden's leadership, the NLRB has made it easier and quicker for workers to organize unions.

A 2023 NLRB ruling, for instance, held that when a majority of workers give evidence—usually signed authorization cards—that they support a union, it automatically certifies that

union unless the employer petitions for an election. This policy prevents an employer from blocking a union certification election. The board also ruled that in the event of an unfair labor practice committed by the employer, instead of running the election again, the board will order the employer to recognize and bargain with the union.

The NLRB under Biden also backed the right of private college and university student workers to unionize, expanding the pool of potential union workers who are more likely to vote “yes.”

Unions are popular these days in opinion polls. A survey commissioned by the AFL-CIO last year found that two-thirds of Americans support unions—and among people younger than 30, the favorability rating is a whopping 88 percent. A majority of Republicans (52 percent) said they support unions, along with much higher rates among independents and Democrats. **PR**

Review your retirement investments in the Thrift Savings Plan

While many employee benefits have an open season, there's no open season for enrollment in the Thrift Savings Plan (TSP). That means that anytime is the right time to take stock of your finances. This is true whether you've just converted to career or are a longtime carrier. As a letter carrier, the TSP can play a valuable role in your retirement strategy.

The TSP is an essential component of the Federal Employees Retirement System (FERS), the retirement program that covers most USPS employees. Like many 401(k) savings plans offered by private-sector employers, the TSP allows federal employees to save pre-tax dollars each month in an investment account—giving letter carriers who participate the chance to save for retirement quickly and easily. TSP participants choose how the money in their account is invested.

The Postal Service automatically enrolls new career carriers in TSP. City carrier assistants (CCAs) converted to career, or career letter carriers hired after July 31, 2010, have been automatically enrolled. Five percent of the base pay of new enrollees and of those hired after Sept. 30, 2020, is automatically deducted and deposited in a TSP account each pay period, though participants may choose to eliminate, increase or decrease their level of contributions. Letter carriers hired between Aug. 1, 2010, and Sept. 30, 2020, were automatically enrolled at 3 percent of their base pay. Letter carriers hired before Aug. 1, 2010, were enrolled without automatic employee deductions and must set those up themselves.

The Postal Service deposits matching contributions up to 4 percent of basic pay, as well as automatic agency contributions equal to 1 percent of basic

pay, for a total of up to 5 percent. All career carriers receive USPS's automatic 1 percent contribution. USPS will then match a portion of the first 5 percent of an employee's contributions. The first 3 percent is matched dollar for dollar; the next 2 percent are matched with 50 cents per dollar, for a maximum matching contribution of 4 percent. Letter carriers should take note of their date of hire and ensure that they are enrolled in employee deductions if they wish to receive matching contributions by USPS, beyond the automatic 1 percent.

Participating employees can also make unmatched contributions (above the 5 percent level), but the IRS annual limit for total contributions to the TSP and other such retirement savings plans is \$23,000 in 2024. Participants might be eligible to make additional "catch-up" contributions to boost their savings beginning the year they turn 50. These catch-up contributions are not matched by USPS and are limited to \$7,500 in 2024.

For CCAs who have not yet converted to career status, NALC's Mutual Benefit Association offers a CCA Retirement Savings Plan, where traditional IRA funds can be rolled into the TSP once the CCA becomes a career letter carrier.

Carriers can use LiteBlue to enroll in the TSP or to make changes to their deductions or investments at any time of the year. The benefits of easy, tax-deferred savings through TSP are amplified by the Postal Service's matching contributions to your account.

Carriers covered by the Civil Service Retirement System also can join TSP, but they do not receive matching contributions from USPS. Nevertheless, like their FERS counterparts, they can keep more of what they save because of the tax savings and the TSP's mini-



mal administrative costs. Indeed, such costs are much lower than those of similar private plans. In 2023, the TSP charged participants a net administrative expense of no more than 79 cents per \$1,000 invested for each investment fund, or .079 percent. That is much lower than the .25 to 1 percent that many private financial advisors typically charge.

TSP accounts do not expire when letter carriers separate from federal service. Letter carriers can still change their investment mix while their account continues to accumulate earnings; they can even transfer IRAs or eligible employer plans such as 401(k)s into a TSP account.

The TSP has a mobile app, which allows letter carriers to monitor their TSP accounts and complete transactions from anywhere. Users can check their account balance, track fund performance, make transaction requests, submit documents, manage payment information, scan checks and more.

TSP also has a record-keeping system available on the TSP website that displays letter carriers' investments clearly, and that makes it easy for them to find and use account management tools.

In addition to investing in TSP funds, letter carriers who meet eligibility requirements have the option to

invest some of their TSP savings in mutual funds. The mutual fund option, referred to as the mutual fund window by the TSP, is designed for TSP participants who are interested in greater investment flexibility. However, there are fees for these transactions.

Letter carriers have several flexible withdrawal options when they leave federal service, such as multiple single withdrawals and the ability to change the frequency and the amount of installment payments at any time during the year. Explore these options and more in

the booklet *Withdrawing from Your TSP Account for Separated and Beneficiary Participants*, available at tsp.gov.

Visit tsp.gov or call TSP-YOU-FRST (877-968-3778) to check out planning tools and calculators designed to assist with retirement decisions. **PR**

Make a contribution through the Combined Federal Campaign

As federal employees, letter carriers can support charities of their choice by donating through the Combined Federal Campaign (CFC), the world's largest annual workplace giving program. Since its inception in 1961, the CFC has raised more than \$8.7 billion for charities and people in need.

Anyone can be a changemaker through CFC. This year's campaign, "Show some Love: Be the Face of Change," began on Sept. 1 and ends on Jan. 14, 2025. Federal and postal employees participate in the CFC by choosing from a list of charities to support through automatic deductions from their paychecks.

"Letter carriers are known for taking care of our communities," NALC President Brian L. Renfroe said. "The CFC is a convenient way for letter carriers to support their favorite charities and help those in need."

All active letter carriers can participate in the CFC through payroll deduction. Participants can use payroll deduction, credit or debit cards, or bank accounts to make recurring donations. They also can make a one-time donation using any of these methods except payroll deduction. Participants can even volunteer for the

charity and count the value of the hours as money raised.

The easiest way to sign up is through the CFC Donor Pledging System at cfcgiving.opm.gov or through the CFC Giving smartphone app, available on the App Store and Google Play. Retired letter carriers may donate through a deduction from their annuity or by making a one-time or recurring donation using a credit or debit card. They also can do so through an automatic deduction from their bank account using the CFC Donor Pledging System. To donate online, register an account at givecfc.org.

Letter carriers can choose to support any of the 2,000-plus nonprofit charitable organizations through CFC. By looking at the list and choosing a charity's CFC number, you can donate directly to one or more charities. You can search for charities at cfcgiving.opm.gov/offerings.

NALC is directly involved in two charities eligible for support through the CFC: The Muscular Dystrophy Association (MDA) and United Way Worldwide.

MDA, which has been NALC's official charity since 1952, is the world's leading nonprofit health organization sponsoring research into the causes of, and



effective treatments for, neuromuscular diseases. MDA research grants support research projects worldwide, as well as camps and activities for children who have any of these diseases. MDA's CFC number is 10561.

United Way Worldwide is the leadership and support organization for the network of nearly 1,800 community-based United Way organizations in 40 countries and territories. United Way focuses on creating community-based and community-led solutions that provide the foundation for a good quality of life. The CFC number for the United Way Worldwide is 11188.

Carriers can choose the charity or group of charities they want to support from a list of more than 2,000 eligible charities, and an amount they choose will be deducted from their paychecks each pay period and automatically sent to each charity.

For more information, go to nalc.org/cfc. **PR**

Union Member Rights and Officer Responsibilities under the **LMRDA**

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS)

enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in federal court. Below is a summary of the LMRDA:

Union Member Rights

Bill of Rights—Union members have:

- equal rights to participate in union activities
- freedom of speech and assembly
- voice in setting rates of dues, fees, and assessments
- protection of the right to sue
- safeguards against improper discipline

Copies of Collective Bargaining Agreements—Union members and non-union employees have the right to receive or inspect copies of collective bargaining agreements.

Reports—Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from OLMS.

Officer Elections—Union members have the right to:

- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an election

Officer Removal—Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships—Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

Prohibition Against Certain Discipline—A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA right.

Prohibition Against Violence—No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

Union Officer Responsibilities

Financial Safeguards—Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.

Bonding—Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

Labor Organization Reports—Union officers must:

- file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.
- retain the records necessary to verify the reports for at least five years.

Officer Reports—Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

Officer Elections—Unions must:

- hold elections of officers of local unions by secret ballot at least every three years.
- conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year.
- mail a notice of election to every member at least 15 days prior to the election.
- comply with a candidate's reasonable request to distribute campaign material at the candidate's expense.
- not use union funds or resources to promote any candidate (nor may employer funds or resources be used).
- permit candidates to have election observers.

Restrictions on Holding Office—A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

Loans—A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time.

Fines—A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

The above is only a summary of the LMRDA. Full text of the Act, which comprises Sections 401-531 of Title 29 of the United States Code, may be found in many public libraries, or by writing the U.S. Department of Labor, Office of Labor-Management Standards, 200 Constitution Ave. NW, Room N-5616, Washington, DC 20210, or by visiting www.dol.gov.

Holidays, pay and annual leave exchange

As autumn rolls into the peak holiday season, this is a good time to remind city carriers of their rights and benefits related to holidays and holiday pay. Article 11 of the National Agreement governs holiday designations and related pay provisions. This article will explain which holidays are recognized under the National Agreement, the pay letter carriers receive for holidays when they do not work, the pay letter carriers receive for the holidays they do work, and the option of requesting annual leave credit in lieu of holiday pay.

Full-time and part-time regular letter carriers receive holiday pay for 11 holidays per year: New Year's Day, Martin Luther King Jr. Day, Presidents Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day and Christmas Day. These employees receive holiday pay at the employee's base hourly straight-time rate for the number of hours equal to their regular daily work schedule, not to exceed eight hours.

City carrier assistants (CCAs) receive holiday pay for six holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. CCAs in larger installations/offices designated as having 200 or more workyears receive eight hours' pay, while those in POSTPlan offices receive four hours. All other CCAs receive six hours of holiday pay. A POSTPlan office is any post office with a designation below Level 18, and currently there are only 23 CCAs employed in such offices throughout the country.

Holiday pay should not be confused with holiday worked pay or Christmas worked pay. Holiday pay is payable

in addition to compensation for hours actually worked on a designated holiday. When full-time or part-time regular letter carriers or CCAs work their holiday (whether it's the actual holiday or their designated holiday, because their scheduled non-workday falls on a day observed as a holiday), they receive normal compensation for all of the hours they work, plus the additional holiday pay described above.

For example: A full-time regular letter carrier is scheduled to work on Veterans Day and on that day works 10 hours. The pay for that day will equal eight hours at their base hourly straight-time rate for the first eight hours worked, plus two hours at 1.5 times the base hourly straight-time rate for the two hours of overtime worked, plus an additional eight hours at their base hourly straight-time rate for the eight hours of holiday pay due.

In the 2019-2023 National Agreement, which is still in effect while negotiations for a new agreement continue, NALC negotiated another option when full-time or part-time regular letter carriers and CCAs work their holiday. These employees who work their holiday can, at their option, elect to have their annual leave balance credited with up to eight hours of annual leave in lieu of receiving the holiday pay described above. Employees who do not work their holiday or designated holiday cannot exchange holiday pay for annual leave.

Using the same example above of a full-time regular letter carrier who works 10 hours on Veterans Day, they can now exercise their option to receive annual leave in lieu of holiday pay. They still would receive pay for



that day equal to eight hours at their base hourly straight-time rate for the first eight hours they worked, plus two hours at 1.5 times their base hourly straight-time rate for the two hours of overtime. But instead of receiving the additional eight hours of pay at their base hourly straight-time rate for the eight hours of holiday pay, they would have their annual leave balance credited with an additional eight hours of annual leave. The contractual language governing this annual leave exchange option can be found in Article 11, Sections 3, 4 and 8 of the National Agreement.

This leave is then added to the employee's annual leave balance and is counted for purposes of annual leave carryover. Keep in mind, annual leave earned and received by working a holiday is subject to all applicable rules for requesting and scheduling annual leave. Letter carriers who wish to exercise their option to receive annual leave instead of holiday pay must submit, to their supervisor, a completed PS Form 3971 indicating such by filling in or checking the "Holiday/AL Lv Exch" box in the "Type of Absence" section. If you select this option and have any issues receiving this benefit, you should immediately contact your shop steward or local NALC branch officer. **PR**

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



Top: Jack Young
Below: Kelli Reed



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 their 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 helps man having seizure

Corpus Christi, TX Branch 1259 carrier **Jack Young** often saw a man named Keith strolling around the town of Rockport carrying an umbrella shielding himself from the sun. They would exchange pleasantries, and Keith would offer him blessings.

One summer day, the six-year carrier was walking around the neighborhood when he spotted Keith lying on his back, seizing in the middle of the road.

Realizing what was happening, Young stopped his truck, got out, grabbed Keith's umbrella and used it to block the sun, and called 911.

Young described Rockport as a small town where "everybody kind of knows everybody," so he was shocked when he noticed people driving around Keith but not stopping to help him.

"How can you not stop and help this person?" Young asked.

Once emergency services arrived, a neighbor came to the scene and told Young that Keith's seizures were triggered by heat, so Keith had made the right call by holding the umbrella over him.

As Keith was beginning to recover, he thanked and blessed Young for his part in the incident. He told the carrier he didn't remember what happened. After the customer was helped by para-

medics, Young returned to his route knowing Keith was in good hands.

Young has seen Keith around the neighborhood since the incident. Keith told Young that he has recovered well and is back to his old self—and blessed him again.

Customer falls three times, carrier lends hand

Kelli Reed, a Branch 8 letter carrier in Lincoln, NE, was involved in helping a customer who fell three times over the course of several months.

The first fall occurred in spring 2023, when her elderly customer fell outside his apartment and neighbors called paramedics. He was hospitalized for a dislocated shoulder. The nine-year carrier put his mail on hold until he returned from the hospital.

About a month after his first fall, Reed found her elderly customer on the floor of his living room unable to get up. After the carrier found out about his first fall and he returned from the hospital, she started delivering his mail directly to his door, so he didn't have to go downstairs to retrieve it. As she reached his door, it was open, and Reed could hear her customer yelling.

The customer was unable to move his arm to help himself up, and Reed wasn't strong enough to assist the man into a seated position by herself. She knocked on the door of a neighbor who she knew was home. Reed and the neighbor helped get the man in an upright position, and then the carrier called 911. The customer told Reed he thought he had been on the ground for about six hours.

Once the paramedics arrived, Reed continued her route. As it turned out, the man had dislocated his shoulder for a second time and was hospitalized for about a month.

"I felt like I was at the right place at the right time," said Reed. "It definitely could have been bad for him."

Once the man returned home, several months went by and then a similar situation played out again. This time Reed heard her customer yelling through the door, but the door was locked. He had been on the floor for about 10 hours. She called 911, and paramedics were able to break down the door and take him to the hospital. He then went to rehab before moving to a long-term care facility.

Letter carrier helps woman after serious fall

Going about his route in El Dorado, KS, one November day in 2023, Wichita Branch 201 member **Jeff Sparks** saw a woman sitting on the steps that led up to the garage door. He thought it was quite unusual that she was sitting there, so he asked if she was all right, and she told him she had fallen and injured her hip.

“My first thought was I need to get her help right away,” the six-year letter carrier said.

Sparks offered to call 911, but the customer had already called her daughter, a nurse, so she wanted to wait until her daughter came.

Sparks stayed with the woman and called his postmaster to let him know what was happening. The daughter

and son-in-law helped the woman into the house and called 911. At that point, Sparks asked the daughter to keep him posted on her condition before continuing his route.

A few days later, a note appeared in the woman’s mailbox telling Sparks that she needed to get surgery on her hip and would go to a rehab facility to recuperate.

Weeks later, the woman returned home, and Sparks has seen and talked to her outside several times.

“I was really glad to see her home,” Sparks said. “She gave me a hug and told me, ‘Thank you.’”

Carrier’s quick action saves man after fainting

Max Valdivia saw one of his retired customers, Mike, nearly every day on his route in a gated community in Rancho Cucamonga, CA. Mike would sit in his garage, work on projects and when the Ontario Branch 1439 member would come by with the mail, the customer would give him water or Gatorade.

When the 27-year letter carrier got to Mike’s house one day in early April, they had their regular exchange. Valdivia left to go back to his truck and as he was doing so, he heard a loud crash coming from the garage. Valdivia quickly walked back, where he found Mike on the ground. Blood was coming from the customer’s head, and he looked dazed. Mike had fainted and fallen on a dog gate in his garage.

Valdivia offered to call 911, but Mike declined. The carrier stayed with him until his condition improved, and then continued his route. Mike eventually went to a doctor and found out he had sustained a concussion and that he was dehydrated. Over the summer, Mike recovered, and his grandchildren came to visit him. Valdivia still talks to Mike every time he sees him.



Max Valdivia

“I was just happy that he was fine, and I was there,” Valdivia said.

Carrier saves man trapped under dresser

After returning to his route following a few days of vacation in mid-February 2023, Kansas City, MO Branch 30 member **Max Hawley** was met with an unfortunate surprise at the home of an elderly couple. A woman on his route had left a note on her front door: “Mailman, please knock. We need help.” Her husband had spent two and a half days trapped under a dresser.

“I felt bad that I hadn’t been at work the previous two days,” Hawley said. “I was just sad that he had to wait like that.”

The man’s wife had lost her cell phone and suffered from mobility issues, and the man’s phone was under the dresser with him. At the door, the 26-year carrier spoke to the woman, who explained the situation to him.

After lifting the dresser off his customer, “I checked on Tim and saw him barely conscious,” Hawley said. “I was afraid to move him, so I informed them that I was calling 911.”

Hawley then waited with the couple for emergency responders to arrive, at which point the carrier gave them all the information he had.

Hawley was able to get the phone number of the man’s sister, who subsequently kept him up to date on the man’s condition. After a month, he was able to return home. For the next year and a half, Hawley saw them occasionally and the man’s condition seemed to have improved. Unfortunately, the man died in August. **PR**



Jeff Sparks



Robbins begins sculpting an eagle on the grounds of a senior-living complex.

A cut above

“When I was a kid, I kind of idolized my dad when he was doing chainsaw work,” **Mark Robbins** said. He’d watch as his father wielded the power tool to do fence work and cut firewood. His father also whittled small figurines, a hobby Robbins took up as a teenager in the 1980s.

“We lived out in the middle of nowhere,” Robbins added.

His mom coaxed him into going to an event her company was hosting with the promise of all-you-can-eat food, not mentioning that there would be a chainsaw carver.

“I’m stuffing my face, and this old boy pulls up in this beat-up old

Dodge pickup, pulls this big log out of the back of his truck with a simple chainsaw,” Robbins said, adding that, within a couple of hours, the man had carved a 5- or 6-foot-tall column of wood into a beautiful salmon jumping out of water.

“I remember kind of standing there, slack-jawed with half a hot dog hanging out of my face just in complete awe,” he said.

Though the Colorado Springs, CO Branch 204 member was blown away, “life gets in the way of everything,” he said, and he didn’t get into carving with a chainsaw until about 10 years ago—an activity that would not only become a rewarding hobby for himself but also would allow him to contribute to the well-being of others.

Robbins had a massive tree in his front yard. “It’s breaking the sidewalk, breaking the curb, breaking the street,” he recalled. He and some friends cut the top of the tree off, reducing it to about 9 feet.

He saw his perfect opportunity for a first carving but wanted to practice first. “I started carving smaller stuff, getting ready to tackle this 9-foot project that’s still growing out of my front yard,” he said. “And the first one was garbage.

“So, I refocused, looking at library books, thinking [chainsaw carvers must] take the small 4- and 5-inch hand-whittling carvings and just scale it bigger,” he said, before realizing that the proportions would be off.

Robbins, who began delivering mail in 2005, had studied architectural drafting for a few years prior to his postal career, but realized that it didn’t exactly translate. “Some of my beginning stuff, you know, there was a lot of straight lines, and I was like, well, bears don’t have straight lines,” he said, joking that it was “a bit of a learning curve.”

His next attempts were better. One book showed a 4-inch dolphin. “And I thought it was beautiful,” Robbins said. “So, I carved it taller, about 2 feet out of maple. And one of the guys I worked with asked me, ‘Would you be interested in selling it?’ ”

The co-worker then commissioned a new piece, a 4-foot bear. “If you like it, great. If you don’t, you don’t owe me anything,” Robbins told him, but the new owner was “happy as heck.”

“And I was like, well, I’ve got me a new hobby,” Robbins said—and he hasn’t stopped since. He finally tackled the tree in his front yard, creating a double-sided 7-foot “old man in the tree.”

And although he’s studied other people’s work, he puts his own spin on designs and developed his own style. “Over the years, I’ve kind of gotten settled into what my bears look like,” he says.

Being a letter carrier has gone hand in hand with his hobby. Robbins will see tree services while delivering and befriend the workers to later source the wood for his art. “It’s all wood that’s coming down anyway, and either usually goes to a recycle yard or a firewood pile,” he said. “They’re happy for me to take it off their hands.” He’ll even get calls and texts from co-workers about piles of wood or a tree service dropping a tree to come pick up after work, or customers or carriers referring him to people for carving jobs.

Robbins usually carves on his days off and on weekends. How long a carving takes depends on the size of the piece, though practice and upgraded tools have made a difference. A 5-foot bear used to be an all-day project, he says, but it now will take only a few hours. “Last carving show I did, I was carving out some 2-foot bears in 30 minutes,” he said. “Better, more powerful, sharper tools produce a carving faster, of course.”

Red cedar is his favorite wood to work with because of the beautiful colors, but there’s not a lot in Colorado, he says, so he mostly works with pine.

To do a carving, he uses a large chainsaw to grind the wood down before using a specialized carving bar to refine the details. Afterward, he sands



Robbins puts the finishing touches on the eagle.

or deburrs it to smooth edges, and then either burns it or paints on an oil-based polyurethane as a protectant.

He makes some carvings in his back yard but also does some on site, such as on someone’s property or at events a few times a year. He was a special guest at a Washington State Association of Letter Carriers convention, where he did a live chainsaw carving, and he has done a state convention in Colorado. And, he has donated pieces

To add contrast to and protect the wood, he burns it with a torch.



for MDA auctions that have raised thousands of dollars to send kids to MDA Summer Camp.

Though Robbins has a presence on Facebook under “Robbinswood Carvings,” most of his sales are through word of mouth. He also likes to do summer shows and street fairs in some Colorado mountain towns. “One does a gold rush summer street fair, and so they actually build me into their program,” he said. “They really bill it up like I’m somebody, and I don’t feel like I am.”

But it was an event called Working Warriors six years ago that helped his hobby take off. Robbins, who served in the Army for eight years, including in Kuwait, was invited by an Air Force veteran friend who owned a distillery to a large fair showcasing nearly two dozen veteran-owned businesses and nonprofits. There was a huge turnout.

