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The Postal Record

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

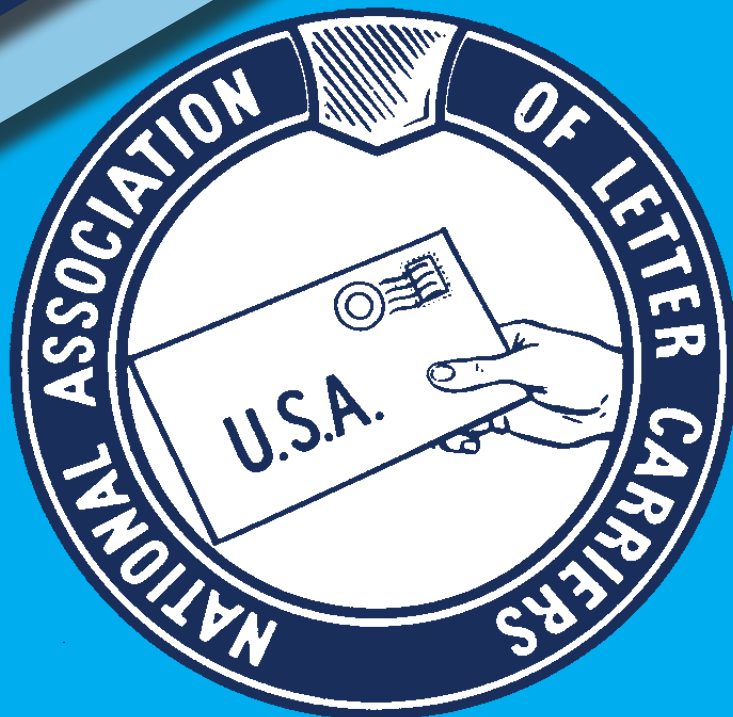
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IMPLEMENTING THE NEW

COLLECTIVE- BARGAINING AGREEMENT

—PAGES 12-19





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American workers need the PRO Act



Fredric V. Rolando

Although the NALC was founded in 1889, it was not legally recognized as the exclusive representative of city letter carriers until June 1962, when they voted for NALC in a national union recognition election, called for by an executive order (EO) signed by President John F. Kennedy. There were a dozen postal unions at the time, and every postal employee was sent a ballot to vote for which union they wanted to represent them.

City carriers overwhelmingly chose the NALC. We had the freedom to choose for ourselves. The Post Office had no say in the matter, because the EO specifically prohibited any agency “interference, restraint, coercion or discrimination” with regard to employees’ union preferences.

That neutrality holds to this day; when men and women become postal employees, they have the right to join their postal union free of employer meddling.

Sadly, this basic workplace freedom is denied to tens of millions of American workers, which we once again witnessed last month when Amazon, among the world’s most powerful corporations, crushed a union-organizing campaign at its distribution center in Bessemer, AL. Fewer than half of the plant’s 5,800 workers felt it was safe to participate in the election—and those who did rejected representation by the Retail, Wholesale and Department Store Union (RWSSU) by a ratio of 2-1. Amazon used a huge financial war chest and a variety of tactics (both legal and otherwise) to intimidate workers and convince them not to form a union, which the RWSSU cited in an April 16 filing to overturn the results of the election.

Now, imagine what it would have been like for our members if the Post Office had been allowed to insert itself into the 1962 referendum. What if it had brought in hundreds of union-busting consultants to roam mail-processing plants and delivery units and hold one-on-one meetings to denounce the NALC and other postal unions with lies and misinformation? What if managers had held repeated, mandatory group meetings during work hours to mislead workers about collective bargaining and union dues? What if they produced slanderous videos and posted anti-union posters all over our workplaces, including in bathroom stalls—or had sent anti-union advertisements to our homes?

That is what Amazon did, and it is what most private employers do when workers decide to exercise their right under federal law to form a union. It is standard practice. As a famous union-busting lawyer once admitted in a book called *Confes-*

sions of a Union Buster: “Union busting is a field populated by bullies and built on deceit. A campaign against a union is an assault on individuals and a war against the truth. As such, it is a war without honor. The only way to bust a union is to lie, distort, manipulate, threaten, and always, always attack. Each ‘union prevention’ campaign, as the wars are called, turns on a combined strategy of disinformation and personal assault.” This behavior is wrong and must be stopped.