“The main draw was having a chainsaw carver doing live performances,” Robbins said of the veterans event.

After that, the carrier got a call from an event planner at a five-star hotel the next day to book him as entertainment for a future event at the hotel.

That was the turning point, he said: “I had to turn it into a business. Had to be licensed, had to be insured.”

A decade in, Robbins isn’t quite sure how many carvings he’s done. “It’s gotta be in the hundreds, if not into

the thousand bracket,” he said. “But there’s a handful that are my favorites.”

That includes an almost 6-foot bear. “Back in 1998 there was a great big tree [in Colorado] that had a bear crawl up it. The bear had gotten lost, got tired, climbed up this big tree and fell asleep in the top of the tree. One of the neighbors called the homeowner of the house and said, ‘You got to turn on the news; your tree is in the news.’”

Years later, when a heavy, wet snow broke up the tree, the owner asked him to carve a big black bear “to kind of memorialize that tree,” he said.

Another favorite came about when a T-6 Robbins knew was delivering to a 13-story senior complex. A tree maintenance worker jokingly asked his co-worker if he knew a chainsaw carver. “And he’s like, ‘Matter of fact, I do,’” Robbins said. “While I was doing the carving, the manager of the building brought out barbecues and ice chests, brought out a bunch of chairs, so the tenants that lived there would come out. I thought it was hilarious that I was the entertainment for the weekend while I was carving out this giant [10.5-foot] eagle on their front lawn.”

“I have to admit, I do like a little attention,” he said of doing events. “When I turn my chainsaw off, they’re like, ‘Oh my God, I don’t know how you found a bear in that piece of wood.’”

Commission prices for his pieces vary from around \$50 for a small carving up to about \$1,000.

In the beginning, he said, “I was making a bunch of 4- and 5-foot carvings, and everybody was like, ‘Well, we brought the Cadillac. I can’t get this home, you know?’” Knowing that, plus doing regular 30-minute shows, helped him plan accordingly. “I had

to regear my thought process to make smaller, faster carvings,” he said.

Robbins, who currently serves as branch vice president and state vice president, hopes to wind down his postal career in a few years and concentrate full time on carving. “I already have it as a business, but I plan on opening my own shop, like a retail shop and carving studio,” he said, adding that he feels lucky that the hobby pays for itself and the tools that go with it.

Most of all, Robbins said, his hobby is “really therapeutic. [You] put on hearing protection, and you kind of just tune everything else out.” **PR**





Making deposits for military service

As planning for retirement is on the minds of many of our members, we're reprinting this article, last published in May, about how to make deposits toward retirement for time spent in military service.

The law that permits certain veterans to make deposit for their time in the military to count toward Civil Service Retirement System (CSRS) or Federal Employees Retirement System (FERS) retirement (eligibility and amount of annuity) requires the employee to completely pay the full amount of the deposit prior to separation for retirement.

This column begins with a general introduction to making a deposit for military service, follows with discussion of the Postal Service's obligation to provide accurate and complete counseling regarding deposits for military service, and ends with a review of the exception to the general rule that military deposits must be completed prior to separation.

Under the CSRS and the FERS, an individual's "years of service" is a determining factor to establish eligibility to retire and to calculate the amount of the retirement pension. Generally, years of service are computed for a retiring employee by measuring the elapsed time between the start date of career service and the date of separation for retirement.

Military veterans can, in most cases, increase their years of service by making a deposit for their time in the military. Many veterans will find this advantageous because doing so may enable them to retire earlier and receive a higher pension. The amount of the deposit depends on which retirement system a veteran is in, how much they earned in the military and when the deposit is made.

The Office of Personnel Management (OPM) is the federal agency that has authority over CSRS and FERS retirement matters. OPM regulations require that deposits for military service be paid in full prior to the date of retirement. The deposit must be made to the employing agency (in our case, the Postal

Service). The amount of the deposit is 7 percent of basic military pay under CSRS, or 3 percent of basic military pay under FERS. Interest will begin to accrue two years after beginning career employment at the Postal Service, and is compounded annually. However, if the deposit is completed prior to the third year, there is no interest charged.

The Uniformed Services Employment and Reemployment Rights Act (USERRA) provides an alternative method to calculate the deposit under certain conditions. Where military service interrupts creditable civilian service and reemployment, the deposit payable may not exceed the amount that would have been deducted and withheld from basic pay during civilian service if the employee had not performed the period of military service. The Postal Service, when applicable, should calculate the deposit under the normal method and the alternate method under USERRA. The deposit will be the lesser of the two.

OPM regulates federal employers, including the Postal Service, when it comes to retirement matters. OPM provides the following guidance in a Benefits Administration Letter (BAL 17-101) dated Jan. 27, 2017:

- Each federal employing agency...must have the capacity to counsel, calculate, collect and to post all payments related to employees' deposits for military service...
- Agencies are required to provide accurate and complete counseling to all employees who seek to make post-1956 military deposit; this includes counseling as to the effect of paying or not paying the deposit(s) as well as the proper calculation of the deposit(s).
- Agencies are responsible for including accurate information about the accrual of interest on military deposits and to accurately determine and apply the Interest Accrual Date in any given request to make deposit for a period of military service.
- In general, an (agency) administrative error occurs when in response to an employee's inquiry, the employing agency provides material misinformation concerning the deposit and the consequences of not

making the deposit prior to separation... In addition, if an employee, at the time of election, affirmatively asks for information regarding the amount of the military deposit or the consequences of failing to make a deposit, the government commits administrative error if its response either misrepresents the dollar amounts in question, or is so indirect, inaccurate, or incomplete as to confuse the employee as to the amount of the deposit or the effect of any failure to make the deposit on the annuity recalculation.

It is clear from the above that the Postal Service is required to provide accurate and complete counseling regarding making deposit for military service to any employee requesting such counseling. There have, however, been instances where the Postal Service provided inaccurate and incomplete advice about making deposit for military time. Fortunately, there is an exception to completing the full deposit prior to separation: If a veteran did not make deposit prior to separation due to administrative error by the employing agency, the former employee may have the opportunity to make or complete a military deposit after separation.

If a veteran does not make deposit for military service prior to retirement because of a Postal Service administrative error or incorrect advice, they can write to OPM and request belated deposit. OPM will investigate and make a decision allowing or disallowing the request. Adverse decisions by OPM on such a request can be appealed to the Merit Systems Protection Board.

Veterans can access the above-quoted OPM Benefits Administration Letter at opm.gov.

Alternatively, you may contact the NALC Retirement Department at 202-393-4695 or 800-424-4695 (Monday, Wednesday or Thursday) to request a mailed copy.

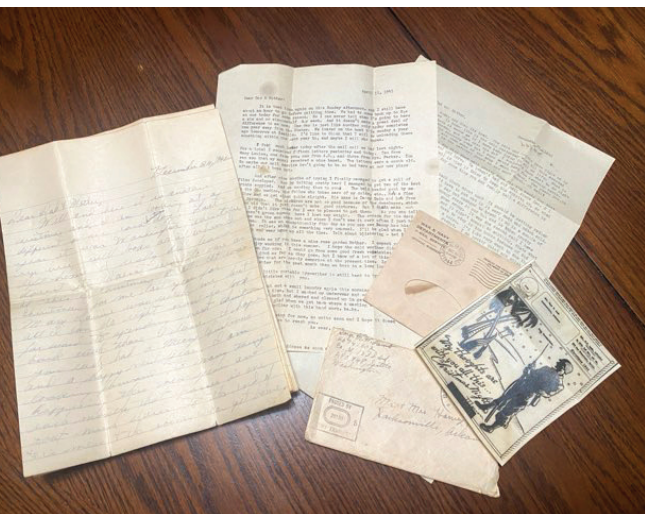
To begin the military deposit process, contact the Human Resources Shared Services Center at 877-477-3273, Option 5, or TTD/TTY at 866-260-7507.

A SPECIAL DELIVERY

A letter carrier makes sure a WWII veteran's letters find their way home



Above: Alvin Gauthier and Jo Ann Lamb Smith
Below: Letters from Marion Lamb



Dallas, TX Branch 132 member Alvin Gauthier has worn two uniforms since he joined both the Marines and the Postal Service in 1999. This year, a chance discovery in a mail hopper gave Gauthier another chance to fulfill his dedication to service, whether to customers or veterans.

On a routine morning in April, Gauthier was loading his truck when he spotted an unusual letter. Reading the address, he realized that it had been mailed in 1942. He soon found several other similar letters, dated from the World War II era and stamped “U.S. Army Postal Service.”

They were all addressed to the same people—“Mr. and Mrs. Henry Lamb”—but with no street address beyond the town of Jacksonville, AR. Gauthier surmised that they might be from someone who had been serving in the military far from home.

A letter with only a name and small town as an address might have easily reached its destination in 1942, but Gauthier knew it wouldn't make it today, especially if the recipients had died or moved. “It just looked really important,” he said. Gauthier made it his mission to find the family and deliver the letters.

Gauthier had joined the Marine Corps at age 19 and had also applied to the Postal Service. When he got a postal job a few months later, he switched from active duty military to the reserves. Originally from New Orleans, he moved to Grand Prairie, TX, to carry the mail.

When the Iraq War began in 2003, Gauthier was

called up. He served as the operator of a heavy machine gun mounted on a Humvee. “I was a grunt,” he said. He often wrote home to his family, so he knew how important mail is to soldiers, sailors, airmen and Marines. Gauthier came home after a year of duty and went back to his route, remaining a reservist until 2007.

LETTERS FROM THE PACIFIC

More than 60 years before Gauthier went to war, Marion Lamb left Arkansas to serve in World War II in the U.S. Army's 96th Infantry Division in the Pacific under Gen. Douglas MacArthur. Nicknamed the “Deadeyes” for their sharpshooting prowess, Lamb's division trained in Oregon and Hawaii before participating in the invasion of Leyte in the Philippines, the landing that launched the liberation of the islands. As the invasion began, MacArthur famously waded ashore and announced, “I have returned.” The 96th later participated in the 1945 invasion of Okinawa and the fierce fighting that won the island.

Lamb served from 1941 to 1945 and wrote several letters to family members during that period. But now some of those letters were in the mail again decades later. Had they been lost in the mail for 80 years? The only clue Gauthier had for their intended destination was the name and town on the letters. But he was determined to bring the letters home.

An internet search yielded only a 2020 obituary for Lamb. To find his family, Gauthier contacted KARK-TV, the NBC affiliate in Little Rock, AR. The station ran a story about his search for the family and asked for viewers' help.

“I was in Iraq, and I wrote my parents’ home, and you boost your morale,” Gauthier told KARK-TV. “I just really want to get these letters to the right family.”

In less than an hour after the story aired, dozens of people responded. Some wanted to help find the Lamb family. Some said they knew the Lamb family. And a few were *from* the Lamb family. That day, some of those family members connected Gauthier with Jo Ann Lamb Smith, 84, Marion’s youngest sister and only surviving sibling, who was still living in Jacksonville, AR.



Gauthier during his service in Iraq.

MYSTERY SOLVED

Still, how had these old letters ended up in the mail again eight decades later? It turns out the letters had been sent as part of a package of Lamb family treasures mailed by a family member in Tennessee. They had fallen out of the package. The rest of the items were delivered in the pack-

age to their intended recipient, Debbie Smith—Jo Ann’s daughter and Marion’s niece—who lived on Gauthier’s route.

“He’s a Marine—he just knows letters are important,” Smith said. Though she had received the package, she didn’t know that some letters had fallen out. If it weren’t for Gauthier’s determination, they might have been lost forever.

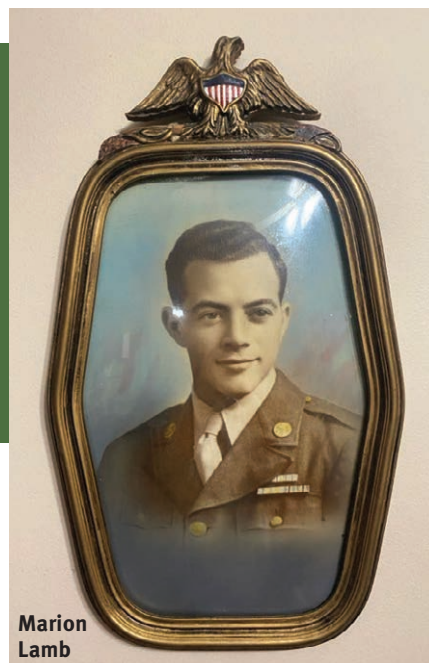
But bringing them to Debbie Smith wasn’t enough for the former Marine. He had already talked to Smith’s mother in Arkansas and vowed to deliver them there. So, on his day off and at his own expense, Gauthier drove five hours to Arkansas and, with Smith and other family members on hand, delivered the letters to Jo Ann Smith. The moment was captured by KARK-TV cameras.

“She had never seen these letters,” Debbie Smith said. Jo Ann was only a toddler when her brother was at war. “It was a lot more emotional than anyone knew it was going to be.”

Receiving the letters from so long ago brought Jo Ann Smith precious memories, Gauthier said. “She was tearing up because she didn’t have anything from her brother,” he recalled.

Debbie Smith’s father, who died in 2022, served two tours in Vietnam before retiring as a lieutenant colonel. “The connection we had with Alvin because of our military background was instant,” she said.

Gauthier and the Lambs became local celebrities and fast friends. The Lamb family went out for lunch with Gauthier at a restaurant that day and watched the local NBC story on the restaurant’s TV. Gauthier’s generous act ended up generating media stories across the country in outlets including *The Washington Post*, *Smithsonian* magazine, *People* and many local newspapers and TV stations.



Marion Lamb

Gauthier’s selfless act wasn’t the end of the story, though.

“I got a whole new family out of it,” he said of the Lambs. “I call them my aunts.” He dubbed Jo Ann Smith his new “grandmommy.” Gauthier now has a new extended family to visit with his own wife and two sons. He communicates weekly with the Lambs in Arkansas.

And he takes good care of Debbie Smith on his route. But Smith says Gauthier was always helpful even before their families met, taking special care with packages that didn’t fit in her mailbox, for example.

“Even before this story, even before I knew who he was, he went out of the way to take care of our mail,” Smith said. “He just goes above and beyond the call of duty.” **PR**



Gauthier meeting with Lamb’s family (to the left of him are Jo Ann Lamb Smith and her daughter Debbie Smith) and the TV reporter (far left) who reported the story.



**THANK YOU
FOR YOUR SERVICE**



The United States pauses every Nov. 11 to celebrate our military veterans—the men and women who served in the armed forces, whether active duty, reserves or National Guard—on Veterans Day.

About 1 in 5 NALC members are veterans who traded their military uniforms for postal ones. They also brought their skills, determination and sense of mission to their postal jobs.

In this issue of *The Postal Record*, we bring you stories about veterans among our ranks who go above and beyond.

To honor and to serve the veterans who carry the mail, or carried it before retiring, the union created the NALC Veterans Group. Along with recognizing their service, the Veterans Group also provides resources and information veterans can use, including about benefits available to them.

“By creating the Veterans Group, NALC honors and assists the veterans in our ranks every day of the year,” NALC President Brian L. Renfroe said.

Every veteran in the NALC can join, but you must sign up if you want to be a member, because USPS does not provide a reliable list of postal employees who are veterans. The list below contains the names of the 19,747 NALC members who have joined the Veterans Group. If you are a veteran and haven’t joined yet, see the instructions below.

Membership in the Veterans Group provides access to information and tools specific to veterans’ rights and benefits.

With more than 20 percent of letter carriers having military experience, the Postal Service is among the very largest civilian employers of veterans, and it benefits from their commit-

ment and reliability. This same level of devotion and allegiance also has made the NALC Veterans Group one of the strongest and most successful veterans organizations in the labor movement.

The NALC Veterans Group is led by Assistant to the President for Community Services Christina Vela Davidson, an Army veteran.

“Our success, in the military or the Postal Service, happens when we stick together,” Davidson said. “As a disabled veteran, I’ve experienced this firsthand. I truly believe in veterans helping veterans.”

Membership in the Veterans Group is open to any NALC member or Auxiliary member with past or current military service.

As a reminder, membership is not automatic—NALC does not have a record of every member who is a veteran because not every carrier uses veterans’ preference when applying. There are several ways to join the Veterans Group. You can fill out the form in *The Postal Record* and mail it to: NALC Veterans Group, National Association

In this special veterans-focused issue of *The Postal Record*, we honor the veterans in our ranks and list the members of the NALC Veterans Group. We also bring you stories of individual veterans. We tell the story of a veteran who discovered some letters home from a World War II-era serviceman and took special care to make sure they were delivered to the surviving kin (see page 24). And we learned more about carving with chainsaws, the hobby of a veteran member (see page 20).



**You continue to serve your country—
THANK YOU!**

NALC Veterans Group

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

**Free
to join**

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

AMERICAN LEGION DISABLED AMERICAN VETERANS VETERANS OF FOREIGN WARS

OTHER: _____



THANK YOU FOR YOUR SERVICE

This list on the pages that follow is of members of the NALC Veterans Group only. If you're a veteran, you must join the Veterans Group to have your name appear in this list. You can use the sign-up card on page 27 to join the NALC Veterans Group for free.

of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144. You also can download the application or join by email by going to nalc.org/veterans.

Upon joining the Veterans Group, members receive a lapel pin as a symbol of gratitude for their military service and membership in NALC. They also receive the NALC *Veterans Guide*, a compilation of useful information for veteran postal employees. Topics include:

- Veterans' preference in federal and postal hiring.
- Retirement credit for military service. Known as "military buy-back," credit for military service allows letter carriers and other federal employees who are veterans to receive credit for their military service time, to be added to their years of civil service with the government, increasing their retirement annuity.
- The Uniformed Services Employment and Reemployment Rights Act (USERRA). This law protects the job rights of individuals who, voluntarily or involuntarily, leave employment

positions temporarily to undertake military service. USERRA prohibits employers from discriminating against past and present members of the uniformed services.

- Military and Wounded Warriors Leave.
- Medical and mental health rights and resources.
- Dual coverage for workers' compensation under the Office of Workers' Compensation Programs and Department of Veterans Affairs.

Veterans Group members also can purchase exclusive merchandise from the NALC Store. The proceeds allow members to do Veterans Group projects at NALC national conventions. To shop, go to nalc.org/store. All products are union-made in the USA.

The Veterans Group website, nalc.org/veterans, includes news reports on pending legislation and other important topics. The NALC *Veterans Guide* can be downloaded from the site.

To recognize the veterans in our ranks who have joined the NALC Veterans Group, the names of the members as of Oct. 15 are listed in this special veterans issue.

ALABAMA

Br. 106, Montgomery

John A. Arciero
Darryl L. Brantley
Joseph B. Brown Jr.
Booker T. Carroll
Sandra L. Chestnut
Charles L. Duncan
Marilyn Evans
Artegus L. Felder
Russell C. Hudson
Christopher D. Lambert
Marta L. Mass
Robert H. McSwain
Cavanaugh Moore
Ralph G. Norman
Quincey Northern
Carmen D. Penny
Cannyce Purter
Ronald A. Reader
Henry L. Robinson
Lloyd M. Sager

Br. 448, Anniston

Glenn E. Gilbert
Gary W. Hill
George F. Rivers
Bridget P. Sheats
Willie C. Wall

Br. 462, Huntsville

Wanda M. Davis
Walter R. Gotto

Kenneth C. Harper
Eric D. Hawes
Steven E. Horison
Shansti N. Jalomos
David T. Jefferson
William E. Johnson
Mary J. Jones
Timothy A. Kirkland
Marin Lee
Freddie L. Moore
Randall L. Morgan
Billy Parks
James E. Petty Jr.
James H. Simmons
Noah S. Wells Jr.
Scott W. White

Br. 469, Mobile

Charles J. Anderson
William Baliem Jr.
Dale A. Berry
Neely D. Clinton
Gene A. Coker Jr.
Kenneth D. Crowley
Willie D. Dunning III
Willie J. Harris
Eric J. Hicks
James Houston
Richard L. James
Benjamin L. Johnson
Derrick W. Johnson
Marcia E. Johnson
Vincent L. Lang

Johnny W. Martin
Harold W. Ray
Jim E. Rivers
Edward G. Roebuck
Nashid A. Rushdan
Earl Safford
John E. Shears
Willie J. Shiver
Roger G. Stephenson
Kirt L. Stokes
Johnny W. Swilley
Reginald D. Thomas
Robert A. Tolson
Dana D. Toney
Michael H. Wade
Johnny Watson
Eugene Williams
Lakia B. Williams
Theoda W. Williams

Br. 530, Birmingham

Terry L. Baldwin
Anthony B. Barganier
Duane M. Barnes
Beverly R. Beacham
Roderick L. Belsler
James M. Blackburn
Timothy J. Brewer
Cedrick E. Brooks
David B. Brown
Herman D. Bryant Jr.
Clifford A. Burns
Craig P. Campbell II
Robert E. Chandler

Felix D. Chapple
Willie A. Clements
Kenneth A. Cleveland
Bobby M. Coleman Jr.
Syrenthia Dean
Tommy Q. Demedicis
Lamar M. Dowkings
Samuel F. Edwards
Roosevelt Gillispie
Michael L. Griggs
Herbert A. Hammond
Sandra T. Harris
John E. Hedgepeth
Tarvalarr A. Herron
Aaron D. Holt
Otis F. Horn
Jimmie L. Hudson Jr.
Willie J. Hudson Jr.
Jimmy L. Johnekins
Jackie L. Jones
Rodriguez S. Kelly
Lewis H. King
Norma J. King
Ray A. Lawrence Sr.
Roger D. Lawson
Tambalyn L. Mason
James N. McKee
Reuben A. Melton
Keith F. Nelson
Luis M. Pagan
Christopher J. Reed
Willie C. Salter
Larry C. Spencer

Louis A. Trapolino Jr.
Robert T. Turner
Leonard J. Walton Jr.
Michael A. Warren
Christopher W. Waters
Michael D. Waters
William E. Whitner III
G. W. Williams
Princess Woodside
Sterling Wormley

Br. 892, Florence

Thomas R. Britnell
William R. Brown
Richard A. Davis
Kenneth L. Frost
William E. Gray
Ronald G. Inman
Steven B. McCrary
Ronald L. Moss
Thomas E. Predmore
Thomas B. Saddler
Joseph C. Spurgeon
Wally E. Thiippen Jr.
Patrick Trousdale
Glenn R. Winkelmann

Br. 937, Bessemer

John V. Burke
Armstead Herndon
Br. 1047, Gadsden
Robert F. Champion
Richard A. Cushing

Phillip O. Nasworthy
Clellon D. Parker
Candice L. Phillips
Br. 1096, Tuscaloosa
Benny O. Chappell
Christopher Combs
Edward L. Pratt Jr.
Christopher L. Strickland
Kimmery Thomas Taylor
Gregory K. Thompson

Br. 1314, Decatur

Loresia S. Fletcher
Shundrea J. Hunter
Raymond Kidd
Terry P. Lawrence
William J. Manley
Neal A. Perdue
Johnny A. Roy
Eric L. Stone
Cathy L. Thomas

Br. 1630, Dothan

Robert N. Bowers
David F. Cain
Eugene R. Ganter
Accacia S. Hammonds
David L. Kirkland
John W. Lanton
Roger L. Mathews
James L. Metcalf
Willie E. Myles
Dolan G. Priest

This list is of members of the NALC Veterans Group only. If you're a veteran, you must join the Veterans Group to have your name appear in this list. You can use the sign-up card on page 27 to join the NALC Veterans Group for free.

Kenneth W. Risher
Charles C. Rummel
John P. Simpson
Royce O. Stokes
Teresa Thayer
Duel M. Wilson Jr.
Br. 3099, Jasper
Donald L. Bobbitt
Michael Hutchinson Jr.

Br. 3122, Phenix City
Natasha L. Johnson
Shadonna G. Minter
Parrish L. Shaw
Melvin Tillman

Br. 3359, Fort Payne
Donald E. Cornelius
Zachery O. Gauthier
Tim E. Love
Leo J. Nadolny

Br. 3386, Roanoke
Cecil E. Halsey

Br. 6118, Foley
Phillip S. Dean

ALASKA

Br. 4319, Anchorage

Sue A. Adams
Danny L. Ancheta
Richard W. Balgenorth
Jeffery M. Balthazore
Audwin C. Banks
Pedro S. Bautista
David A. Berlin
Roland M.f. Bugarin
Addis M. Bugg
Terrence H. Chase
William A. Cook
Donald E. Coonrod
Edwin Cruz
Barry A. Dillinger
Devin C. Duncan
William T. Elliott
Steven M. Engst
Richard A. Fessenden
Eduardo Figueroa
Joseph M. Flanagan
Erle S. Fox
Patrick M. Gauthier
James M. Gordon
Lance K. Graveley
April A. Green
Loyal W. Hanson
Paige Harper
Louis O. Hester
Ann M. Holbrook
Kara L. Izzo
Albert P. Johnson
Elijah Johnson
Charles C. Karjala
Vernon L. Kimball
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Donald J. Gill

Br. 2580, Douglas
Matthew C. Klouda

Br. 4456, Thermopolis
Krystal C. Spatol

Br. 5923, Riverton
Michael D. Morrin
Chad A. Vogelsang

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.

When a retired letter carrier dies...

- Notify the Office of Personnel Management (OPM). This should be done as soon as possible through its website, by email, by phone or by mail. To report the death of a deceased annuitant to OPM, do one of the following:
 - Visit servicesonline.opm.gov and click on "Report an Annuitant Death." This will take you to an online form to complete and submit.
 - Send an email to retire@opm.gov and include the following information pertaining to the annuitant and survivor(s): Retired letter carrier's full name, CSA number, date of birth, Social Security number, survivor's full name, relationship to the deceased, Social Security number, date of birth, address and phone number.
 - Call OPM at 888-767-6738.*
 - Write to OPM at Office of Personnel Management, P.O. Box 45, Boyers, PA 16017. Provide the information on the deceased and survivor(s) as above.
- *Calling OPM can sometimes take several attempts due to high call volumes. Callers may be on hold for 20 minutes or longer. The NALC Retirement Department staff is familiar with OPM and is well-versed in explaining OPM's processes. Upon request, the NALC Retirement Department will report the death of a retired member to OPM and answer any questions. To contact the NALC Retirement Department, call toll-free at 800-424-5186 on Monday, Wednesday and Thursday from 10 a.m.-12 p.m. and 2 p.m.-4 p.m. Eastern Standard Time. The NALC Retirement Department also can be reached Monday-Friday from 9 a.m.-4:30 p.m. at 202-393-4695. Long distance charges may apply.
- Once the death of an annuitant has been reported to OPM, the OPM will stop payment of the monthly annuity and mail the applicable claim forms to the survivor. In most cases, two forms will be included in the packet:
 - application for death benefits under the retirement system (death benefits include survivor benefits and/or any unpaid annuity balance) and
 - application for Federal Employees' Group Life Insurance (FEGLI)
 - The packet also includes pre-addressed return envelopes, color-coded pink and blue, to facilitate rapid distribution and processing within OPM.
- Notify the bank where annuity payments are deposited, as well as any other of the retiree's financial institutions. Any annuity payments deposited after the date of death will be reclaimed by OPM. Return any uncashed annuity checks to the address on the accompanying Treasury Department envelope.
- Obtain enough death certificates for your needs from the mortuary.
- Notify the retired letter carrier's NALC branch.
- If the retiree was a veteran, notify Veterans' Affairs at 800-827-1000.
- Call the Social Security Administration at 800-772-1213.
- Notify insurance companies (life, health, home, automobile, etc.).
- If the retiree had a policy with NALC's Mutual Benefit Association, 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 retiree had health insurance through the NALC Health Benefit Plan or any other FEHB plan, the OPM will inform the health plan. When a spouse is entitled to survivor benefits, he or she will receive continuous health insurance coverage as long as they were covered under their spouse's FEHB plan at the time of death. The health plan will automatically change to self-only and be switched to the surviving spouse's name.
- If the retiree participated in the Thrift Savings Plan, contact the TSP at 877-968-3778.

If the spouse of a retired letter carrier dies, call the NALC Retirement Department for instructions on how to restore annuity to full amount, switch health coverage from family to self (unless you have dependent children) and change beneficiaries.

The Letter Carrier Political Fund— ensuring your future



**Paul
Barner**

A political action committee (PAC) is an organization that raises money to assist favored candidates in elections and influence legislation, particularly at the national level. Many organizations and corporations establish PACs to further their agendas. And the NALC is no different.

NALC's PAC was created in 1975—then known as the Committee on Letter Carrier Political Education (COLCPE). The PAC grew quickly and proved to be a crucial component in NALC's defense of benefits for active and retired letter carriers. NALC's ability to affect legislation proved instrumental,

as exemplified by the passage of Hatch Act reform. Prior to the reform, active letter carriers were prohibited from participating in nearly all aspects of politics. This reform in 1993 opened the door for our members to become engaged in the political process. Since then, our members have repeatedly proven that no union is more active and engaged in that process than NALC.

There is no question about the positive impacts that grassroots efforts, hard work and activism of NALC officers, staff and our members have had on Capitol Hill in stabilizing the Postal Service and gaining well-deserved benefits for letter carriers. One example can be found in the passage of the Family Medical Leave Act, which affords protections in the event of absences from work related to qualifying conditions.

“Contributions made to the LCPF are used to support candidates—Republicans, Democrats and independents—who support letter carrier initiatives.”

In 2015, COLCPE was changed to the Letter Carrier Political Fund (LCPF) to better reflect its purpose and mission. Contributions made to the LCPF are used to support candidates—Republicans, Democrats and independents—who support letter carrier initiatives. This is because almost all issues that affect letter carriers are non-partisan in nature.

Beginning in the mid- to late 2000s, attacks on the Postal Service and our jobs were fueled by three factors that drastically affected the Postal Service's financial stability—the economic recession, the decrease in first-class mail volume and the mandate to pre-fund future retiree health benefits. The LCPF was a crucial resource in our success in ensuring the financial stability of the Postal Service through postal reform, including a rollback of the pre-funding mandate—another pure example of our dollars at work.

While 90 percent of all letter carriers voluntarily join NALC, only 12 percent of our members contribute to LCPF. NALC members have a long tradition of refusing to stand on the sidelines, but rather take the fight to demand what is rightfully yours—the stronger the PAC, the stronger the influence.

NALC has been instrumental in advancing and securing legislation for letter carriers, but we must not rest on our laurels. We must reinforce our commitment to strengthening our PAC to maintain a strong force as we continue to advance the benefits of letter carriers.

The louder our voice on Capitol Hill, the more we can get done to benefit letter carriers. So please, make your voice heard by contributing to the Letter Carrier Political Fund. For more information, go to nalc.org/pac or contact the Department of Legislative and Political Affairs at 202-662-2833.

Note: 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.

Respect



**James D.
Henry**

The NALC has long been regarded as an excellent organization and one of the leading labor unions in the country. When the name “NALC” was heard, both members and management alike knew that the best labor has to offer was present and was about the business of its craft. In fact, when it comes to addressing conflict or tensions in the workplace, none was better. Why? Because the very existence of the NALC commands respect! It is one of the main reasons we’ve been successful in our representation over the decades. That simple seven letter word: respect. Sure, it is recognized that we must cooperate when

we can, but we must not capitulate.

A little respect goes a long way! It is understood that treating people with respect on a daily basis is one of the most helpful things an individual leader can do. And organizations must intentionally build a culture of respect if they want to attract, retain and leverage the contributions of all their talent, and the NALC has an abundance of talent waiting to be mined. Yet, at work at our respective offices or hall, we are often faced with uncertainty or tension around our differences.

It can be a challenge for leaders to establish and nurture respectful relationships among many different viewpoints, but effectively collaborating across diverse opinions is a key leadership skill. It’s important that we continue to work together and build each other up by emphasizing a culture of respect, and that we create a climate where all can thrive. That same mentality must carry over into the dealings with management, i.e., a relationship of respect for what the NALC and its leaders represent, despite competing interests.

Giving and getting respect seems obvious, but it may not be as intuitive as you think. There are multiple factors that indicate when respect is given to one another. Let’s begin with:

1. Respect is about listening. People feel respected when they’ve been heard and understood. Being genuinely interested in and open to others strengthens relationships and builds trust. You do not need to agree with or like the other’s viewpoint; just listen to it closely.

2. Respect isn’t just the absence of disrespect. Eliminating active disrespect, such as rude, insulting, or devaluing words or behaviors doesn’t create respect.

Respect is an action: We show respect; we act respectfully; we speak with respect. We expect and demand respect.

Leaders need to know that the absence of disrespect doesn’t have the same positive impact in resolving disagreement, conflict or tension as does the presence of respect.

3. Respect is shown in many ways. The perception of respect is influenced by culture and family, peers, and social relationships. Status, power and role all create the context in which respect is interpreted. Leaders need to take the time to understand how respect is given and received in cultures working with others. You may not need to make huge changes in your behavior to be more effective. Just understanding and acknowledging as valid what others expect from you will make a difference.

As a leader in the NALC, I believe that respect is accorded in the following ways:

- Exhibit an interest in, and appreciation for, others’ perspectives, knowledge, skills and abilities. Express recognition and show sincere gratitude for the efforts and contributions of others.
- Openly communicate information about policies and procedures so everyone has access to and is operating with similar information.
- Clarify decision-making processes, and when appropriate, seek input into those processes, erring on the side of inclusive leadership.
- Consider whether you are in a position to serve as an ally on behalf of others. Make sure you understand and focus on advocating with, not just for, others, because advocacy should be done in close partnership with those we intend to serve.
- Take concerns seriously; if someone or a group shares that they feel wronged, show sincere empathy as you seek to better understand that perspective and offer genuine apology. Recognize that empathy and inclusion are imperatives for diversity initiatives to be successful.

At its core, creating a culture of respect is a continuous process of paying attention to people. Leaders must avoid making assumptions that, if unchecked, can lead to misunderstandings and ineffective behaviors. Developing a culture of respect requires intentional actions from every leader and the organization itself. Moreover, leaders must lead by example in their efforts to maintain an atmosphere of respect.

The NALC historically has demanded in the performance of its duties respect by, for and of its representatives to be an organization. To be taken seriously at all times by management, respect is an essential element of good-faith dealing. Make management remember that! Be proud to be an NALC member and tell management and anyone else to “put some respect on our name.”

Important reminders about Open Season and more



**Nicole
Rhine**

Open Season for choosing a health benefit plan is Nov. 11 to Dec. 9, and I encourage all NALC members to consider enrolling in the NALC Health Benefit Plan—the NALC’s own union-run health benefit plan. NALC health benefit representatives and branch officers are reminded that any USPS employee, regardless of bargaining or non-bargaining status, must be a full dues-paying member of the NALC when enrolled in the NALC Health Benefit Plan.

Please note that a common misunderstanding is that a postal employee must already be a member of NALC in order to choose the NALC

Health Benefit Plan during Open Season; that is not the case. Any postal employee can select the NALC Health Benefit Plan during Open Season; however, they must join the NALC in order to maintain their insurance through the NALC Health Benefit Plan.

Under Article 22 of the *NALC Constitution*, a Health Benefit Plan membership (often referred to as an “associate membership”) applies only to postal retirees who did not maintain their membership in the NALC upon retirement and to all non-postal federal employees. These enrollees of the NALC Health Benefit Plan pay yearly dues of \$36, which are billed directly from Headquarters in the early part of the year.

Branch mergers—Any branch proposing to merge should review Article 2, Section 3 of the *NALC Constitution*, which sets forth the requirements for effecting a merger of branches. Requests for mergers received at NALC Headquarters often are missing two requirements from both branches wishing to merge: 1) a resolution, and 2) a statement of reason(s) for merging. To avoid having a request for a merger returned, please ensure that your branch includes all necessary documentation. More information can be found on the “secretary-treasurer” page on the NALC website at nalc.org. The secretary-treasurer’s page is under the “Union Administration” tab.

Dues rosters, retiree lists and membership rosters—Branch presidents, secretaries and treasurers, as well as state presidents, secretaries and treasurers, have their branch biweekly dues rosters, quarterly branch retiree dues rosters and monthly state dues rosters available to

them through the Members Only portal. The rosters can be sorted, downloaded, saved and printed.

Branch secretaries are reminded to review the bi-weekly roster and ensure that all dues being deducted are correct. If a change needs to be made, please notify the Membership Department in writing. In addition, members called to active military duty may have their dues suspended upon written request by the branch secretary. When the member returns from active military duty, please notify the Membership Department so that dues deductions can be resumed.

Also available to branch presidents, secretaries and treasurers is a retired member listing for their branch. The list includes all current retired members of the branch and notes which of the retired members are gold card members. Any member showing on the list as “pending 1189” indicates that NALC Headquarters has not yet received a Form 1189 from the member.

And finally, branch presidents and secretaries also can generate a membership roster or an election roster from the Members Only page. The rosters can be sorted, downloaded, saved and printed.

Changes of officers—Branches and state associations are asked to please notify the Office of the Secretary-Treasurer in writing as soon as possible after a change of officers. This can be done via a letter or, for branches, by filling out a “Branch Information Record” card. New officers will not begin to receive their mail from Headquarters until NALC is notified of their names, titles and addresses. NALC’s membership database stores the names of branch and state presidents, secretaries and treasurers, and the information in the database is used for mailings and for access to dues roster information on the Members Only portal as well as the other membership-related programs listed above.

National conventions—As a reminder, the 74th Biennial National Convention is scheduled for Aug. 3-7, 2026, in Los Angeles; the 75th Biennial National Convention is scheduled for July 31-Aug. 4, 2028, in Minneapolis; and the 76th Biennial National Convention is scheduled for Aug. 19-23, 2030, in Honolulu.

Veterans Day—Although I am not a veteran, I am profoundly honored that so many of our members are and that I get the opportunity to represent our veterans as a national officer. Let’s all be sure to thank those who serve or have served in our military for the sacrifices they and their families have made for this great country.

The Constitution and branch officers



**Mack I.
Julion**

I will start this month by commending all the men and women whom we celebrate on Veterans Day. The freedom and democracy we enjoy comes at a price, and as the saying goes, freedom isn't free. Whether they serve during war time or not, they volunteered with the understanding that they may have to pay the ultimate price: their lives. So, it's only appropriate that we salute them and show our appreciation for their service to our country and for defending the democracy that we all too often take for granted. To all our veterans: Thank you and happy Veterans Day!

By the time you read this column, our national election likely will finally be over. Whatever the outcome, many of us will be glad that it has come to an end. I hope that everyone exercised their right to vote by participating in the election process—not because it is a presidential election year, but because it is our civic duty. Our vote is our voice, and if you don't express yourself at the ballot box, then you really can't complain. Likewise, it is important for us to participate in our union and local branch elections. It is the members who make our union strong, and your vote is your voice.

Although our civic elections are over, many locals are deep into their branch elections. That makes this a good time to talk about “whom” we are electing within our branches. Probably the most common error we see with bylaw changes submitted for approval involves the listed officers of the branch. Any time I receive calls from members inquiring whether the national union has a copy of their bylaws, because the local branch doesn't have any, I ask them how the branch knows what positions are up for election. I do so because all the officers of the branch should be listed in the branch bylaws, along with the “when, where and how” the branch has an election.

Article 5 of the *Constitution for the Government of Subordinate and Federal Branches (CGSFB)* covers the election process, along with the green pamphlet, *NALC Regulations Governing Branch Elections Procedures*. Both of them can guide you through the election process. But Article 4 of the *CGSFB* provides who will be elected and for

how long. Section 1 of Article 4 reads as follows:

The officers of the Branch **shall** be a President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Sergeant -At-Arms, MBA Representative, a Health Benefits Representative, and a Board of Trustees composed of either three or five members. The Branch may provide for additional elective offices in its by-laws. Branches may provide in their by-laws for the inclusion of Stewards on the executive board.

Those offices listed above must be accounted for in every branch; hence, I bolded the word **shall**. It is not by happenstance that your branch has certain officers, but rather by design. Many branches have an executive vice president, a director of retirees or even auditors, but if they don't have the required positions then they are in conflict with the *NALC Constitution*. Branches may choose to combine positions for whatever reason, but the duties attributed to those positions by the *Constitution* needs to be identified. Often, we see the financial secretary and the treasurer positions combined, or the MBA and HBR representatives. There could be any other combination, depending on the preference of the branch and the size. Smaller branches usually combine positions out of necessity. Any position of the branch can be combined with another, except for that of the president. The president's position can be combined only if the branch has fewer than 10 members. The bylaws must also *explicitly* state which positions are combined.

If any position is not filled after an election, then the president would either fill the vacancy by appointment or assign the duties to an elected officer. Those duties, as listed in the *Constitution*, must go to an elected officer. Branches also can choose to have some, or all, of their elected branch positions as automatic delegates to the convention. It just needs to be stipulated in the bylaws and included in the notification to the membership prior to the election.

As for the stewards, branches have the option of deciding whether their stewards are elected or appointed, and whether it is done so by individual section or by the branch. If a branch has an executive board, then only those officers elected branch-wide can have an active role on the executive board in making decisions for the entire branch. Anyone on the executive board must be elected by the branch. For officers who are in appointed positions, or elected by their station or unit, they can only serve on the executive board in an advisory capacity. I hope this information is helpful as you participate in your local branch elections!

To all I wish a happy and blessed Thanksgiving!

City delivery updates



Christopher Jackson

In this month's article, I would like to discuss a pilot program recently initiated by the Postal Service because of a law affecting many nursing mothers in the workplace. I also will provide an update on Next Generation Delivery Vehicles (NGDVs) and the ongoing Canoo LDV 190 vehicle pilot.

Lactation pods—On Dec. 29, 2022, President Joe Biden signed the Consolidated Appropriations Act of 2023 into law. This law included the Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act) providing nearly all Fair Labor Standards Act-covered employees the right to take needed time and

to access an appropriate space to express breast milk for a nursing child for up to one year after the child's birth.

In August of this year, NALC received notification that the Postal Service intends to pilot 10 lactation pods in several postal facilities for use by nursing mothers. USPS explains that the pilot program has been initiated to further enhance the organization's compliance with the PUMP Act.

The following Postal Service facilities have received special pods to provide privacy for employees who need to express milk: post offices in Allentown, PA, and Joliet, IL; the New Jersey Network Distribution Center; and the processing and distribution centers in Chicago, Detroit, Los Angeles, North Houston, Phoenix, and Royal Palm in Miami. USPS states that utilization of the pods in these facilities, and another facility yet to be determined, will be assessed during a period of six months following delivery of the pods.

I have spoken with NALC representatives at local and regional offices to confirm that a lactation pod has been delivered to the Allentown and Joliet post offices where city carriers are located. Early feedback regarding use of the pods has been

received from only a small number of carriers, since the pods have been delivered to only two post offices. The feedback received from those offices has been positive and constructive.

Next Generation Delivery Vehicle (NGDV)—Also in August, the Postal Service sent notification confirming that overall testing of the NGDV was completed, Vehicle Maintenance and Safety Drivers Instructor training has been finalized, and NGDVs are in the process of being delivered to offices in the field. With this notification, the Postal Service provided a deployment list for the NGDVs through October 2024. The list details USPS plans to deploy a total of 81 NGDVs (11 Battery Electric Vehicles and 70 Internal Combustion Engine vehicles) to offices in Georgia, Indiana, Texas, Washington, Pennsylvania, Florida, Michigan, Illinois and Colorado; however, the list was subject to change.

The Sorting and Delivery Center (S&DC) in Athens, GA, received the first delivery of the NGDV in June. Recently, I visited the Athens S&DC along with Special Assistant to the President Douglas Lape to observe carriers as they began to operate their new vehicles. First reactions by carriers using the NGDV have been very positive. For more information on the development of the NGDV, please see the Staff Report by Douglas Lape in the June edition of *The Postal Record*.

Canoo vehicle pilot program update—In the April edition of *The Postal Record*, I informed the membership of the Postal Service's intent to pilot test the use of the Canoo model Lifestyle Delivery Vehicle (LDV) 190 on carrier routes at the Athens S&DC. The Canoo LDV 190 is a battery electric commercial off-the-shelf vehicle with almost 172 cubic feet of cargo space. During my recent visit to the Athens S&DC, a few carriers involved in the pilot provided their feedback on the vehicle. Overall, the carriers like using the Canoo LDV 190. The vehicle's easy handling, modern camera views and air conditioning features (of course) received the highest approval ratings from the carriers. Struggles to fit large packages into the cargo area, carpet flooring, insufficient interior lighting and the inability to walk inside of the cargo area were some of the downsides shared by the carriers. Testing of the vehicle began in April and is expected



(continued on page 86)

Looking in the rearview mirror



**Manuel L.
Peralta Jr.**

As I write this month's column, we are reviewing NALC Disaster Relief Foundation grant requests for damage suffered by our letter carriers in the path of Hurricane Helene. Cleanup was taking place and the devastation was tremendous.

Sadly, before anyone was able to catch their breath, Hurricane Milton formed, built up and hit Florida. These two storms resulted in a few inquiries relating to preparedness.

Go to [osha.gov](https://www.osha.gov), then type in "emergency preparedness" in the search. The list includes OSHA's emergency preparedness page ([osha.gov/emergency-preparedness](https://www.osha.gov/emergency-preparedness)), which identifies many employer responsibilities,

including "Impacts of Climate Change in the Workplace:"

Events resulting from climate change are enhancing the severity of hazards to the health of workers. Rising greenhouse gas concentrations result in changing temperatures, and other extreme weather events which could affect workers' health and safety.

Among the consequences are:

- Increased risk of heat injuries and illnesses during periods of higher than average temperatures.
- More frequent and damaging extreme weather events, such as: hurricanes, flooding, droughts, wildfires, severe thunderstorms, including tornadoes, snowstorms and blizzards
- Vector-borne diseases such as viruses, bacteria and protozoa (e.g., Zika and West Nile).
- Water-borne illnesses from extreme weather events such as hurricanes and flooding (e.g., E. coli and Salmonella).
- Clean-up work from extreme weather events.

How to protect workers:

- Employers should train employees on the hazards resulting from extreme weather events.
- Utilize a method to evaluate new or changing workplace hazards, such as a Job Hazard Analysis (JHA).
- Ensure that any protective measures such as respirators and personal protective equipment (PPE) are suitable and available for hazards.
- Train employees on proper usage and limitations of PPE.

Tie this information to Article 14 - Safety And Health, which requires as follows:

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...

I have often shared that it is rare to see a management responsibility identified in our contract followed by a commitment that the union has an obligation to assist management to live up to this responsibility. Management bears the responsibility of training us, and we bear the responsibility of making them live up to that commitment.

Additionally, reference Chapter 810 of the *Employee and Labor Relations Manual (ELM)*, which includes the following:

811.1 Authority

The Postal Service™ is subject to Public Law Number 91-596, the Occupational Safety and Health (OSH) Act of 1970, pursuant to the Postal Employees Safety Enhancement Act (PESEA) of 1998. The OSH Act provides for citations, penalties, and criminal referrals for those employers who fail to comply. The Occupational Safety and Health Administration (OSHA) is responsible for promulgating and enforcing standards and regulations under the OSH Act.

Arguing these two references together, we need to assert that OSHA, acting as the designated expert of the federal government on the subject of workplace safety, is empowered to make recommendations to protect workers from death or serious injury. OSHA cannot enforce agreements that we have bargained with the USPS.

The USPS, however, under Public Law Number 91-596, has been put under authority of OSHA and must follow their recommendations (based on our Article 14 contractual commitments). OSHA cannot enforce a recommendation, but we should enforce their expert opinion based on the contract and the above language of the *ELM*.

So, what do we do with this information? This should be discussed at each installation safety committee. We need to look into the rearview mirror to determine what was overlooked in our emergency planning.

I received a call earlier in the year on how management reacted to a tornado. They attempted to force the carrier to continue working even though civic leaders had instructed to get to shelter.

This is only one example of the things that we see in the rearview mirror, which we should talk about until we come up with a way to make work safer. Like Monday morning quarterbacking, we should look at each potential danger and determine what should have been done and then breathe life into those suggestions before it costs another life.

Keep an eye on each other and keep each other informed on what your local safety committee needs to address.

Federal Employees Group Life Insurance



Dan Toth

Retirement brings many decisions. One decision concerns life insurance—specifically the Federal Employees Group Life Insurance (FEGLI) program. This column will address the various options and their costs.

FEGLI offers four insurance options: Basic, Option A—Standard, Option B—Additional and Option C—Family. Workers who have maintained coverage for the five years immediately before retirement may elect to continue coverage when retired (or for the full period(s) of service during which they were eligible to be insured if less than five years).

Once elected at retirement, FEGLI coverage can never be increased, but it can always be decreased up to a 75 percent reduction or discontinued. There are multiple choices involved and the costs vary with options, multiples and age. As they have done in the past, the Office of Personnel Management (the federal agency that administers FEGLI) may change premiums in the future. FEGLI offers only term life policies, so they do not build a cash value. Options for each of the four FEGLI plans are detailed below.

Basic—Postal employees receive basic coverage for free. This provides a benefit calculated at a worker’s basic annual salary, rounded up to the next thousand, plus \$2,000. When retiring, a worker has three options when keeping Basic: 75 percent reduction, 50 percent reduction or no reduction. If the 75 percent reduction is elected, the coverage begins to reduce after age 65 by 2 percent per month until it reaches 25 percent of the original value, where it remains. If 50 percent reduction is elected, the coverage begins to reduce after age 65 by 1 percent per month until it reaches 50 percent of the original value, where it remains. If no reduction is elected, the original value is not reduced at all. Here is the monthly cost for annuitants in 2024 for each \$1,000 of Basic insurance amount in effect at the time of retirement:

Age	75 percent reduction	50 percent reduction	No reduction
Under 65 ¹	\$0.3467 monthly	\$1.0967 monthly	\$2.5967 monthly
65 and over ²	Free	\$0.75 monthly ³	\$2.25 monthly

¹ Until the month after your 65th birthday.

² Starting the month after your 65th birthday.

³ You will continue to pay premiums for life (unless you cancel or subsequently elect 75 percent reduction).

Option A—Standard: This provides a straight \$10,000 benefit. There is only one option at retirement, and the monthly cost depends on age:

Age	<35	35-39	40-44	45-49	50-54	55-59	60-64	65+
Rate	\$0.43	\$0.43	\$0.65	\$1.30	\$2.17	\$3.90	\$13.00	Free

There is no cost after age 65, but the amount of insurance begins to reduce 2 percent per month until the insurance reduces to \$2,500.

Option B—Additional: This provides a benefit of up to five times the basic salary, as elected by the employee. Upon retirement, eligible annuitants electing to keep Option B may maintain all or some of their multiples and will have two choices: no reduction or full reduction. If full reduction is elected, the coverage begins to reduce after age 65 by 2 percent per month until it reaches zero. The monthly costs vary with age. Here are the monthly costs for annuitants per \$1,000 of coverage if full reduction is elected:

Age	<35	35-39	40-44	45-49	50-54	55-59	60-64	65+
Rate	\$0.043	\$0.043	\$0.065	\$0.130	\$0.217	\$0.390	\$0.867	Free

If no reduction of Option B is elected, premiums are the same as above, except that premiums continue to be paid at and after age 65, as follows:

Age	65-69	70-74	75-79	80+
Rate	\$1.040	\$1.863	\$3.900	\$6.240

Option C—Family: This provides life insurance for a spouse and eligible children (unmarried and up to age 22, or if older, incapable of self-support). All eligible family members are covered when Option C is elected. The insurance is up to five multiples of \$5,000 for a spouse and \$2,500 for each eligible dependent child. At retirement, eligible employees electing to keep Option C may elect no reduction or full reduction. The monthly cost varies with age. Here are the monthly costs per \$1,000 of coverage when full reduction is elected:

Age	<35	35-39	40-44	45-49	50-54	55-59	60-64	65+
Rate	\$0.43	\$0.52	\$0.80	\$1.15	\$1.80	\$2.88	\$5.27	Free

If no reduction for Option C is elected, premiums are the same as above, except that premiums continue to be paid at and after age 65, as follows:

Age	65-69	70-74	75-79	80+
Rate	\$6.13	\$8.30	\$12.48	\$16.90

(continued on page 86)

Hospital Plus



**James W.
“Jim” Yates**

The Mutual Benefit Association’s (MBA’s) Hospital Plus coverage provides cash when you need it most—when you’re confined to a hospital. Hospital Plus will provide you with up to \$100 per day in cash benefits. These benefits begin the first day of your hospital stay and last up to one full year. They are not subject to federal income tax. Hospital Plus is not health insurance, it is a hospital confinement policy. The benefits of Hospital Plus minimize the impact of non-medical expenses on a family’s budget and help close the gap between the coverage provided by your health

insurance and the cost of a hospital stay. Hospital Plus does not cover time spent in a skilled nursing facility.

Hospital Plus is designed to help NALC members pay for things that major medical insurance does not cover; things that may have nothing to do with hospital services, such as:

- Private transportation to and from the hospital, including gasoline and parking
- Extra groceries and supplies for family members who are visiting
- Meals for family members while visiting the hospital
- Books, games and magazines
- Entertainment and domestic help

With Hospital Plus, you choose the amount of coverage needed based on your financial situation: either \$100, \$75, \$50 or \$30 per day. You can also insure your spouse and eligible children. A spouse’s coverage amount is the same as the member’s. Children’s coverage is 60 percent of the member’s coverage—\$60, \$45, \$30 or \$18 per day. NALC members may choose to insure themselves only; themselves and their spouse; themselves and their children; or themselves and their spouse and their children.

The Hospital Plus premium is based on the covered member’s age at the time the policy is purchased. If you purchase additional coverage for your spouse and/or children, the premium is still based on the member’s age. All of the member’s eligible children are covered by the same premium, regardless of the size of your family. Covered

children must be the insured’s unmarried legal children who are under the age of 19 and living with the insured, or up to the age of 23 if they are a full-time student.

There is no age limit for members to purchase Hospital Plus. There is no medical exam when purchasing this policy, and you cannot be turned down for health reasons. As with all MBA policies, there is no open season to enroll. NALC members may purchase any of MBA’s policies at any time.

Hospital Plus premiums start as low as just \$1.60 biweekly (one member, age 18 to 24, \$30 per day benefit). Premiums may be paid through a convenient payroll deduction, electronic funds transfer, or paid by check monthly or annually. Members who want to pay their premiums monthly or annually can call the MBA office for help in calculating their premium amounts.

To receive benefits, members must complete and sign a one-page claim form, attach a copy of the hospital’s itemized bill, and mail them to the MBA. Benefits will be paid based on a 24-hour hospital stay, for up to 365 days or as much as \$36,500, if a \$100-per-day benefit is chosen.

The Hospital Plus policy does not pay benefits for a pre-existing condition until the covered person has gone without further medical advice or treatment for 12 consecutive months, or one year from the EFFECTIVE date of the covered person, whichever is earliest. A preexisting condition is a condition for which a covered person has received medical advice or treatment during the 12 months before coverage became effective. Benefits apply to hospitalization due to pregnancy, provided the policy was in effect before the start of the pregnancy. With family coverage, a newborn would be included on the 16th day after the birth.

If you would like to apply for a Hospital Plus policy, please visit the website at nalc.org/mba. Toward the bottom of the page, click on “MBA Brochures, Applications and Forms,” which will allow you to see all of the plans and rates offered by the MBA. Scroll down to “Applications for U.S. Letter Carriers Mutual Benefit Association Policies,” and then click either on the specific state in which you reside, or on the “All other States.” From there, click on “Hospital Plus” to pull up the specific application. Complete and sign the application and send it to the MBA office.

Once you receive your policy, you’ll have a full 30 days to examine it before deciding whether or not to keep it. There is no risk.

For more information about Hospital Plus or any of the MBA products, call the MBA at 202-638-4318 Monday through Friday, 8 a.m. to 3:30 p.m., Eastern time.

PSHB Open Season



**Stephanie
Stewart**

Welcome to the official Postal Service Health Benefits (PSHB) Open Season. PSHB benefits and rates have officially been released, and we are moving at full speed to make sure that each letter carrier has the NALC Health Benefit Plan (the Plan) resources they need to make an educated decision about their health insurance.

I cannot stress enough how important it is that you compare and consider the options available for you and your family, review all material received by mail, and understand how the benefits stack up. If you are looking for a

plan to put your trust in, then I implore you to consider what we have to offer, and I would like to explain more about the Plan and our benefits.

From excellent wellness programs to an inclusive variety of benefits and, most importantly, to your premiums and benefit cost share, we remain a strong contender within the PSHB.

Most of us will need to regularly see our providers—and whether it's an office visit, chiropractic care or lab work, the cost for these services can be important factors to consider.

The Plan continues to keep costs as low as possible. For an in-network office visit, your copay remains \$25, and this amount does not increase should you need to see a specialist. Specialist copayments also are \$25, with no referral needed. If you prefer not to leave your home, our telehealth network also is a great choice, offering high-quality care for minor acute conditions for a low \$10 copayment.

Should you need lab work completed, make sure to visit LabCorp or Quest Diagnostics. You will have no out-of-pocket expense for medically necessary services when you use one of these facilities, which can be found in many locations nationwide.

However, sometimes we need the special focus of that extra program, or a financial incentive to motivate and cultivate a healthier lifestyle.

From virtual musculoskeletal health (joint, back and muscle pain), weight loss, heart health and smoking cessation to complex disease management, the Plan takes

the needs of our members seriously. When you look at our plan design, you will find programs that address these areas, and more importantly, you will see that they are free to our members. That's right—wellness programs tailored to daily life and available at no extra cost.

The Plan believes that our membership should be rewarded, and we have several ways to put money back into your pocket when you reach health and wellness goals. For a complete list of services or programs that will earn you valuable health savings dollars you can use toward eligible medical expenses, please see our plan booklets.

But wait, there's more! Aside from our outstanding benefits, do you need another reason to consider the NALC Health Benefit Plan? As letter carriers, we are exposed to many conditions that can lead to an on-the-job injury, or as we commonly say, to workers' compensation. If you have ever experienced an injury, you know the process of getting your claim approved can be long and frustrating. In this time of need, having health insurance with the Plan built for letter carriers, by letter carriers, can make all the difference when it comes to getting care.

Regardless of which NALC plan option you chose, we will work with you and your provider to ensure that you get needed care until a decision is reached concerning your compensation claim.

In summary, if you sustain a work-related injury or illness that has not been approved or is still under review by the Office of Workers' Compensation Programs (OWCP), simply notify the Plan. We will need some basic information about your claim, but after this information is received, the Plan will take care of the rest in terms of working with the physician regarding payment or reimbursement, should the OWCP case be accepted.

Remember, we are more than a health plan, going above and beyond for our members, and I believe we should be your No. 1 choice during this Open Season.

Please make sure to review the insert that has been included in this issue of *The Postal Record*. If you need more information, please don't hesitate to reach out to one of our knowledgeable customer service representatives or to visit our website at nalchbp.org.

This is a vital year with a new opportunity to expand your union family and become a member of the NALC Health Benefit Plan. We are excited about the future and want you to be a part of our success as we bring letter carriers together.

Route inspections, Part 3

Last month's Contract Talk explained the PS Form 1838-C, Carrier's Count Mail—Letter Carrier Routes Worksheet and described some of the line items associated with city carrier office work in addition to casing and pulling mail. This article will explain management's responsibilities when evaluating routes based on the data obtained during the count and inspection.

Route evaluation—The goal of any route count and inspection is to adjust the routes to as close to eight hours as possible. With this in mind, management must evaluate the office and street times for each route and determine whether the route is either overburdened and requires relief or is less than eight hours and requires an addition. After the completion of the count and inspection, prior to any adjustments being made, management should consult with the regular carrier on the route and explain the evaluated office and street times.

The PS Form 1840, Carrier Delivery Route—Summary of Count and Inspection provides a synopsis of the data that management will use to evaluate the route and make any needed adjustments. This is a two-page form consisting of the PS Form 1840 and PS Form 1840 (reverse). The first page includes the data from the count and inspection used for evaluating the route, while the second page is used to show the office and street times selected for the evaluation, as well as any adjustments made to the route. The purpose of PS Form 1840 is explained in Section 241.1 of *Handbook M-39, Management of Delivery Services*:

241.1 Form 1840, Carrier Delivery Route—Summary of Count and Inspection, provides for consolidating and completing the evaluation of data recorded on Forms 1838 of the count and inspection period. It provides also for comments by the examiner inspecting the route and by the postmaster or designated manager making the adjustments. Where additional space is needed, attachments may be used. (The form also provides a record of adjustments made, and the adjusted route. See section 243.)

The information on PS Form 1840 is derived from several sources, including other forms used during the count and inspection process.

The PS Form 1838, Carrier's Count of Mail—Letter Carrier Routes (Mngt. Summary) contains the information recorded on the PS Form 1838-C by the carrier servicing the route or the inspector who completed the form on the inspection day(s). Copies of PS Forms 1838 and 1840 must be provided to the carrier prior to the

evaluation consultation. This requirement is found in Section 923.1 of *Handbook M-41, City Delivery Carriers Duties and Responsibilities*, which states:

923.1 A completed copy of the front of Form 1840, Carrier Delivery Route—Summary of Count and Inspection, reflecting totals and averages from Forms 1838, day of inspection data, examiner's comments, and analysis of office work functions and time recordings, will be furnished carrier at least 1 day in advance of consultation. Completed copies of Form 1838 will be given to the carrier at least 5 calendar days prior to consultation.

The PS Form 1840 also shows the total street time used by both regular and replacement carriers each day of the inspection as well as the average street time for the week. Only the time used by the regular carrier should be used to determine the average. As stated in Section 241.33 of *Handbook M-39*:

241.33 Bracket [] the time entries in columns A, B, C, D, and E for the days on which the route was served by a replacement carrier or carrier technician T-6 because these figures are to be excluded when entering the figures on the total line for columns A, B, C, D, and E.

Exceptions to this provision are in the case of a full-time route without a regular carrier or an auxiliary route. In these cases, the carrier who serviced the route during the week of inspection would be used to determine the average street time.

Once the information has been transferred to the PS Form 1840, management must evaluate the data and determine the office and street times for each route. Union representatives should ensure that the data is accurately transferred to this form, as any discrepancies could have a negative impact on the route evaluation and any subsequent adjustments.

Office time—When determining office time, management must select either the average office time used by the carrier during the week of inspection or the standard office time allowance. This requirement is found in Section 242.311 of *Handbook M-39*, which states:

242.311 Under normal conditions, the office time allowance for each letter route shall be fixed at the lesser of the carrier's average time used to perform office work during the count period, or the average standard allowable office time.

Standard office time is determined by dividing the number of cased letters by 18, the number of cased flats by eight, and the total number of cased letters and flats by 70. These three figures are then converted to minutes and added to the standard office allowances

(continued on next page)

Route inspections, Part 3 (continued)

(continued from previous page)

for the line items on the PS Form 1838-C (excluding time spent performing line 22 and 23 functions) to establish a time.

A detailed explanation of line items and standard time allowances is found in Exhibit 222.214a(4) of *Handbook M-39*.

Whether an adjustment may be made to office time to account for variations in mail volume during the mail count is addressed in Section 242.312 of *Handbook M-39*, which states:

242.312 No mail volume adjustments will be made to carrier office work (casing and strapping out functions) or street work evaluations unless the mail volume for the week of count and inspection is at least 13% higher or lower than the average mail volume for the period between the most recent regular and the current inspection (excluding the months of June, July, August, and December).

Management does not have the right to reduce the office time below the standard time based on allegations of time-wasting practices during the mail count. National Arbitrator Benjamin Aaron addressed this issue in case NC-C-11675, Aug. 1, 1979 (C-03207), where he found that “even though the Postal Service can demonstrate that the grievant was regulating his performance, it cannot reduce the office time below the average standard allowable time.” Arbitrator Aaron determined that the language in Section 242.211 of *Handbook M-39* allows management to address irregular performance during the count and inspection. This section states:

242.211 If the actual office is under standard on some days and over standard on other days during the count week, the carrier must be interviewed to determine the reason for irregular performance. The causes of slow and irregular performance and the corrective action taken should be indicated under Comments on PS Form 1840.

Street time—When determining the street time, management must select either the average street time during the week of inspection or the eight-week average street time from the PS Form 1840-B, Carrier Time Card Analysis. This requirement is found in Section 242.321 of *Handbook M-39*, which states:

242.321 For evaluation and adjustment purposes, the base for determining the street time shall be either:

- a. The average street time for the 7 weeks random time-card analysis and the week following the week of count and inspection; or
- b. The average street time used during the week of count and inspection.

Management’s responsibility to explain why it selected the street time for the route is found in Section 242.322 of *Handbook M-39*, which states:

242.322 The manager will note by explanatory Comment on the reverse of Form 1840 or attachments thereto why the base street time allowance for the route was established at the time selected. The manager’s selection of the street time allowance cannot be based on the sole criterion that the particular time selected was the lower.

This section makes it clear that management must justify the selected street time and not base its decision solely on the fact that the selected time was the lower of the two.

The data from the seven-week random analysis is determined based on the language in Section 242.323 of *Handbook M-39*, which states in part:

242.323 Selection of the 7 weeks for the random timecard analysis shall be based on the following:

- a. Within 4 weeks prior to the week of count and inspection, the local union representative will make a random drawing of numbered lots from 1–4 to be used in determining the 7 random weeks to be selected for all routes at the delivery unit.

A complete explanation of the random draw process is provided in Section 242.323 of *Handbook M-39*. Once the weeks have been selected, the data is transferred to PS Form 1840-B. A sample of this form, which contains four pages including the instructions, is found in exhibit 213d of *Handbook M-39*.

Available resources—Union representatives should familiarize themselves with Chapter 2 of *Handbook M-39* and Chapter 9 of *Handbook M-41* to gain a better understanding of the route count and inspection process. Electronic copies of both handbooks are available at nalc.org/workplace-issues/resources/usps-handbooks-and-manuals. Other resources include the 2018 *NALC Guide to Route Inspections* and the *NALC Route Protection Program*, both of which are available at nalc.org/workplace-issues/city-delivery/route-adjustments. NALC members can obtain a copy of the *NALC Route Inspection Pocket Handbook* through their national business agent’s office or the NALC Supply Department. National-level and Step 4 settlements, national-level arbitration awards, and memorandums of understanding can be found in the Materials Reference System (MRS) at nalc.org/mrs. Past Contract Talk articles pertaining to these issues are available at nalc.org/workplace-issues/resources/nalc-publications.

OWCP and chiropractors



Regional Workers' Compensation Assistant Coby Jones

Back injuries are among the most frequent injuries that we sustain as letter carriers, given all the lifting, bending, twisting, stooping and reaching that our jobs require. Common back injuries—sprains, strains, herniated discs, stenosis, foraminal narrowing, arthritis—can result from traumatic incidents or can develop over time as occupational diseases. And they often are associated with peripheral pain and nerve issues in the extremities such as neuropathy

or radiculopathy.

It is common for letter carriers with back injuries to seek medical treatment from chiropractors. Before doing so, however, they should understand OWCP's special rules and regulations involving chiropractors and chiropractic.

5 USC § 8101(2) provides the Federal Employees' Compensation (FECA) program's operative definition of a "physician." Here is what it says regarding chiropractors:

The term "physician" includes chiropractors only to the extent that their reimbursable services are limited to treatment consisting of manual manipulation of the spine to correct a subluxation as demonstrated by X-ray to exist.

OWCP bases almost every decision it makes in adjudicating and administering claims on medical evidence, and that medical evidence must come from a physician. In chiropractic cases, OWCP will consider or give weight only to medical evidence related to diagnoses of spinal subluxation as demonstrated by an X-ray. According to *FECA Procedure Manual (PM) 2-0805.3.a(3)*:

A chiropractor's opinion constitutes medical evidence only if a diagnosis of subluxation of the spine is made and supported by x-rays.

Under the implementing regulations of the FECA, OWCP does allow chiropractors to interpret their own X-rays. At 20 CFR 10.311(c), it states:

(c) A chiropractor may interpret his or her x-rays to the same extent as any other physician. To be given any weight, the medical report must state that x-rays support the finding of spinal subluxation. OWCP will not necessarily require submittal of the x-ray, or a report of the x-ray, but the report must be available for submittal on request.

FECA PM 3-0100.3(b) provides OWCP's definition of "subluxation:"

OWCP defines subluxation as an incomplete dislocation, off-centering, misalignment, fixation or abnormal spacing of the vertebrae.

While OWCP both defines subluxation and accepts diagnoses of subluxation from chiropractors, claimants who have chiropractic cases accepted for subluxation may encounter difficulties with their claim, especially in cases where back injuries persist over time. This is because diagnoses of chiropractic subluxation can be a problematic concept among non-chiropractic medical providers. Mainstream physicians—M.D.s and D.O.s—might view diagnoses of subluxation as a form of pseudoscience.

OWCP in practice treats subluxation similarly to sprains and strains, as conditions that often resolve themselves over time. If the back issues persist, there is a good chance that the injured worker will be referred to a second opinion physician (SECOP). In almost every case, the SECOP will be a board-certified orthopedic surgeon. When this happens, OWCP will state in its questions to the SECOP that the case has been accepted for subluxation of the spine and will ask whether the injured worker still suffers residuals of the accepted subluxation. The answer to that question might be "no" if the SECOP does not accept subluxation as a legitimate diagnosis, putting the ongoing claim in jeopardy.

If this happens, the injured worker should find an M.D. or D.O. back specialist for updated diagnoses beyond the accepted subluxation, and request that the claim be expanded to include the new diagnoses.

It should be pointed out here that chiropractors, in both their exams and their interpretations of X-rays, often arrive at the same diagnoses as M.D.s and D.O.s: herniated discs, stenosis, arthritis, facet narrowing, etc. The problem is that OWCP won't accept such diagnoses from a chiropractor. In such cases, the injured worker should seek a referral to an M.D. or D.O. to affirm the diagnoses and to act as the attending physician. In general, it is in the interest of the injured worker to have an attending physician who OWCP can authorize to treat an array of back diagnoses, not just subluxation.

Finally, many letter carriers contend that chiropractic treatment alleviates their symptoms and helps them recover from their back injuries. If this is the case, they should have their attending physician refer them to a chiropractor for therapy even though there is no diagnosis of subluxation of the spine. The implementing regulations of the FECA recognize this and provide for chiropractic treatment in non-subluxation cases at 20 CFR § 10.311(d):

A chiropractor may also provide services in the nature of physical therapy under the direction of, and as prescribed by, a qualified physician.

Monthly CSRS annuity payments for letter carriers who retire on Dec. 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 Dec. 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 : 74,081			CC Grade 2 / High-3 Average ¹ : 75,636		
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	\$2,238	\$201	\$2,037	\$2,285	\$206	\$2,079
21	2,361	214	2,148	2,411	219	2,192
22	2,485	226	2,259	2,537	231	2,306
23	2,608	238	2,370	2,663	244	2,419
24	2,732	251	2,481	2,789	256	2,533
25	2,855	263	2,592	2,915	269	2,646
26	2,979	275	2,703	3,041	282	2,760
27	3,102	288	2,814	3,167	294	2,873
28	3,226	300	2,926	3,293	307	2,986
29	3,349	312	3,037	3,419	319	3,100
30	3,473	325	3,148	3,545	332	3,213
31	3,596	337	3,259	3,672	345	3,327
32	3,719	349	3,370	3,798	357	3,440
33	3,843	362	3,481	3,924	370	3,554
34	3,966	374	3,592	4,050	382	3,667
35	4,090	386	3,703	4,176	395	3,781
36	4,213	399	3,815	4,302	408	3,894
37	4,337	411	3,926	4,428	420	4,008
38	4,460	424	4,037	4,554	433	4,121
39	4,584	436	4,148	4,680	445	4,234
40	4,707	448	4,259	4,806	458	4,348
41	4,831	461	4,370	4,932	471	4,461
41+11 months & over ⁵	4,939	471	4,467	5,042	482	4,561

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

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between Dec 1, 2021, and Nov. 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.

Monthly FERS annuity payments for letter carriers who retire on Dec. 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 Dec. 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 : 74,081			CC Grade 2 / High-3 Average ¹ : 75,636		
	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴	Basic Annuity	Max. Survivor Deduction ³	Max. Survivor Reduced Annuity ⁴
20	\$1,235	\$123	\$1,111	\$1,261	\$126	\$1,135
21	1,296	130	1,167	1,324	132	1,191
22	1,358	136	1,222	1,387	139	1,248
23	1,420	142	1,278	1,450	145	1,305
24	1,482	148	1,333	1,513	151	1,361
25	1,543	154	1,389	1,576	158	1,418
26	1,605	161	1,445	1,639	164	1,475
27	1,667	167	1,500	1,702	170	1,532
28	1,729	173	1,556	1,765	176	1,588
29	1,790	179	1,611	1,828	183	1,645
30	1,852	185	1,667	1,891	189	1,702
31	1,914	191	1,722	1,954	195	1,759
32	1,975	198	1,778	2,017	202	1,815
33	2,037	204	1,833	2,080	208	1,872
34	2,099	210	1,889	2,143	214	1,929
35	2,161	216	1,945	2,206	221	1,985
36	2,222	222	2,000	2,269	227	2,042
37	2,284	228	2,056	2,332	233	2,099
38	2,346	235	2,111	2,395	240	2,156
39	2,408	241	2,167	2,458	246	2,212
40	2,469	247	2,222	2,521	252	2,269
Each additional year ⁵	61.73	6.17	55.56	63.03	6.30	56.73

1. High-3 averages for both grades (formerly levels) are for carriers who have worked full time on a continuous basis between Dec. 1, 2021, and Nov. 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.

Delivering a cure in Boston and beyond

America's letter carriers have been going the extra mile for MDA for more than 70 years, and this year is no exception. Last year, NALC raised \$1,129,800 for MDA through various events across the country. Branches support MDA through summer camp, muscle walks, bowlathons, satchel drives and other community events. NALC is on track to meet or exceed its 2023 fundraising total.

The passion for MDA was contagious at NALC's 73rd Biennial Convention in Boston over the summer. Letter carriers from around the country were raising money for MDA through T-shirt sales, multiple drawings, pin sales, and even homemade goodies. NALC Community Service Director Christina Vela Davidson joined in the fun and hosted a drawing for travel vouchers, raising \$48,000 for MDA, which was matched by NALC Headquarters.

"Raising money for a great cause is a no-brainer. We must those who cannot help themselves," Vela Davidson said.

MDA National Ambassador Leah Zelaya was welcomed with open arms and enjoyed spending a day thanking everyone and sharing her excitement for MDA summer camp.

NALC members are proud of the fundraising work they do all year to support research to one day deliver a cure and to continue making MDA Summer Camp possible. MDA is grateful for the longstanding partnership and can't wait to see how much money is raised for MDA families in 2024 and beyond.



MDA National Ambassador Leah Zelaya at the NALC Convention in Boston

"Thank you, NALC, for all your efforts to coordinate and raise funds for the Muscular Dystrophy Association," MDA announced. "Your dedication is second to none."

Please mail copies of any receipts or checks along with a copy of the NALC/MDA Allocation Form so your branch can be properly recognized. NALC/MDA allocation forms must be turned in in the same calendar year of the event (no later than Dec. 28) to qualify for the NALC Honor Roll for that year.

—Christina Vela Davidson

City delivery updates (continued)

(continued from page 76)

to continue through October. I plan on reviewing the final results of this pilot program once it has ended.

I want to thank every carrier involved in these pilot programs and the development of the NGDV for their efforts and for taking the time to share their thoughts with me and NALC staff members. Your time and commitment have been beneficial to city letter carriers across the country. I will continue to update the membership on any impact these initiatives may have on city carriers. Be sure to read my article each month and visit nalc.org for updates.

FEGLI (continued)

(continued from page 78)

OPM has a handy FEGLI calculator on its website at opm.gov/retirement-center/calculators/fegli-calculator so that each person can weigh their current coverage and decide if they want to continue that coverage and which options to elect at retirement. Some find the premiums of FEGLI cost prohibitive as they retire and age. Some find the premiums of additional optional FEGLI cost prohibitive as they retire and age, and elect to keep only Basic (and Standard option, if they have it) in retirement. In addition, other programs such as the NALC Mutual Benefit Association, offer a wide range of policies, not just term life insurance.

Alabama

The Alabama State Association state convention will take place June 26-29, 2025, in Tuscaloosa at the Embassy Suites, 2410 University Blvd. The group code will be shared at a later date. This is an election year, so if you have any nominees or plan on running for a position, please be prepared to submit your nominations at the microphone. Please submit any submissions for bylaws changes, and any brothers and sisters' names whom we have lost since the last 2023 state convention, by May 1, 2025. Host letters will be mailed to your branches by Nov. 1. We look forward to seeing there.

Accacia S. Hammonds

California

By the time you read this article, we may have a tentative agreement to read over. Because I wear the hat of academy instructor (among others), Uncle Eric here is about to give some advice to the new hires who are thinking about jumping ship to work somewhere else.

Don't make any decisions until we have a tentative agreement to look over. We may have an agreement that includes a substantial wage increase that keeps our cost-of-living adjustments intact, as well as other improvements. The last thing you want to do is quit and then look back to see that your brother and sister letter carriers you worked with received a nice wage hike. If that were to happen and you wanted to get back in, you might have a hard time doing so. When I was hired as a career employee more than 30 years ago, it was not easy to get in. And if the starting salary gets raised by, say, 6 or 7 bucks an hour, you'll face more competition to get hired back on.

As with any hard decision in life, you would not want to make a choice unless you had all available information in front of you.

The grass is not always greener on the other side.

Eric Ellis

Kentucky

This article was written less than four weeks before the 2024 election that affects all letter carriers. NALC is the only organization that is totally dedicated to improving the wages, benefits and working conditions of its members. Whatever the results, we all must participate in the federal political and legislative process to ensure we have a seat at the table, or we will be what's for dinner!

Our union has always had brave and smart leaders. The Great Postal Strike of 1970 altered our course in a positive direction. This state president was first elected while Vincent Sombrotto was our national president. From then to now, we have not missed a beat. We are the best union in the AFL-CIO, despite not being the richest. But the membership needs to support leadership at all levels, even after debates like in Boston. USPS management needs to face a united front when it looks across the table at our reps.

Here in Kentucky, our state motto is "United we stand, divided we fall" across the common-

wealth. Our beloved Bluegrass state became a part of the Union in 1792. Lexington is where this scribe resides. It was named for the brave patriots of Lexington, MA, who risked everything to fight the British in 1775.

It is wise to question leadership. After the discourse and votes, the union leader and the membership must move forward for the common good.

Bob McNulty

Michigan

Another exhausting election season is coming to its culmination. Finally, you get to decide which direction you want America to go in. Here in Michigan, you have some different options for *how* you will vote. First choice, vote by mail. If you choose to cast an absentee ballot by mail, request one *now*. Ballots will go out at the end of September. Your second option, and it's a new one this year, is early *in-person* voting. The early voting period begins the second Saturday prior to Election Day and ends the Sunday before the election. However, communities may decide to provide additional days of early voting. Under state law, communities can offer up to 28 days of early voting. Lastly, you can vote in person on Tuesday, Nov. 5.

The two biggest races on the ballot here are for president and United States Senate. Debbie Stabenow is retiring, and we have a choice. Elissa Slotkin, who has a lengthy history of supporting letter carrier issues, and Mike Rogers, who almost never stood with us or even labor. Your vote is your choice, but clearly one of these two choices has your interests at heart.

For president, our union has endorsed Vice President Kamala Harris. Coming off the most pro-labor administration in history under President Biden, it makes sense to support a candidate who will continue those policies. Ultimately, it's your decision, but one candidate clearly stands above the other where letter carriers are concerned.

Make no mistake, it's going to be another very close election. Knock on some doors, deliver that political mail, and most of all, *vote!* Let's go!

John Serwach

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.

Tennessee

Hello, carriers of the satchel.

Why do I contribute? As the provider of my family, it is necessary to ensure the welfare and future of their livelihood. As most of you know, we have many issues (privatization, postal reform, voter suppression) facing us currently, and it seems the future of the Postal Service and collective bargaining is under attack from USPS management.

What can I do as a carrier? We have "friends in Congress." The friends in Congress who the NALC has are those who support unions—the middle class of America. Since it is illegal to rely on union dues for this purpose, the NALC relies on the Letter Carrier Political Fund (LCPF) to protect our jobs and benefits and execute the fight for our future as family providers and the future of the USPS. LCPF helps elect all candidates, regardless of party affiliation who support letter carrier issues.

It is worth \$5 a pay period to safeguard the future of your city carrier jobs and benefits! There are several ways to contribute to LCPF: payroll deduction by using PostalEase to set up an allotment deduction from your paycheck, direct bank withdrawal, and for retirees, OPM annuity deduction.

Just as a steward guides you on the workroom floor, the NALC must navigate the political process collaborating with candidates who will protect us and promote our issues by educating members of Congress, so our message gets delivered to Washington. The LCPF efforts are reinforced by building and using political capital to elect and re-elect those who stand by us. Remember, we are only asking for \$5. Questions? See your branch president.

Tony Rodriguez

NALC Member App

Available for free in the Apple App Store and the Google Play Store

Election Notices

Aiken, South Carolina

This is an official notice to all members of Branch 1569 that nominations for the following officer positions will be held at our regular branch meeting at 7 p.m. on Jan. 2, 2025. The location is Gregg Park Civic Center, Graniteville.

The following positions will be open: president, vice president, secretary-treasurer, recording secretary, HB/mutual benefit representative, sergeant-at-arms and three trustees. The term for these positions is two years.

Also, nominations for delegates to the state convention will be held on this date.

Elections will follow by mail ballot on Feb. 6. This will be in accordance with the *NALC Constitution* and the branch bylaws.

Donald Jackson, Pres., Br. 1569

Alliance, Ohio

This is to serve as notice to all members of Branch 297 that nominations for the following positions will take place at 7 p.m. on Tuesday, Nov. 5, at Aeonian Brewing Company, 120 W. Chestnut St., Alliance: president, vice president, secretary, treasurer, health benefits coordinator, and the three trustee positions. In order to be nominated, individuals must be present at the meeting or provide the secretary with a written letter prior to the meeting accepting the nomination. The term of office will cover the 2025-2027 election cycle.

The election will be conducted by mail-in ballot.

Joshua Lilly, Pres., Br. 297

Binghamton, New York

In accordance with *NALC Constitution*, Article 5, and local bylaws, Article 7 -8-b, this is official notice to all members of Merged Branch 333 that nominations for delegates to the 2025 New York state convention will be held at the regular branch meeting Dec. 11.

Elections, if necessary, will be at the January 2025 meeting, as prescribed by local bylaws, Article 7.

Laura Johnson, V.P., Br. 333

Bloomington, Illinois

This is official notice to all members of Branch 522 that nominations for elected officers will be held at our meeting on Dec. 9 at Lucca Grill. The offices up for election are president, vice president, recording secretary, treasurer, health benefits rep, sergeant-at-arms, and a three-member board of trustees. Each office will serve a one-year term. All nominees must be present to accept or decline their nomination, or signify in writing prior to the December meeting their willingness to accept the position.

If need be, an election will be held by secret ballot at the Jan. 8 meeting at the VFW, 1006 E. Lincoln St., Bloomington.

Amy Katz, Sec., Br. 522

Boston, Massachusetts

In accordance with Article 5 of the *NALC Constitution*, this is an official notice to all members of Branch 34 that nominations for the office of president, executive vice president, vice president, secretary-treasurer, financial secretary, editor, sergeant-at-arms, clerk NSBA-

MBA, health benefit officer, three trustees and four area stewards will be taken from the floor at the January 2025 branch meeting. There will be no nomination papers necessary to run in this election. Any potential nominees who cannot be in attendance must submit a letter of acceptance at the time of nominations. The names of all the nominees will be read off by the close of the meeting.

The election of officers for Branch 34 will be held at the March branch meeting. There, the successful candidates for the office of president, executive vice president, vice president, secretary-treasurer, financial secretary, editor, sergeant-at-arms, clerk NSBA-MBA, health benefit officer, three trustees and four area stewards will be announced, and they will serve from April 1, 2025, through March 31, 2028.

Keith E. Meredith, Sec.-Teas., Br. 34

Bridgeport, Connecticut

This is official notice to all members of Branch 32 in good standing. Nominations for delegates to the 2025 Connecticut state convention April 6-7 at the Omni Hotel in New Haven will take place at 7 p.m. at the Dec. 18 branch meeting at Boothe Memorial Park, North Main Street, Stratford.

Lynda Mariotti, Sec., Br. 32

Bux-Mont, Pennsylvania

Pursuant to Article VII, Section I of the Bux-Mont 920 bylaws, this is official notice to all members of Branch 920 that nominations for our 2025 Pennsylvania state convention will take place at our regularly scheduled meeting on Nov. 26 at Mike's York Road Tavern. Nominees must be members in good standing with the NALC and Branch 920.

Elections will be at the December virtual meeting on Dec. 30.

Sean Geackel, Pres., Br. 920

Camden, New Jersey Merged

This is an official notice to all Branch 540 members that nominations will be made at the Nov. 14 Branch 540 general meeting for the delegates and alternates that will attend the 110th NJSALC state convention. The election for the delegates and alternates will be at the Dec. 5 general meeting. The aforementioned general meetings will start at 7 p.m.

If any member is not present at the time of nomination, then acceptance of the nomination must be submitted in writing to the recording secretary by the close of the nomination period (November general meeting) to the Branch 540 address: P.O. Box 295, Collingswood, NJ 08108.

If need be, the election will be by secret ballot. The president, vice president, recording secretary, financial secretary, treasurer and director of retirees shall be delegates to the NJSALC state convention automatically.

The Branch 540 president and members in good standing who receive the most votes and meet the necessary requirements will receive funds from the branch and will be entitled to attend the 2025 state convention as Branch 540 delegates.

Karen Sweerus, Rec. Sec., Br. 540

Corvallis, Oregon

Nominations for the election of officers of Branch 1274 will be held at the regular branch meeting at 6:30 p.m. on Nov. 19 at 2601 NW Tyler Ave., Corvallis. Candidates must accept nominations at the time made or, if absent, in writing. Candidates may accept nominations for only one office. Nominations will be held for the following branch offices: president, vice president, recording secretary, financial secretary/treasurer, sergeant-at-arms, health benefits/MBA representative and one trustee.

The terms of office will be two years, beginning Jan. 1, 2025, and three years for trustee.

As per Article 5.6a of Branch 1274's bylaws, delegates to the state convention shall be nominated as well. The president shall be considered as an elected delegate to the state and national conventions (Article 5.6b).

The election will be conducted at the regular branch meeting at 6:30 p.m. on Dec. 10 at 2601 NW Tyler Ave., Corvallis. Any member who, for any reason, will be unable to vote on Dec. 10 may obtain absentee ballots by writing to: Election Committee, Branch #1274, P.O. Box 981, Corvallis OR 97339, or by requesting in person. Requests for absentee ballots must be received by the election committee no later than Nov. 26.

Write-in votes are not permitted.

Brooke Jambor, Rec. Sec., Br. 1274

Easton, Pennsylvania

Nominations will be held at the regular monthly branch meeting at 7 p.m. on Dec. 11 at Lester Pfeffer, 429 S. 16th St., Easton, for the following position: one-year trustee. Members must be present to accept the nomination or have a notice of acceptance in writing to the branch secretary prior to the start of the December branch meeting.

Elections will be held by secret ballot in accordance with the provisions of Article VI of the branch bylaws.

Michael Hartranft, Sec., Br. 389

Garden State Mgd., New Jersey

This is official notification to all members of Garden State Merged Branch 444 that nominations for delegates to the 2025 New Jersey State Association convention shall take place at the regular branch meeting on Wednesday, Nov. 13, at Pagano's UVA Restaurant, 800 Main St., Bradley Beach. By virtue of their office, the president, vice president, secretary/treasurer and sergeant-at-arms are automatic delegates. All members in good standing shall be eligible to run for delegate except a member who accepts or applies for a supervisory position in the USPS, whether one day or a fraction thereof, either detailed, acting, probationary or permanently, for a period of two years after termination. The meeting commences at 7:30 p.m. Candidates accepting nomination must be present or submit an acceptance letter to the secretary/treasurer prior to the Nov. 13 meeting.

If necessary, election ballots will be sent to the last known address of each member after the Nov. 13 meeting. No write-in votes shall be accepted. Ballots must be received no later than 12 p.m. on Dec. 11 to be counted.

Earl R. Dorman, Sec./Treas., Br. 444

Hickory, North Carolina

This is the official notice to all members of Branch 1250 Merged of nominations for branch officers. Nominations will be at 7 p.m. on Nov. 21 in the 204B room of the federal building, located at 231 Government Ave., Hickory. In accordance with Article 5 of the bylaws of Branch 1250, members willing to be nominated for a branch office must be present or signify in writing prior to the meeting.

Nominations will be for president, vice president, recording secretary, financial secretary/treasurer, sergeant-at-arms, health benefits representative and trustees.

If needed, elections will take place in December, with the installation of officers in January.

James Russell, Pres., Br. 1250

Idaho Falls, Idaho

This will serve as official notice to all members of Branch 1364 that nominations for all officer positions will take place at the regular branch meeting at 6:30 p.m. on Nov. 13 at 360 S. Freeman Ave., Idaho Falls. Nominations for delegates to 2025 state convention and 2025 regional assembly will also take place at the regular branch meeting stated above.

Any member in good standing is eligible for nomination. Members need to be present at the meeting to be nominated. All members must indicate their acceptance of the nomination. Members who have held, accepted or applied for a supervisory position are ineligible to hold office for a period of two years after serving in a supervisory position.

Elections for branch officers and 2025 delegates will be held at the regular branch meeting at 6:30 p.m. on Dec. 11 at 360 S. Freeman Ave., Idaho Falls.

Tami Carder, Pres., Br. 1364

Lancaster, Pennsylvania

This is official notice to the membership of Branch 273 that, per Article 5 of the Branch 273 bylaws, nominations for delegates to the state convention in 2025 shall be conducted at the monthly branch meeting on Nov. 20, commencing at 7 p.m.

Christian Oatman, Rec. Sec., Br. 273

Langhorne, Pennsylvania

This will serve as the official notice to all members of Branch 4931 that nominations for the following positions will take place during the regular monthly meeting at 7 p.m. on Monday, Nov. 4: president, vice president, treasurer, secretary, delegates, trustees, sergeant-at-arms and health benefit rep. Acceptance of a nomination may be done at the meeting or in writing as long as it is received by the branch secretary before the start of the November meeting.

Voting will be done by secret ballot, which will be mailed to all members. Results will be announced during the monthly meeting at 7 p.m. on Dec. 9.

Ron McHugh, Sec., Br. 4931

Lehigh Valley, Pennsylvania

This serves as official notice to all members of Branch 274. Nominations for the Region 12 rap session, to be held in Atlantic City, NJ, March 9-12, 2025, and the Pennsylvania state con-

vention, to be held in Lancaster Oct. 2-4, 2025, will take place at the November branch meeting at 8 p.m. on Nov. 12 at the West Coplay Maennerchor.

Nominations are open to any member in good standing except those who are serving in a supervisor position or those that have applied or served in a supervisory capacity in the previous two years. Nominations will be accepted verbally from the floor or submitted in writing to the nomination committee of Glenn Recker, Gerry Schlimme and Eric Godley.

Elections, if necessary, will be held at the December branch meeting.

Gerry Schlimme, Sec., Br. 274

Marion, Indiana

This is the official notification to all members of Tri County Branch 378 for the nominations for delegates to the 2024 Indiana state convention will be held at 6:45 p.m. at our Nov. 13 general membership meeting at the Jonesboro Legion,

424 S. Main St., Jonesboro. Any members in good standing are eligible for nominations. Members but be present to accept a nomination or have submitted an acceptance letter for nomination to the secretary in advance of the meeting.

Balloting for the nominees will take place at the December general meeting, if necessary.

Patrick McPherson, Pres., Br. 378

New York, New York

This is a notice of nomination and election of officers of Branch 36. Officers to be elected are president, executive vice president, first vice president/treasurer, second vice president/financial secretary, recording secretary, editor of Branch 36's *Vincent R. Sombrotto Outlook*, sergeant-at-arms, director of city delivery, MBA representative, director of retired members, director of compensation, NALC Health Benefit Plan representative, five members of the board of trust-

ees, director of education, and director of safety and health. The term of office shall be April 2025 to April 2028.

Upon nomination, the candidate must certify that they have not served in a supervisory capacity for the 24 months prior to the nomination.

All nominations shall be submitted to the recording secretary no later than the close of the business day on Feb. 10, 2025, at union headquarters, Branch 36, Vincent R. Sombrotto Building, 347 West 41st St., New York. No candidate shall be eligible for nomination if they are not in good standing at the time of the nominations. No nomination shall contain the name of more than one candidate for the same office. Each nominee must file a written acceptance of their nomination with the recording secretary by the close of business on Feb. 14.

Election ballots will be mailed in March by an independent reputable nonpartisan election agency.

The installation of officers will be on April 10.

Melinda Wilkerson, Rec. Sec., Br. 36

Roanoke, Virginia

In accordance with Article 5 of the *NALC Constitution* and the bylaws of Branch 524, this is an official notice to all members of Branch 524 of nominations for delegates to the NALC 2025 Virginia state convention. All nominees must have attended three quarters of all Branch 524 business meetings from December 2023 through November 2024. Nominations will take place at the Nov. 19 regular business meeting.

If necessary, the election of delegates will take place beginning at 7 p.m. on Dec. 10 at the regular Branch 524 business meeting. The Branch 524 business meetings are held at the union hall located at 1015 Georgia Ave. NE, Roanoke.

Jack Green, Sec., Br. 524

Retiree Reports

Anchorage, Alaska

Have you heard of the phrase “people judge you by the words you use”?

You'll remember I wrote about one of our officer/stewards who, without notice, went into management and, of all positions, a labor relations job. One that deals directly with the NALC and our grievances. His reasoning was that he wanted to make a difference and make things better for carriers. That couldn't have been farther from the truth.

Remember, words matter and they reflect your credibility. This joker actually believed that he has some magical power that no one else had for decades to do the right thing in labor. He professed that he only wanted the labor job. But he didn't get it. He said he would never be a carrier supervisor. Yet, that's exactly what he's doing now. And in the labor job and as a supervisor, he is doing the very opposite thing he professed he wanted to do to make things better.

Only you can control your own credibility, and this joker has sold his soul to the devil. Fortunately, our stewards are highly trained, and he has to argue for management and loses most all of his cases.

Another advantage we have recently achieved is that many of our Step B Appeals are no longer going to the Northland Team, where our grievances would go to die. Our cases finally are going to the Step B Team in Portland, OR, a Region 2 team that embodies the knowledge and skill of settling grievances with some actual teeth, unlike those we receive from the Northland Team. It's rewarding to see all of the hard work pay off and knowing your credibility hasn't been sold to the devil.

Remember, only you can control your own credibility. Even if you think you have magical powers.

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

A recent gold card retiree sent me this story—Awe will call him J. Since J retired 12 years

ago, he has been a part-time school bus driver. Recently they changed the contract so that part-timers have to be available every week. He had just taken off last week and they wrote him up, and they issued him a letter of warning. He thought that it was hilarious and said that he was too old to get a LOW and invoked his Weingarten rights to a shop steward.

No steward was available, so they have held back on the letter. He told management that not everyone who took off had received letters and that it is disparate treatment. They told him that they had recently decided to enforce this provision and that several people had received letters, which was true, and they wanted to know how J knew all this. The next day, he came into work and showed off his 50-year gold card and even the moron managers were impressed.

J is now a 12-year Teamsters member and is still fighting the fight. Being a union officer and steward in Branch 425 served him well.

Dennis Spoto, Branch 425

Centennial, Colorado

We are finally heading into cooler weather. As a retiree, I'm amazed that I ever had time for work with all the projects I find interest in working on.

As we move into another holiday season, the letter carriers are again going to be pressed into doing their jobs efficiently and safely. Having done 27 years as a city letter carrier, I'd like to offer some thoughts. First, every season seems to be unique, and some years were smoother than others. Weather played a big role; shorter days, along with cold and snow, affect delivery—and don't let a supervisor tell you otherwise. Second, we are all humans with limits, and working with another craft (clerks) means there will be days that will test your patience. I won't even address working with management who have all kinds of stress, and some share it better than others. Third,

customers do not understand the process, so you need to smile and try to help. And finally, look to aid those newer carriers who are facing their first holiday season. T-6s have a specific knowledge that could help.

It was always a fun and exhausting time of year, but remember: You are a part of spreading joy among the American public. Letter carriers, along with all delivery personnel, will be moving packages—we may as well enjoy it.

In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

On Aug. 21, we were saddened to learn of the passing of a dear friend and longtime congressman of the 9th Congressional District, which included the great city of Paterson, NJ: William “Bill” Pascrell. Due to his long and outstanding career, it would be difficult to list the number of accomplishments made by him in this one article.

Rep. Pascrell was a true friend of the National Association of Letters Carriers Branch 120, as well as the working class of America. He was an individual who never forgot about where came from, where he lived, or the people he represented.

There were times that he would be speaking to his congressional district liaison from Branch 120, the late Edward A. Falato, on his cell phone regarding legislation involving letter carriers and how his vote would best benefit letter carriers. Congressman Pascrell was also instrumental in setting up an informational demonstration picket line at the Paterson Post Office when the Postal Service was having trouble negotiating a national agreement when it was considering the contracting out of mail delivery services. The contract was resolved without the contracting out of services.

Many thanks to our representative for his dedicated service.

Joseph Murone, Branch 120

Branch Items

Albany, New York

We are currently under attack in Branch 29. Management has selected two offices for traditional count and inspection. One of the offices was previously selected under TIAREAP but suffered delay after delay until finally the TIAREAP memo expired and the national parties agreed to stop anything that wasn't completed. This hasn't stopped the traditional count and inspection management team from attempting to use the data collected under TIAREAP for this process.

The lead snake oil salesman (management rep) offered our branch president a "sweet deal" if he would agree to a local joint route adjustment process; they would only take 30 hours out of the station. I don't know how management defines "joint," since they already have identified 30 hours that they want on the chopping block.

I've heard similar stories across the region about management offering these "sweet deals" and how if you don't agree, they threaten that they might take much more than what ever was offered. Obviously, we told them to take their deal and stick it right up...you get the picture. Our stewards have already identified grievances concerning the count and inspections, and as we approach the week of inspection, I'm sure there will be plenty more.

It's been more than a decade since these offices have been adjusted, and we want a fair accounting of the work that exists—and we will utilize the grievance procedure to the fullest to try to accomplish that. I'll never understand why management cannot conduct these impartially, in an open and above-board manner and let the data do the talking. But they have already proven they are up to the same old tricks attempting to change the way clerks sort the mail to the carriers two days before the live week.

Let the wave of grievances commence.

Norris Beswick, Branch 29

Atlanta, Georgia

The Atlanta Letter Carriers, Inc. of Branch 73, NALC, will hold its annual meeting on Thursday, Jan. 9, 2025, at Branch 73's union hall, located at 1842 Candler Road, Decatur, near the intersection of Glenwood Road. The meeting will begin at 5:30 p.m. prior to the regular branch meeting.

Ben Jackson, Branch 73

Notice

Article 9, Section 1(b) of the NALC Constitution provides that: "All articles submitted by authorized scribes pertaining to Branch, District, State Association, or Retiree items of interest will be published as written, unless such article is defamatory or unlawful." The statements and opinions contained in any branch, state association or retiree item do not necessarily reflect the views of NALC or NALC policy.

Boston, Massachusetts

What an amazing honor to have Boston Branch 34 host this year's NALC 73rd Biennial National Convention. We hope you enjoyed exploring our city of champions and took the time to experience our city's delicious cuisine, especially cannoli from the world-famous Mike's Pastry. The response from delegates around the country was awesome. Everyone from your national officers right through to the delegates loved Boston and thanked us for doing such a great job. But it was a lot of hard work.

With that said, I would like to thank our entire transportation crew, especially Louie Poste for chairing the team. Drivers, you did a great job shuttling members all around our city and should be commended for all your hard work, whether it was early morning runs or late-night pickups.

Next, I want to thank all the sergeants-at-arms, especially Wanda Hamm, for not only chairing the sergeant-at-arms crew, but for keeping the convention flowing smoothly and keeping the peace during many heated debates. Sergeants-at-arms, you should all be commended for your professionalism and pride when representing Branch 34. All of you were the faces of the convention.

Some good news: Branch 34 won the first-place award for our *Clan* newsletter. A big shout-out to our outstanding *Clan* editor, Cathy Cooper, and our excellent publicist, Steve Hamilton, from Union Printworks for making us No. 1 in the country again.

Branch 34 also took home third place for the biggest increase in Letter Carrier Political Fund contributors. The plaques are being displayed on the walls of the union hall for all members to see.

On a side note, Vice President John Fanning received an honorable mention for his two *Clan* articles on unionism.

Tom Rooney, Branch 34

Bozeman, Montana

By the time this issue of *The Postal Record* is in the hands of the membership, Branch 1028 elections will have come and gone. At time of writing, however, nominations haven't even taken place yet.

It is important to remember that change in and of itself is neither good nor bad. It is how we react to that change that defines how we perceive it. Our union has a proud history of direct democracy. Like the national convention, the membership is the supreme body of the branch. It is the responsibility of the membership to chart the course for the future of the branch through the election process.

Speaking of elections, we have managed to survive another cycle on the national stage. This year saw an extremely competitive race for one of our Senate seats. Thankfully, we won't see another race like that until 2028.

Beyond the state and national elections, the holiday season is on the horizon, and the brutal Montana winter beyond that. None of this should come as a surprise to postal management. Yet, somehow, they act as if these things are new developments that they had no way to



Members of Brick Town, NJ Branch 5420 show off their breast cancer awareness shirts, pictured from left: Tony Melanson, Melissa Matty, Michael Peters, Chip Crepezzi, Heather Manion and Liz Medina.

anticipate. The only thing that will solve this in the long term is staffing the office appropriately. In the short term, however, I don't think that hiring this time of year is going to lead to new employee retention. It seems to be too much, too quickly for most new hires. Hopefully, the new national agreement will have the tools to address this issue.

Until then, we will persevere, and the grievances will continue.

Travis Miller, Branch 1028

Brick Town, New Jersey

Recently, I have heard the following argument from management when discussing a grievance remedy: "I can't give a 'cease and desist' because we may have to break the contract on this issue in the future." At Step B, management refuses to give a "cease and desist" for clear violations of the contract. This is an insidious strategy designed to weaken the power of a grievance.

Our current grievance process was embedded in Article 15 of the National Agreement in 2001 and the cease and desist is a traditional remedy that was a part of that process from the beginning. It is language widely used by arbitrators.

At the highest levels, management has argued that we have "weaponized" the cease and desist. It is true that multiple cease and desist remedies can lead to a monetary reward. To avoid such remedies, all management must do is comply with the contract. The National Agreement is not a wish list or a guide, it is rules agreed to between the highest echelon of the Postal Service and the NALC, and it must be followed.

As the president of a branch, and a Formal A and Step B representative, I grieve the same contract violations so often that I have questioned if the battles I've waged have accomplished anything. The cease and desist is a powerful reminder that breaking the contract matters. It is simple and powerful language that admits a violation and promises it will stop. Our goal as a union must be that management complies with the National Agree-

ment—not for a day, or a month, or a year, but always. We cannot allow management to limit or restrict the use of the cease and desist as a remedy. Doing so dulls our weapons and weakens our victories.

Michael Dalelio, Branch 5420

Camden, New Jersey Merged

And so it begins. Today I received management's official notification, as per the M-39, that one of my offices is scheduled for route inspections. None of our offices had been scheduled for TIAREAP, and now that the TIAREAP memo has expired, it's back to the old ways. I heard about some people who were not a fan of the TIAREAP process. But having gone through the different variations of route adjustment processes over the years versus a full-blown inspection, I would choose a REAP or a RAP any day.

I've heard some complain that management was using some of the TIAREAP language and trying to use it as some type of standard for the carriers on street function or whatever. Well, guess what? That's what management does with everything! They will take any agreed-upon language from the contract or a memo, and they will twist it, and bastardize it, until it is honed into a weapon that they can use to bludgeon the carriers. So, gone are the protections of NALC oversight, only to be replaced by the intimidation tactics of yore. Say goodbye to joint consultations, and hello to that confounded form where you have to count every single piece of mail and write down how much time it takes to perform each and every little task.

Our branch will provide route inspection training like we always do. We will prepare our members for that week of inspection. It will be stressful for some, but not so for those who attend our training. Thanks to the NALC, we have the tools to educate our members and our shop stewards. Our members will be armed with the knowledge of how to protect their routes, and our shop stewards will know how to protect the letter carriers.

Chuck Goushian, Branch 540



Central Florida Br. 1091 Executive Vice President Bruce Hamilton Jr., President Byron D. Shelton, and Region 9 National Business Agent Eddie Davidson (l to r) present longtime member Carl Brenner (third from l) with a 67-year pin and plaque.

Charlotte, North Carolina

Branch 545 would like to wish everyone a happy Thanksgiving and hope everyone gets to enjoy some time with family and friends. Also, we want to acknowledge and thank all who have served the United States in every branch of the military during this Veterans Day month. We can't express enough to each and every one of you our gratitude for your service to our wonderful country. A truly grateful nation thanks you all from the bottom of our hearts.

We would like to congratulate our fellow carriers on their recent retirements. Oswald Simon was assigned to our Yorkmont station with 38 years of service, and Harry Freda was assigned to our Independence station with 21 years of service. We thank you so much for your service and wish you both the best in the next chapter of your lives.

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 have established a Zoom link for members to participate who cannot physically attend the meetings. Please contact the union office to receive the Zoom link. Food will be provided at the meeting for those who are able to attend. We look forward to seeing all of our members who are able to make it out.

Also, if anyone is interested in participating in our local union in any capacity, please contact our local union office or speak with the union steward in your office.

Justin Fraley, Branch 545

Cincinnati, Ohio

Well, Branch 43, we did it. Another election year in the books. As hopefully most of you read in my articles, as you do this one, Election Day is either very close to being here, or we are waiting with bated breath on the results, which could take about as long as it has for our new contract, which, yes, still doesn't exist as I write this article. Veterans Day is Nov. 11; don't forget to say thank you to all the veterans you know either on the job or away from it. A simple thanks goes a long way.

Which leads to my story from a few years ago while I was at Groesbeck. It was the Friday before the holiday, which fell on Monday. Our so-called station manager brought breakfast sandwiches for all the veterans at the station that morning, also had a little speech and shook all the veterans' hands, except for one. The veteran extended his hand, only to have the so-called station manager turn his back and walk away.

To this day, whenever I talk to my good friend, TC for short, from Groesbeck, he gets very irate about this day five years later. All I do is chuckle, sometimes I even laugh very hard, if he gets really upset, because, yes, it was my hand that didn't get shaken. That is just one instance of the ignorance we deal with being carriers for the Postal Service.

Thanksgiving is in our sights. Food, family and football—that is a very fulfilling day, yes, my fa-

vorite of the year. So, let's all enjoy this month, before the storm called the season hits us.

Thank you to everyone out there in Carrier Land for all you do. Meetings are the second Thursday of the month.

Chris Rought, Branch 43

Cumberland, Maryland

I'm sure that everyone is excited and interested in a new contract. Take time and read through it and know what your rights are. Hold management accountable to the agreement and protect your rights! Open Season is upon us, so carefully look at the options that provide the best coverage for you and your families. You can always bring your questions to your branch meeting for help or to simply share your knowledge and experiences.

Thank you again to our retirees for stepping up and helping with the grievance process. You are greatly appreciated.

Respectfully—

Paul Kirby, Branch 638

Fresno, California

This is the time of the year for many local branches of the NALC to have nominations for branch officers and shop stewards. These positions all matter to our dues-paying members. Before nominating and voting for anyone, some things to consider are:

- Do they talk or show racist behavior?
- Do they say they "would not represent anyone who is gay"?
- Do they shrug their shoulders and walk away when a dues-paying member asks them for help?
- When a member asks for help, do they reply, "You are the worst carrier in the station"?
- When management abuse or harasses letter carriers, do they get enjoyment out of it? Are they grinning about it?

These are a few things I have seen and heard over the years. None of these are made up. All branch representatives defend our rights and benefits. That is every letter carrier. Not just liked ones, or "good" workers. If management violates our contract, or working rights, you grieve it. It's that simple.

Our members expect all branch representatives to do their jobs. After all, they get paid to do it. The best reason for running for a branch position is because you want to help our membership. Not to have a title and a check. Representatives represent. That is the way it should be. We even take a sworn oath to do it. I, for one, take it to heart when our members are abused, or are wrongly denied benefits. We all should.

Jesse Dominguez, Branch 231

Kansas City, Missouri

Going into the 1987 National Touch Football League Tournament, with an obstacle (only 15 of 25 players were available). Kansas City Black Attack Football Club Coach Clifford Brown reminded us, "When it's time for stars to shine, stars will shine." Branch 30 retiree Robert Way, a stalwart on the D-Line, scored the only touchdown (a

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pass), then made an interception in OT, securing a victory in the Consolation Championship game. He was awarded MVP, by the way.

Nicole Rhine, national secretary-treasurer, fresh off a "starring" role on the 73rd Biennial Convention dais, probably had a week off to recoup and refresh with family. Now back "home" in Region 5, the Lincoln, NE Branch 8 national officer graced the 122nd Missouri state convention, held at Osage Beach, MO. Sister Rhine dropped a plethora of information, as well as presenting the Missouri State Association with a duplicate copy of its Charter (founded in 1901). The workshop on LMOUs highlighted the need to be prepared when opening the LMOU for negotiations. The OWCP workshop on the CA-7 for wage loss reminds you to ensure the physician indicates that you are incapacitated from performing your duties. Branch 30 member and LPO Anthony Mitchell updated delegates on the latest legislative news. Mike Weir provided information on changes involving PSHB and Medicare Integration.

Going into the 2024 general election, the NALC faced an obstacle. Growing dissatisfaction and distrust by our customers, exacerbated by PMG NoJoy's Disastrous Plan for America and a criminal element attacking our members. Yet I'm reminded of a previous situation where the NALC has encountered Mission Impossible-esque situations. COVID-19, in which some brothers/sisters lost their lives, being essential personnel. With democracy at stake, it's time for stars to shine: like we always do.

In solidarity—

Calvin Davis, Branch 30

Knoxville, Tennessee

Happy Thanksgiving, brothers and sisters! An election year brings out a lot of misinformation and disinformation, leaving us

On Sept. 22, Milwaukee, WI Branch 2 members clean the letter carrier statue in the rain. From l: Chad R., Scott V., Lang V., Jose G., Ellen R., Nate H. and Aminya I.



voters to filter out what is true or false. Management in Tennessee is no exception when it comes to the definition of LWOP and AWOL within Chapters 7 and 10 of the *Joint Contract Administration Manual (JCAM)*. Webster's definition of disinformation is when "deliberately false information is leaked by a government as to confuse another nation's intelligence operations." In this case, the twist is, instead of government or nation, it is the NALC and Branch 419's carriers.

Supervisors have been denying LWOP and subsequently posting an AWOL or AOT (absent from scheduled overtime) to a carrier's 3971 (Application for Annual Leave) form with no reason for the disapproval on the individual's leave form. So, in accordance with the *JCAM*, the correct information is that they're required to list the reason for the disapproval and change from LWOP to AWOL/AOT is listed in Article 7 of the *JCAM* (pages 7-8, 7-9, 7-31, 7-32) and Article 10 (page 10-5).

Management expects honesty from its employees, but it is a two-way street. We expect honesty from our supervisors! To receive respect, one must give it.

Tony Rodriguez, Branch 419

Monterey, California

Can someone please tell me how management gets this attitude that they are god-like? Recently, a management official in Monterey demands a doctor's note for a one-day absence. During the Informal A, when asked what the reason was, she stated that she's a manager and she can ask for what she wants. Really? I guess local management has trouble reading the contract—no surprise there.

Actions like this cause great harm to letter carriers, who for one or more reasons, might just need a day of rest to get better. I don't know of many people who run to the doctor for anything. But perhaps there are some who do.

Apparently, we now work for doctors. Interesting. Hang in there, know the rules; if you aren't on restricted sick leave, you aren't required to bring in a doctor's note. There are very few exceptions to that rule, and I'm not real clear what management might be protecting by asking, but guess we'll find out. If you are asked to bring in medical documentation, follow the instruction, then immediately contact your union representation. This has been grieved and we are awaiting the outcome.

To all our wonderful veterans, thank you for your service. I've been making quilts for veterans, and it's been pretty rewarding for me. I even made my ex-husband one for his service in Viet Nam. Gotta give credit where credit is due.

Stay safe out there; the fires are causing great harm and it can be dangerous breathing in that smoky air. Watch your back as well, as there are lots of bad people doing bad things.

Election Day is coming—vote your conscience. Take a look at Project 2025; it might make you think again.

United we bargain—divided we beg.

Patty Cramer, Branch 1310

New Jersey Merged

It is my pleasure to congratulate the recently elected officers of New Jersey Merged Branch 38. They were elected by acclamation at our recent branch meeting. They are President Joseph S. Rutkoski III; Executive Vice President Peter Bednarz; Treasurer Christine A. Strasser; Corresponding Secretary Armando Pedreira; Director of City Delivery Roy Jancio; Full-time Area Representative Ronald Legette; Recording Secretary Joseph Otero; Director of Retired Members Ronald Villegas; Sergeant-at-Arms Dominic Walton; and Trustees Clint Colie, Michael Hedglin, Keith Hemmings, Richard O'Connell Jr. and Joseph Zammito. I would also like to congratulate the newly appointed Part-Time Area Representatives June Albergo, Amanda Crane, Clifford Haworth-Dodd and Christina Williams.

Congratulations are also in order for Executive Vice President Dan Szucs and Director of City Delivery Mark McGrady upon their retirement as Branch 38 officers. They have served the membership of Branch 38 with dedication for nine years as full-time officers. The success of Branch 38 over those nine years could not have been possible without the contributions of those two brothers. I wish them both a long and happy retirement and encourage them to remain active in the branch.

Finally, I want to express my sincere gratitude for the support of the many members and officers with whom I have had the honor and pleasure of working with over my many years as an officer and member of Branch 38. My time as president has been both challenging and rewarding, and I have enjoyed sharing those challenges and rewards with many wonderful sister and brother unionists. Thanks to each of you from the bottom of my heart. I look forward to watching Branch 38 continue to thrive and improve under the leadership of our new officers.

Michael J. O'Neill, Branch 38

Norristown, Pennsylvania

Good morning. Sittin' at my case waiting to hit the scanner BT. It's a Friday, and the weather is looking very inclement today—it's just another day of a letter carrier.

Now, time to vent. Lol. These new blue hampers are terrible. Whoever thought these were good should try to maneuver them around with a full load in them. Some don't have the middle guide wheel in them, so they go every way except for the way you want them to go. And the spring load is always coming off the hook, and the weight takes it right down to the bottom. And when it is all hooked up the right way, clerks throw spurs in the hamper and they go underneath, so ya gotta look under when you are done emptying them. (I saw a cover that you can use to keep the parcels from goin' underneath, but we don't have them...yet.) And the most annoying thing about them—are you ready? If you wear shirt jackets, the hooks get caught on the pocket and rip them. Grrrrrrr!

And also, more than two years ago, they took off our telephone booths (some people call them coffins and other names) with the in-

tention of putting on an attachment that had cubby holes for holds. Well, still no attachment, and they now put our mail on the floor so we have to kneel down to get it. Really thinkin' safety now, aren't they?

Summer is almost over, and the cool air will be upon us. Be safe.

Peace—

Joel Stimmler, Branch 542

North Florida

As I write this article, Hurricane Milton has just crossed the state with devastating destruction and more than 3 million without power. This is right after Hurricane Helene hitting this state, Georgia and North Carolina with major destruction. Texas and Louisiana also had to deal with hurricanes. Thousands have lost their homes, and a majority of them had no flood insurance. Along with these two hurricanes, there have been many disasters. Fires in the west, Northwest and even Hawaii, plus landslides and a few earthquakes. So many are in dire need of assistance, and that includes letter carriers who have been affected.

The NALC has a special fund to assist those members in need. The NALC Disaster Relief Foundation has been a source for members who have suffered loss due to disasters. On the NALC website at nalc.org/disaster, you can make a donation. Please, let's help our sisters and brothers to get their lives back in order.

Branch 53 wishes all members to think about those who are suffering as we move into the holidays. Stay safe.

Bob Henning, Branch 53

Providence, Rhode Island

NBA Rick DiCecca officially scheduled the Region 14 rap session for Saturday, Nov. 23, through Monday, Nov. 25, at the Omni Providence Hotel. There will be training classes on Saturday, Nov. 23 from 6:30 to 9 p.m.; Sunday the 24th from 8 a.m. to 6 p.m., and then the general rap session on Monday the 25th from 8 a.m. to noon. A full schedule of classes was sent to each station.

Also in Providence, we had our first official quarterly safety meeting in September. We had one letter carrier from most stations represented at the meeting. Also present were the chief stewards, MSCO Kyle Pelopida, Postmaster Jeanne Jackson, and the manager of each station. Seemingly the only positive development from the first of these meetings was Postmaster Jackson seeming to be on board with the possibility of exploring peer-to-peer observations. It is encouraged that if this were to come to pass to please be respectful to whoever makes the observations, as the goal is to keep people from working unsafely and possibly getting injured on the job. More to come on that in the future.

Also, our December meeting will be held on Tuesday the 3rd due to that Monday being after the Thanksgiving holiday weekend and also the first Monday of the penalty exclusion period.

Until next time—

Anthony Turcotte, Branch 15



Above (from l): Former Royal Oak, MI Branch 3126 President Paul Roznowski, current President Don Ferraro, Director of Retirees Joe Ennsley, NALC President Brian L. Renfro, Mark Conger, Secretary John Dick and Region 6 National Business Agent David Mudd present a 70-year plaque for Jerry Jones, who died recently. Ennsley and Conger took the plaque to Jones's visitation.

Below: Roznowski, Ferraro, Renfro, Ennsley and Mudd present a 60-year membership pin to former Executive Vice President Ron Brown.



Rockville, Maryland

We recently won a grievance for one of our alternate stewards that amounted to close to \$30,000! Right before the arbitration was to commence, we were able to pre-arb the case. Management had put our member out on a verbal emergency suspension for repeatedly asking for a shop steward during a meeting with management. We won that grievance at Step B and our member was supposed to be made whole. As usual, management failed to comply, and another grievance was filed for non-compliance. About five grievances were settled with this pre-arb.

I want to thank our NALC advocate, Jeannine Gasper, for all the hard work she put into knowing the case files that had more than 10,000 pages! I also want to thank our chief steward at the Pike Annex, Miryam Peralta, for putting together such remarkable grievances. At least a

hundred hours of work were spent to put these massive grievance files together. Thank you, Miryam!

Our branch would like to thank Kristin Williams and her assistants for two recent training seminars in August and September. Both on Sundays! Kristin is the regional workers' compensation assistant (RWCA) for Regions 12 and 13. The presentation and the amount of material disseminated was impressive. Kristin took every question as they arose. We hate it when trainers say "Hold your questions until the end." We are so fortunate to have Kristin Williams assisting us with OWCP issues. And, Kristin is a very nice person, too. Thank you so much, Kristin!

I also want to thank Steve Klein for some outstanding grievance settlements concerning inequitable distribution of overtime. Steve won \$3,134 for nine ODLs and is a steward at our Gaithersburg installation.

Please visit our website at nalc3825.com. We have more than 351,910 hits!

In the struggle—

Kenneth Lerch, Branch 3825

Saginaw, Michigan

Perfect weather on Saturday, May 11, produced another great total of 130,000 lbs. of food donations for letter carriers of Branch 74. Team leaders V.P. Tomika Deleon and Trustee Kristen Duran did a great job coordinating this effort!

Many thanks to Trustee Dan Ellis and volunteers at Branch 74's summer golf outing for the Muscular Dystrophy Association on July 28 at the Twin Oaks Golf Club that raised \$8,448. Ninety-six golfers competed, and no one made a hole in one to win the new truck!

Delegates to the NALC national convention were Branch Treasurer Lydia Enos McGregor, Sergeant-at-Arms Tammy Vinke and retiree Hugh Leach (who was an unpaid delegate).

Branch 74's open house summer picnic on Aug. 25 at our new location was well attended. Hats off to Kristen Duran and Steward Ricky Lee for making it happen!

Route adjustments have eliminated seven routes for the 01, 02 and 07 zones at Cumberland Station and change of starting time to 8:30 a.m., and eliminated one full and one auxiliary route at Boardwalk Station and a change of starting time to 9 a.m. The grievance team is

COLA: Cost-of-living adjustment

- The 2025 COLAs for Civil Service Retirement System (CSRS) and for the Federal Employees Retirement System (FERS) benefits are based on the increase in the average Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) between the third quarter of 2023 (301.236) and the third quarter of 2024 (308.729). Based on the September 2024 CPI-W (1982-84) of 309.046, the increase in the CPI is **2.5 percent**. The 2025 COLAs

for CSRS is **2.5 percent** and FERS is **2.0 percent**. The COLA will be effective Dec. 1 and reflected in January payments.

- The 2024 projected COLA under the Federal Employees' Compensation Act (FECA) is **2.8 percent** following the release of the September CPI. This COLA is based on the change in the CPI between December 2023 and December 2024.
- Visit nalc.org for the latest updates.

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working through multiple assignment, posting and OT issues!

Forrest Robison, Branch 74

St. Louis, Missouri

Take a ride past your local “walk-in clinic,” and you’ve noticed an uptick in the number of vehicles on the parking lot. That’s because the U.S. Food and Drug Administration has witnessed a resurgence in COVID-19 cases this summer.

As with all forms of viruses, they tend to morph, rendering current vaccines ineffective and requiring new medications to combat those variations. New vaccines making their way to pharmacies are being offered by Moderna, Pfizer and a third from Novavax. These reformulated vaccines will help to quell the lingering summer spike and hopefully keep cases from swelling this fall and winter.

If you haven’t received a booster in over a year, these new shots will help to restore your immunity. Immunity diminishes over time, effectiveness of vaccines wane, and throw in the ability of the disease to mutate and you have a recipe for a resurgence in COVID.

Beyond restoring protection from a short-term illness, the CDC says, the vaccines can reduce the likelihood of suffering the effects of long COVID, which has affected an estimated 17 million U.S. adults. Long COVID is marked by symptoms such as brain fog, fatigue, headaches, and joint and muscle pain. It can creep in after a coronavirus infection clears and can last for months or even years. Symptoms can be so severe for some people that they can result in a disability.

It’s important to get the vaccine; it’s even more important for people over 60. Most of the severe complications from COVID-19, which can still result in death, are more likely to be among adults 60 years and older.

The CDC says that the optimal time to get the new COVID-19 shot is September and October. Don’t risk your health or your loved ones. Schedule your shot today.

Tom Schulte, Branch 343

Aurora, IL Branch 219 holds a retiree luncheon with NALC Executive Vice President Paul Barner, Region 3 National Business Agent Michael Caref, Branch 219 President Jim Moulton and Branch 219 Director of Retirees Catherine Baxter in attendance.



Seattle, Washington

Honoring the sanctity of the mail will aid you in setting a healthy pace, one that can last your entire letter carrier career.

True story: A manager called me in the office to read me the riot act, accusing me of misdelivering mail, which may or may not have been true. But at the time I was relatively new, and I was attempting to keep these bogus street times they had set for me. So, yeah, if you’re new and frantic and harried by all the harassment and B.S., and trying to keep phony-balone street times—yeah, you’re going to get stuff done wrong, probably a lot. I don’t know how sincere he was about it, but he told me in no uncertain terms, “You need to read the name and address off of each piece of mail before you put it in the box!” Wow. He had taken me to church. Hallelujah! I was saved.

And from that day forward, that was my mantra: “Read the name and the address off of each piece, before putting it in the box!” My street time went from their approximation of five hours, to my new and improved, sanctity of the mail street time of six and a half hours—add a half-hour for lunch, of course. And I never budged from it—my mantra, that is.

I bid off that dog route, but I got walked with a lot, talked with, threatened, bullied and put through hell. Yes, they’re going to give you a load of crap. Use it as fertilizer, grow some spine, grow some bark-back, grow yourself a healthy sense of self-esteem.

I’m speaking to you now from the retirement side of life. You want to get there. Stay vertical. Get there in one piece. Peace.

Don Nokes, Branch 79

Southeast Pennsylvania Mgd.

Happy Thanksgiving! During this time of thanks, there are many people in this great union to be appreciative of. However, our union works for the membership. Without you, there is no one to represent.

Hopefully, by the time you read this article, we will have a newly ratified contract. It’s vital that our membership votes in any ratification/election.

Our branch is having an election as well as some offices. We encourage everyone to exercise their right to vote. NALC is democracy at its best.

There is so much going on right now. We all must decide if we are going to be part of the problem or are a part of the solution. Yes, it is difficult and challenging. However, the union principle was built on there being strength in numbers. Together we do great things for the benefit of the individual.

Management has been consistent in targeting letter carriers. We must lessen our exposure to discipline and harassment by doing the right things. It

sounds simplistic, but think about it. When you do things the way the handbooks and manuals state, you become more stress-free. You will make more money or have work taken off you. But what is so offensive about working safely? What is the big rush?

The power of information reigns supreme. Take time to learn the rules so that if you choose to skirt them, you can at least have an adequate story for management. Nothing has changed. Do the job correctly and get out of the office. We still own the street. Being where we are supposed to be alleviates so many potential problems.

Another great time was had by all on Oct. 10 at the latest retiree luncheon. We look forward to the next one.

#StayUnified #WhatDoesntBreakUsMakesUs!

Eric Jackson, Branch 725

Springfield, Ohio

Greetings! I’ve come to the conclusion that mail processing clerks must have the hardest job in the USPS. It must be very difficult to run the mail sorting machines. This can be the only explanation as to why carriers keep seeing the same pieces of mail over and over and over again. We send mail to markup, only to see it again in the DPS the following day or the day after. We send mail to CFS only to see the same piece again and again. Recently, I had an RTS flat envelope with a postmark from July. It was from a medical office originally mailed to an insurance company. It’s no wonder mail volume continues to drop.

When the USPS decided to change the COA policy and start requiring people to physically come to a post office and confirm their COA, I must have been on leave or NS, because I don’t ever remember having a stand-up talk about it. Did they have a public education program about this? I don’t remember hearing radio ads or seeing TV commercials about it. Even when the customer confirms their COA, there’s no guarantee their mail will be forwarded. When they ask carriers what is going on, all we can do is say “I wish I knew.”

Mail processing at the sorting plants has always been the weak link in the mail chain. For some unknown reason, no one is ever held responsible in the plants. A carrier goes three minutes over on their lunch, they’re going to be questioned. A plant clerk puts your mail in a DPS tray all screwed up and covered in the black powder from a machine jam, they’ll get an “atta boy!” Way to get it done on time, quality be damned.

Meetings are the second Thursday of the month at 6:30.

Jerry Martens, Branch 45

Staunton, Virginia

Lots of good work happening here in our branch.

In October we vote on a package of bylaw revisions that will serve as an excellent guide for our current leaders and those in the future. It

Carriers were all given a copy of the LMOU for review and input in advance of the upcoming LMOU negotiations period.

Efforts have begun to fundraise for food drive bags.

Grievances and other efforts to enforce the contract happen consistently.

Meetings and other communications allow for participation and input from the members.

A big issue is the decision by those outside the office doing M-39 Chapter 2 route inspections on some routes in August. The union prevailed in the grievance and two of the inspections were thrown out. The three inspections were on a 271g special requested back in February. Several grievances have been filed on the delay but haven't been adjudicated yet. And, since they failed to use the most representative street time, do proper consultations and more, we are filing on the adjustment itself. The good news? The branch is now trained and ready to deal with future inspections of this kind.

Some food for thought that may sound a bit either obvious or crazy, depending: You work eight-plus hours a day, most of it on the street. Please, please take your reasonable personal time to use the restroom, including on days you are inspected. This is not part of your break. You get paid for the time, and they may not disallow reasonable time for this. Not doing this has significant implications on total route evaluation times. In bigger offices, it could cost the station a route. And some bad habits that might seem to save you time could get you in trouble. Take care of yourself.

Solidarity!

Cindy Connors, Branch 513

Toledo, Ohio

The postal route inspectors have swarmed into Northwest Ohio. The second week in September, Zone 15 at the Reynolds Corners Station had the honor. The third week was the Defiance Post Office followed by Oregon Station. Both Mike and Andy have been observing the observers every day.

At the same time, we have had weekly arbitrations. Needless to say, the union hall has been a flurry of activity. We have already surpassed our grievance total for last year. We are literally running out of storage space for the files, some being a massive amount of paperwork.

Also, during this hectic time, we joined 85 other unions in Toledo's Labor Day parade. U.S. Rep. Marcy Kaptur was the grand marshal. Our branch again held our picnic at Oak Shade Grove. Deb Pipes and our special events committee once again did a phenomenal job, and a special thank-you goes to the grill masters. The membership thanks you all. Now if we could just see more of those members who attended the picnic at our union meetings. On behalf of the branch, I would like to express a special thank-you to the members and their families who walked in the parade for providing the great representation of our union to the city of Toledo.

At the picnic, we held an attendance drawing and a 50/50 raffle for MDA. The 50/50 win-



Uniontown, PA Branch 520 members (from l) Mike Mari, Angie Morris, Dave Rebar, Larry King, Leslie Keefer, Joanne Reno, Dennis Grote and Frank Rebar volunteer for an MDA fill-the-satchel fundraiser, raising \$3,000.

ner donated his winnings back to MDA, raising nearly \$700. We appreciate the member's generosity.

There is another donation for our members to consider: a minimal \$5 donation each payday, to the Letter Carrier Political Fund. The fund allows for a means to gain support in Congress on issues that affect your job. You should consider this fund as another way to protect your job.

There's more than a contract determining your job. Sooooo, by the way.

Ray Bricker, Branch 100

Tri-Valley, California

Veterans Day is a time for us to pay our respects to those who have served. For one day, we stand united in respect for you, our veterans.

This holiday allows us to reflect upon the heroism of those who died in our country's service that was originally called Armistice Day. It fell on Nov. 11, the anniversary of the signing of the armistice that ended World War I. However, in 1954, the holiday was changed to "Veterans Day" in order to account for all veterans in all wars.

When first celebrated as Armistice Day, the day marked the end of World War I, formally recognized on the "11th hour, of the 11th day, of the 11th month" in 1918.

Today we continue to celebrate the day as Veterans Day, still recognizing the original tie with Nov. 11. That means Veterans Day is on the same day every year—Nov. 11—regardless of which day of the week it falls.

Thanksgiving is another annual national holiday in the United States, celebrating the harvest and other blessings of the past year. Americans generally believe that their Thanksgiving is modeled on a 1621 harvest feast shared by the English colonists (Pilgrims) of Plymouth and the Wampanoag people. The American holiday is particularly rich in legend and symbolism, and the traditional fare of the Thanksgiving meal, typically in my household,

includes turkey, bread/rolls, stuffing, mash potatoes, cranberry sauce, string beans, greens, sweet potato pie and peach cobbler pie. With respect to vehicular and air travel, the holiday is often the busiest of the year, as family members gather with one another.

I want to thank NALC members who are veterans for their dedicated service to our country. And, I wish everyone a happy Thanksgiving.

James C. Perryman Jr., Branch 2902

Wichita, Kansas

Our branch recently hosted a steward college put on by the Region 5 business agent's office. Many of those attendees have commented that it was one of the best trainings they had been to. I know that getting around to different areas and being able to do in-person training can be difficult while still managing normal business in the region offices is probably difficult at times. We are very appreciative of Dave (NBA), Charlie (RAA) and Patrick (RGA) for their instruction and guidance.

Our V.P., Robert Goss, recently resurrected our MDA Golf Tournament on Columbus Day. We had more than 12 teams sign up and were able to play some golf and win some prizes while raising money for MDA. One common question I get from members is: "Why don't we do (insert name here) event?" While everyone loves to have different events, we need members to help put on or organize those events. Participating in the union isn't just about being a steward and taking it to management. It's also about growing that solidarity from within the members. You can have a strong voice and be active in other ways.

Our branch was also able to participate with the local APWU on its Day of Action on Oct. 1. It was good to be out and about in the public and getting the message out about issues important to postal workers. We still do not have a contract and no end in sight. Letter carriers can walk and chew gum at the same time. We can fight for protecting our brothers and sisters, and we can march for a fair contract and better working conditions.

Dustin Saville, Branch 201

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.

DOHERTY & DONELON SCHOLARSHIPS

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

Eligibility

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

Requirements

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

Regulations

- Scholarship is to be used toward pursuing undergradu-

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

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

Terms of awards

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

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

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

SCHOLARSHIP APPLICATION

Date _____ (PLEASE PRINT CLEARLY)

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

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

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of branch officer

Signature of NALC parent member
(or spouse if deceased)

Printed name of branch officer

Last 4 digits of Social Security No. _____

Title _____ Date _____

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

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



National Auxiliary Board

News and updates from the officers

Cynthia Martinez
President



Crystal Bragg
Secretary



Samantha Yerg
Treasurer

From the President

Greetings, brothers and sisters. It was a pleasure to see so many of you at our National Biennial Convention in Boston this year! Being a non-election year, I, Cynthia Martinez, continued on as National Auxiliary president, alongside the existing officers: Secretary Crystal Bragg and Treasurer Samantha Yerg. We were also honored to have two longtime members step up: Rick Baird (Washington) as volunteer parliamentarian and Gaye Meredith (Texas), who generously provided refreshments to the Auxiliary for the entire convention.

The Auxiliary delegation received a surprise visit from NALC Executive Vice President Paul Barner and his welcoming committee. We were very impressed with how sincere and genuine he was. They proceeded to

take our whole group down to their convention's main stage, where we could hear everything that was being discussed, then I was asked as president to address the entire delegation of carriers. What a treat. Thank you so much, Paul.

Our memorial service took place on Tuesday for the 21 members we have lost over the last two years. A special thank you to Tessa Fischer (New Mexico), who decorated for it so beautifully.

On Wednesday of convention week, Samantha Yerg set up a fascinating day trip for us, called the Boston Duck Tour, where we got to first tour the city's old buildings



and then our tour bus took us right into the water! And after everything wrapped up on Thursday, a large group of our Auxiliary members stayed on to enjoy a Red Sox game at Fenway Park, where we enjoyed a great time despite a light rain.

We appreciated all of the donations that contributed to the success of our Country

Store.

As 2024 comes to a close, I'd like to challenge all of our local auxiliaries to a membership drive, which will conclude with a special prize at our 2026 National Biennial Convention in Southern California.

Cynthia Martinez

2024 NALCA convention in Boston



Statement of Ownership, Management and Circulation

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9. Full names and complete mailing addresses of publisher, editor, and managing editor—
Publisher: National Association of Letter Carriers, 100 Indiana Avenue NW, Washington, DC 20001-2144; Editor: Phil Dine, 100 Indiana Avenue NW, Washington, DC 20001-2144; Managing Editor: Mike Shea, 100 Indiana Avenue NW, Washington, DC 20001-2144
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 - 15b. Paid circulation (by mail and outside the mail) (1) Mailed outside-county paid subscriptions stated on PS Form 3541: 279,421 (average no. copies each issue during preceding 12 months); 280,402 (no. copies of single issue published nearest to filing date) (2) Mailed in-county paid subscriptions stated on PS Form 3541: None (average no. copies each issue during preceding 12 months); None (no. copies of single issue published nearest to filing date) (3) Paid distribution outside the mails including sales through dealers and carriers, street vendors, counter sales, and other paid distribution outside USPS: None (average no. copies each issue during preceding 12 months); None (no. copies of single issue published nearest to filing date) (4) Paid distribution by other classes of mail through the USPS (e.g. First-Class Mail): none (average no. copies each issue during preceding 12 months); none (no. copies of single issue published nearest to filing date)
 - 15c. Total paid distribution (sum of 15b (1), (2), (3), and (4)): 279,421 (average no. copies each issue during preceding 12 months); 280,402 (no. copies of single issue published nearest to filing date)
 - 15d. Free or nominal rate distribution (by mail and outside the mail) (1) Free or nominal rate outside-county copies included on PS Form 3541: None (average no. copies each issue during preceding 12 months); None (no. copies of single issue published nearest to filing date) (2) Free or nominal rate in-county copies included on PS Form 3541: None (average no. copies each issue during preceding 12 months); None (no. copies of single issue published nearest to filing date) (3) Free or nominal rate copies mailed at other classes through the USPS (e.g. First Class Mail): None (average no. copies each issue during preceding 12 months); None (no. copies of single issue published nearest to filing date) (4) Free or nominal rate distribution outside the mail (carriers or other means): 1400 (average no. copies each issue during preceding 12 months); 1400 (no. copies of single issue published nearest to filing date)
 - 15e. Total free or nominal rate distribution (sum of 15d (1), (2), (3) and (4)): 1400 (average no. copies each issue during preceding 12 months); 1400 (no. copies of single issue published nearest to filing date)
 - 15f. Total distribution (sum of 15c and 15e): 280,821 (average no. copies each issue during preceding 12 months); 281,802 (no. copies of single issue published nearest to filing date)
 - 15g. Copies not distributed: 155 (average no. copies each issue during preceding 12 months); 155 (no. copies of single issue published nearest to filing date)
 - 15h. Total (sum of 15f and g): 280,976 (average no. copies each issue during preceding 12 months); 281, 957 (no. copies of single issue published nearest to filing date)
 - 15i. Percent paid (15c divided by 15f times 100): 99% (average no. copies each issue during preceding 12 months); 99% (no. copies of single issue published nearest to filing date)
 - 16a. Paid electronic copies: --- (average no. copies each issue during preceding 12 months); --- (no. copies of single issue published nearest to filing date)
 - 16b. Total paid copies (Line 15c) + Paid Electronic Copies (Line 16a): 279,421 (average no. copies each issue during preceding 12 months); --- (no. copies of single issue published nearest to filing date)
 - 16c. Total Print Distribution (Line 15f) + Paid Electronic Copies (Line 16a) 280,821 (average no. copies each issue during preceding 12 months); 281,802 (no. copies of single issue published nearest to filing date)
 - 16d Percent Paid (Both Print & Electronic Copies) (16b divided by 16c x 100) 99% (average no. copies each issue during preceding 12 months); --- (no. copies of single issue published nearest to filing date) I certify that 99% of all my distributed copies (electronic and print) are paid above a nominal price.
17. Publication of statement of ownership: If the publication is a general publication, publication of this statement is required. Will be printed in the November 2024 issue of this publication.
18. Signature and title of editor, publisher, business manager, or owner: /s/ Mike Shea, Editor, 10/21/24.

NALC recognizes its brothers and sisters for their long-term membership

NALC members who have completed 50 years of membership in NALC are awarded a Life Membership Gold Card that entitles them to all privileges of membership in NALC without payment of dues. To receive a gold card and 50-year lapel pin, the branch secretary must write to the NALC secretary-treasurer and request the award for the member. This is in accordance with Article 2, Section 5 (a) of the *NALC Constitution*.



branch requests for lapel pins. Accordingly, the secretary-treasurer's office can only provide suitable lapel pins when receiving proper notification by the branch secretary in the year when a member is to complete the following number of years as a member: 25 years, 30 years, 35 years, 40 years, 45 years, 50 years, 55 years, 60 years and 65 years. Special plaques are available for members who complete 70 years and 75 years. This is also per Article 2 of the *NALC Constitution*.



All requests must come from the branch secretary. Longtime members are encouraged to inform their branches when they reach a longevity benchmark.

Additionally, the national secretary-treasurer's office handles

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

75-year plaques

Harry W. Sturdavant	Boise, ID	Br. 331
Bernard J. Robinson	New York, NY	Br. 36

70-year plaques

Frank J. Byrne Jr.	San Francisco, CA	Br. 214
Gene M. Frugoli	San Francisco, CA	Br. 214
Richard L. LeFrancois	San Francisco, CA	Br. 214
Arthur W. Garrison	Boise, ID	Br. 331
Thomas R. Perry	Boise, ID	Br. 331
Edward W. Gilbert	Indianapolis, IN	Br. 39
Earl Shaler Jr.	Saginaw, MI	Br. 74
Jerry T. Jones	Royal Oak, MI	Br. 3126
Ralph H. Pasternacki	Royal Oak, MI	Br. 3126

65-year pins

Paul A. Becker	San Francisco, CA	Br. 214
James L. Henderson	San Francisco, CA	Br. 214
Elijah U. James	San Francisco, CA	Br. 214
Clarence F. Silva	San Francisco, CA	Br. 214
Henry A. Geter	Bridgeport, CT	Br. 32
William T. Wells	Fairfield, CT	Br. 2313
James D. Joyner	Fort Lauderdale, FL	Br. 2550
Paul U. Perrault	Fort Lauderdale, FL	Br. 2550
William M. Zimmerman	Fort Lauderdale, FL	Br. 2550
Raymond C. Roberts	Boise, ID	Br. 331
Bernard L. Clark	Nampa, ID	Br. 1409
Donald J. Dobranski	Royal Oak, MI	Br. 3126
Stanley A. Michalski	Royal Oak, MI	Br. 3126
Benjamin M. Garcia	Kansas City, MO	Br. 30
Anthony J. Persico	Flushing, NY	Br. 294
Robert F. Berard	Providence, RI	Br. 15
Kenneth C. McWilliams	Providence, RI	Br. 15
Richard L. Whaley	Providence, RI	Br. 15
Leonard G. Smith	Midland, TX	Br. 3792
Lawrence S. Boone	Norfolk, VA	Br. 456

60-year pins

Tony G. Choy	San Francisco, CA	Br. 214
Marvin C. Jones	San Francisco, CA	Br. 214
Thomas E. Odoul	San Francisco, CA	Br. 214
Robert H. Oughin	San Francisco, CA	Br. 214
Billy C. Thomas	San Francisco, CA	Br. 214
Mario K. Valadez	San Francisco, CA	Br. 214
Wallace A. Woo	San Francisco, CA	Br. 214
Steven E. Wright	San Francisco, CA	Br. 214
Robert F. Palatiello	Bridgeport, CT	Br. 32
Robert W. Haberland	Fort Lauderdale, FL	Br. 2550
Robert W. Ranells	Boise, ID	Br. 331
Roger G. Rowley	Boise, ID	Br. 331
Scott V. Brooks	S. Suburban Mgd., IL	Br. 4016
Ronald G. Brown	Royal Oak, MI	Br. 3126
David W. Hebert	Royal Oak, MI	Br. 3126
Darryl E. Parker	Royal Oak, MI	Br. 3126
Lawrence J. Selley	Saginaw, MI	Br. 74
Cleveland E. Morgan	New York, NY	Br. 36
David A. Loprinzi	Portland, OR	Br. 82
Earl J. Wiseman	Portland, OR	Br. 82

Frank T. Faber	Pawtucket, RI	Br. 55
Robert C. Keyes	Providence, RI	Br. 15
Milton O. Anthony	Tidewater VA	Br. 247
Willie R. Brooks	Tidewater VA	Br. 247
Frankie W. Carroll	Tidewater VA	Br. 247
Wilbur J. Christian	Tidewater VA	Br. 247
James H. Cones Jr.	Tidewater VA	Br. 247
Samuel T. Copeland	Tidewater VA	Br. 247
John H. Davis	Tidewater VA	Br. 247
Otis G. Dowtin	Tidewater VA	Br. 247
Robert L. Lucido	Tidewater VA	Br. 247

55-year pins

William B. Eaton	Springdale, AR	Br. 3671
Angel L. Otero	Bridgeport, CT	Br. 32
David B. Judson	Fairfield, CT	Br. 2313
R. T. McMahon	Fairfield, CT	Br. 2313
James M. Norko	Fairfield, CT	Br. 2313
Robert A. Parker	Fairfield, CT	Br. 2313
H. M. Reyes	Fairfield, CT	Br. 2313
Robert A. Scinto	Fairfield, CT	Br. 2313
Irwin L. McIntyre	Fort Lauderdale, FL	Br. 2550
George E. Wheeler	Fort Lauderdale, FL	Br. 2550
Larry W. Morris	Kailua Kona, HI	Br. 5516
Glenn R. Bentley	Boise, ID	Br. 331
William T. Bowler	Boise, ID	Br. 331
Alan L. Buttermore	Boise, ID	Br. 331
Susan J. Casey	Boise, ID	Br. 331
Ronald W. Hall	Boise, ID	Br. 331
Gerald A. Hanson	Boise, ID	Br. 331
Jerry W. Harmon	Boise, ID	Br. 331
Rudolph H. Lobato	Boise, ID	Br. 331
Dick T. Mitchell	Boise, ID	Br. 331
J. F. Morrow	Boise, ID	Br. 331
Randy J. Zehr	Boise, ID	Br. 331
Andrew W. Johnson	Nampa, ID	Br. 1409
Donald W. Cirar	S. Suburban Mgd., IL	Br. 4016
Russell G. Hartog	S. Suburban Mgd., IL	Br. 4016
Gerald E. Henning	S. Suburban Mgd., IL	Br. 4016
John R. Horgen	S. Suburban Mgd., IL	Br. 4016
Joseph Maiberger Jr.	S. Suburban Mgd., IL	Br. 4016
Cary B. Schultz	S. Suburban Mgd., IL	Br. 4016
Ronald C. Simkunas	S. Suburban Mgd., IL	Br. 4016
William R. Alig	Indianapolis, IN	Br. 39
Paul J. Barrett Jr.	Indianapolis, IN	Br. 39
Charles J. Beasley	Indianapolis, IN	Br. 39
Michael H. Beeman	Indianapolis, IN	Br. 39
Griffin M. Blackmon	Indianapolis, IN	Br. 39
Gilbert A. Covington	Indianapolis, IN	Br. 39
Thomas D. Dean	Indianapolis, IN	Br. 39
Terry L. Freeland	Indianapolis, IN	Br. 39
Jeffrey Gruber	Indianapolis, IN	Br. 39
Kenneth L. Harney	Indianapolis, IN	Br. 39
Willie W. Hawkins	Indianapolis, IN	Br. 39
Donald E. Helmick	Indianapolis, IN	Br. 39
Robert G. Johnson	Indianapolis, IN	Br. 39
Ronald L. Marsh	Indianapolis, IN	Br. 39
James A. Quade	Indianapolis, IN	Br. 39
Max E. Wean	Indianapolis, IN	Br. 39
Kenneth C. Winslow	Indianapolis, IN	Br. 39
Ronald L. Worley	Indianapolis, IN	Br. 39

Spencer R. Brewer	Madisonville, KY	Br. 1408
Johnny D. Lutz	Madisonville, KY	Br. 1408
William L. Morrow	Madisonville, KY	Br. 1408
William R. Woodford	Madisonville, KY	Br. 1408
Paul J. Czelusniak	Western MA	Br. 46
Dominic N. Mastroianni Jr.	Western MA	Br. 46
Charles A. Bobier	Royal Oak, MI	Br. 3126
Betty J. Decker	Royal Oak, MI	Br. 3126
Nora L. Hall	Royal Oak, MI	Br. 3126
Martha M. Alvarado	Saginaw, MI	Br. 74
Donald J. Noel	Saginaw, MI	Br. 74
James F. Priebe	Saginaw, MI	Br. 74
Ronald A. McCuskey	Duluth, MN	Br. 114
Gary A. Pitoscia	Duluth, MN	Br. 114
John R. Smith	Duluth, MN	Br. 114
G. A. Coffman Jr.	Kansas City, MO	Br. 30
Eddie Flackes Jr.	Kansas City, MO	Br. 30
Monte D. Rife	Kansas City, MO	Br. 30
Lee A. Booker	Concord, NH	Br. 72
Robert K. Courtemanche	Concord, NH	Br. 72
Gerald J. Duford	Concord, NH	Br. 72
George H. Flanders	Concord, NH	Br. 72
Richard C. Gagne	Concord, NH	Br. 72
William Stavros	Concord, NH	Br. 72
David P. Whelan Sr.	Concord, NH	Br. 72
A. J. Gambeski	Flushing, NY	Br. 294
George Martino	Flushing, NY	Br. 294
Luis S. Mendez	Flushing, NY	Br. 294
Marshall L. Murphy	Flushing, NY	Br. 294
George U. Pesch	Flushing, NY	Br. 294
James C. Reilly	Flushing, NY	Br. 294
Robert J. Simpson	Flushing, NY	Br. 294
Ronald J. Starkes	Flushing, NY	Br. 294
Ralph J. Tufano	Flushing, NY	Br. 294
Rosella Cox	New York, NY	Br. 36
Michael P. D'Angelo	New York, NY	Br. 36
Luis A. Hernandez	New York, NY	Br. 36
Allen S. Kent	New York, NY	Br. 36
Jose L. Ramos	New York, NY	Br. 36
Ronald Roth	New York, NY	Br. 36
Eugene B. Spry	New York, NY	Br. 36
Albert S. Holstius	Pawtucket, RI	Br. 55
Robert Santos	Pawtucket, RI	Br. 55
Raymond D. Bernard	Providence, RI	Br. 15
Leonard A. Carlson	Providence, RI	Br. 15
Ralph W. Gavitt	Providence, RI	Br. 15
Richard R. Gordineer	Providence, RI	Br. 15
Richard T. Goyette Jr.	Providence, RI	Br. 15
Richard T. Lesniak	Providence, RI	Br. 15
Robert M. Penacho	Providence, RI	Br. 15
Douglas E. Potter	Providence, RI	Br. 15
Russell S. Taylor	Providence, RI	Br. 15
Joseph M. Travers	Providence, RI	Br. 15
John E. Oneal	Darlington, SC	Br. 1666
Gary E. Engles	Sumter, SC	Br. 904
William D. McLeod	Sumter, SC	Br. 904
Joyce M. Guenther	Dallas, TX	Br. 132
Bernie B. Rose	Dallas, TX	Br. 132
Willard M. Jones Jr.	Norfolk, VA	Br. 456
Frank G. Robertson Jr.	Seattle, WA	Br. 79
William C. Rosling	Seattle, WA	Br. 79
Edward C. Spangler	Seattle, WA	Br. 79

Honor Roll

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

50-year gold cards and pins

Ronald R. Dixon San Francisco, CA Br. 214
 Dennis H. Holste Fort Lauderdale, FL Br. 2550
 David Katz Fort Lauderdale, FL Br. 2550
 Frank P. McLaughlin Jr. Fort Lauderdale, FL Br. 2550
 James Portell Fort Lauderdale, FL Br. 2550
 James Burgos Tampa, FL Br. 599
 Larry W. Morris Kailua Kona, HI Br. 5516

Kevin L. Day Indianapolis, IN Br. 39
 Gerald F. Johnes Indianapolis, IN Br. 39
 Dennis J. Lanahan Indianapolis, IN Br. 39
 Donald R. MacBeth Indianapolis, IN Br. 39
 Bernie J. Schrader Indianapolis, IN Br. 39
 Myron S. Scott Indianapolis, IN Br. 39
 Clarence Tully Indianapolis, IN Br. 39
 Thomas S. Weaver Indianapolis, IN Br. 39
 Philip S. Wong Boston, MA Br. 34

David A. Blasco Royal Oak, MI Br. 3126
 David L. Nancarrow Royal Oak, MI Br. 3126
 Richard L. Hornbeck Columbus, OH Br. 78
 Herbert W. Brewster Providence, RI Br. 15
 Richard A. Johnson Providence, RI Br. 15
 William Sandercock Jr. Providence, RI Br. 15
 Anthony J. Scavitti Providence, RI Br. 15
 Robert C. Villari Providence, RI Br. 15
 Floyd L. Banks Norfolk, VA Br. 456

In Memoriam

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

Russell D. Garman Br. 576 Phoenix, AZ
 Arthur Ortiz Br. 1100 Garden Grove, CA
 Gary B. Brass Br. 1111 Greater E. Bay, CA
 Miguel J. Grande I Br. 24 Los Angeles, CA
 Chuka N. Obijiaku Br. 24 Los Angeles, CA
 Donald L. Osborne Br. 24 Los Angeles, CA
 John E. Rogers Br. 24 Los Angeles, CA
 Clifford M. Samuel Br. 24 Los Angeles, CA
 Robert Sierra Br. 24 Los Angeles, CA
 Fiorenzo Cesario Br. 2200 Pasadena, CA
 Ashley C. Jones Br. 133 Sacramento, CA
 Chrubert B. Arreola Br. 70 San Diego, CA
 Dean Banducci Br. 214 San Francisco, CA
 Donald L. Margolis Br. 2902 Tri-Valley, CA
 Joshua J. Cranz I Br. 204 Colorado Springs, CO
 John F. Monroe Jr. Br. 47 Denver, CO
 Timothy Sandrowski Br. 47 Denver, CO
 Reba J. Jackson Br. 1071 South FL
 Leonard J. Vivolo Br. 1477 West Coast FL
 Alan L. Farwell Br. 1690 West Palm Beach, FL
 Joseph K. Que Br. 1690 West Palm Beach, FL
 Joseph C. Lodi Br. 11 Chicago, IL
 Raymond J. Mahoney Br. 11 Chicago, IL
 Joseph E. Salvatore Br. 11 Chicago, IL
 Calvin E. Ward Br. 11 Chicago, IL

Michael Smith Br. 1870 Downers Grove, IL
 Kari J. Session Br. 209 Pekin, IL
 Ray E. Mahannah Br. 784 Urbana, IL
 Edmond J. Sperling Br. 377 Evansville, IN
 Edwin C. Spiller Jr. Br. 352 Central IA Mgd.
 Michael W. Broyles Br. 14 Louisville, KY
 David L. Volpert Br. 14 Louisville, KY
 Allan A. Nelson Jr. Br. 34 Boston, MA
 Shawn D. Cunningham Br. 4422 Glen Burnie, MD
 Clyde H. Savage Br. 1 Detroit, MI
 Jerry T. Jones Br. 3126 Royal Oak, MI
 William A. Williams Br. 3126 Royal Oak, MI
 Ranjit S. Sandhu Br. 2184 Southeast MI
 Milton N. Somppi Br. 114 Duluth, MN
 Andrew W. Stasher Br. 1195 Clarksdale, MS
 Alexander T. Giang Br. 5050 Ballwin, MO
 James Johnson Br. 343 St. Louis, MO
 Lowell E. Bartek Br. 8 Lincoln, NE
 Jeffery A. Murray Br. 2502 Las Vegas, NV
 Benjamin A. Troncone Br. 38 NJ Mgd.
 Thomas Perconte Br. 1492 Westfield, NJ
 Ygnacio Sarmiento Br. 3994 Alamogordo, NM
 Anthony M. Tetto Br. 41 Brooklyn, NY
 Thomas R. Smith Br. 3 Buffalo-Western NY
 Stanley W. Roach Br. 137 Hudson Valley Mgd., NY

Andrew A. Ferrante Br. 6000 Long Island Mgd., NY
 Johnny F. Tsui Br. 36 New York, NY
 Leonard F. Porcaro Br. 358 Northeastern NY
 Charles F. Josh Br. 190 Oswego, NY
 Thomas J. Rybka Br. 375 Utica, NY
 Phillip W. Oneal Br. 545 Charlotte, NC
 John F. Parker Br. 545 Charlotte, NC
 Thomas D. Brokaw Br. 238 Canton, OH
 Linda R. Burky Br. 238 Canton, OH
 Frank E. Clark Br. 238 Canton, OH
 David J. Kirkbride Br. 238 Canton, OH
 Gail A. Lombardi Br. 238 Canton, OH
 Dominick Rich Br. 238 Canton, OH
 John Papadopoulos Br. 238 Canton, OH
 Vincent T. Tonielli Br. 238 Canton, OH
 William M. Turner Br. 182 Dayton, OH
 Ronald E. Rossi Br. 385 Youngstown, OH
 Brandy L. Johnson Br. 84 Pittsburgh, PA
 Robert W. Waring Br. 17 Scranton, PA
 Louis V. Moysin Br. 27 Memphis, TN
 Pedro Anguiano Br. 132 Dallas, TX
 Roderick V. Jackson Br. 132 Dallas, TX
 Fernando Salas Br. 505 El Paso, TX
 Xavian Young I Br. 1891 Big Spring, TX
 Jason J. Harris Sr. Br. 3520 Northern VA

Mutual Exchanges

FL: Naples (4/23) to Sarasota, FL or surrounding areas. Call or text with any questions. George, 727-385-5668.
 FL: Royal Palm Beach (4/06) to Tavares, Williston, Winter Park, Brooksville, Clermont, Dade City, Fruitland Park, Groveland, Howey-In-The-Hills, Leesburg, Ocoee, Wildwood, Winter

Garden, Gainesville, Inverness, Lake Mary, Longwood, Maitland, Mount Dora, Orange City, Palatka, Sanford, Altamonte Springs, Apopka, Casselberry, Crescent City, Crystal River, DeBary, Deland, Deltona or Eustis—any of these cities. City carrier mounted route. Wanda, 561-424-1425.

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., November's deadline is for the December 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.

MISSING CHILD

CALL US | SEARCH US | PRINT PROFILE | SHARE

George Louis Valenzuela

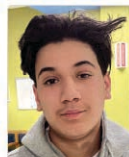
NALC# M65792675

Missing Since: May 29, 2024

Los Angeles, CA

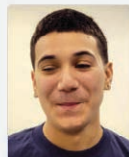
Age Now: 16 Years Old

Male



Both photos shown are of George. He has a tattoo on his right forearm and on his right hand. George may go by the name Louis.

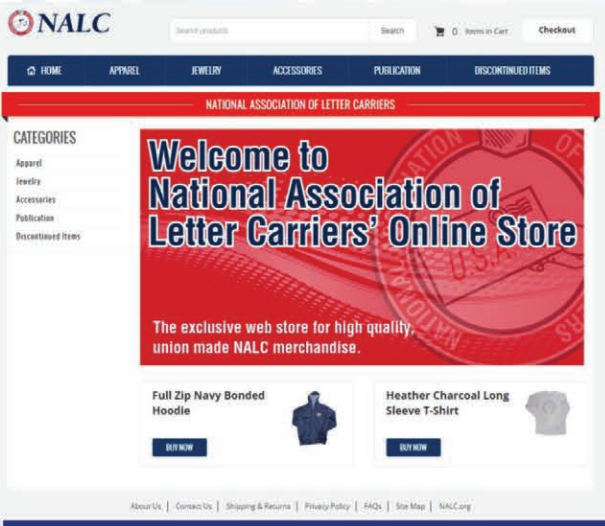
Extra Photos



Los Angeles Police Department (California) 1-877-275-5273

NOME: 2023415

NALCSTORE.ORG



Placing an order online is very simple!

- Register by clicking on **Login/Register** on the top right corner. Fill in the necessary fields.
- Once you're registered, you can start adding items to your basket.
- When you're finished, click **Checkout** on the top right. Proceed by filling in the necessary fields. All orders ship via USPS.
- The store accepts Visa, MasterCard and American Express.
- Once you've completed your order, you will receive an order confirmation email.

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.

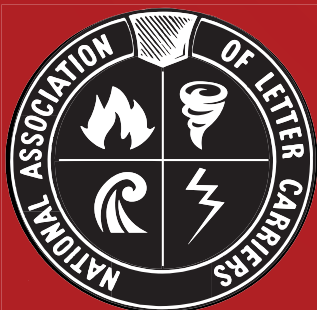
NALC response teams throughout the country are activated to go to disaster locations and offer assistance to NALC members and their families who live in the same household. Basic supplies, including uniforms and food, are available for those who need assistance.

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**