That is why NALC and the AFL-CIO are working with the Biden administration and congressional leadership to support enactment of the Protect the Right to Organize Act—the PRO Act. The bill, which already has passed the House of Representatives and has 45 co-sponsors in the Senate, would make union elections fairer by prohibiting employers from forcing workers to attend “captive audience” meetings, where employers issue veiled threats and present anti-union propaganda to pressure workers to vote against the union. It will modernize our labor laws by stiffening penalties for employer violations to bring them in line with other workplace laws, and by imposing financial penalties on companies and individual corporate officers who violate the law. This will end the epidemic of lawlessness by America’s wealthiest and most powerful corporations, as well as by their consultants and lawyers.

Once workers vote to form a union, the PRO Act will require the National Labor Relations Board (NLRB) to order that the employer commence bargaining a first contract. These orders would be enforced in district courts to ensure swift justice, thereby outlawing company stalling tactics. The PRO Act also will establish a process for mediation and arbitration to help the parties achieve a first contract—the process of interest arbitration that has worked well for letter carriers and other postal employees for decades. And it will restore the effective right to strike in the private sector and strengthen unions by preventing employers from hiring permanent replacement workers and banning state “right-to-work” laws that have been used to weaken unions by allowing free riders to benefit from collective bargaining without paying union dues. Finally, it will stop employers from misclassifying workers as “independent contractors” to prevent them from forming unions and enjoying workplace protections like unemployment insurance and workers’ compensation benefits.

In short, the PRO Act would extend to our friends, family members and neighbors all the basic freedoms we enjoy as postal employees and NALC members—the freedoms of a voice on the job, a seat at the collective-bargaining table and the dignity of a fair day’s pay for a fair day’s work. Labor law reform is long overdue in our country. NALC is committed to working with our brothers and sisters in the U.S. labor movement to urge the Senate to adopt this urgently needed workers’ rights bill.



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A letter carrier legacy



**Philip
Dine**

interacting with all the people on his various routes and with his post office co-workers—he seemed to know everyone in Monongahela!

It noted his post-1985 retirement years in Arizona’s warmer climes; he died there on Feb. 2 (34 years after his wife) and was buried back in Monongahela.

Grist for a fascinating tale. But what exactly is the story, I wondered. Would anyone on his route even remember Henry Marini?

Decades had elapsed and information was initially elusive. City Clerk Tamie Gido arrived five years after Henry left, and a 1985 flood destroyed paper records.

Pam DeRose, who owns Frye Funeral Home, has been there longer—34 years; still one short. “I did not know him,” she lamented, then walked me through his online photo album: classic 1930s pictures, his 104th birthday fete, his 1964 postal vehicle. She offered to ask Henry’s daughter, in Arizona, to call me.

As for local businesses Henry might have delivered to, Tamie suggested DeVore Hardware, founded in 1903—predating Henry by just 13 years.

Hardware store, but also a goldmine. “I remember Henry very well,” Don DeVore, fifth-generation owner, said. “We put his hot water heater in his home. I knew Henry for a lot of years. I’m 66; I remember him when I was 5 years old.”

The Pittsburgh Branch 84 member’s route contained residences on the hill and businesses by the river. “He smiled, he whistled, and he sang,” Don, a volunteer firefighter, said. “He was a very cheerful man. Being from a small town, everybody knew him, and everybody liked him.”

The route’s size, however, precluded chatting in the store. “He just delivered the mail,” Don said. “He would be talking

This is a story worth telling, I thought, perusing a southwestern Pennsylvania newspaper. A letter carrier born in 1916 (midway through WWI!), who delivered in a small river town, had died. At age 104.

The Feb. 24 obit was short on details: *Henry Joseph Marini was born in Belle Vernon, on July 22, 1916...When he met and married Angela Curcio of Monongahela in 1938, that is where they lived thereafter...Henry was a mail carrier for the U.S. Post Office, first on the mail truck, then walking the often cold, snowy hills throughout Monongahela and ending up delivering the mail to the downtown business district for a number of years. He absolutely loved his job, especially*

as he walked. He had a good pace about him. As soon as he hit the door, he knew who to talk to and who not to talk to, who to give the mail to, then he was out the door. That was his routine. He always had a lot of gum bands on his hand, getting ready for his next drop-off.”

Daughter Cynthia said of her dad, son of Italian immigrants, who began carrying mail around 1950: “He loved the post office, he lived and breathed it. Everybody knew him. The kids I went to school with, if he delivered their mail, I’d hear all about him. Kids sensed the kid in him and responded big time.

“He was so much fun. He was hilarious, up until Covid took him. We thought we’d celebrate 105.”

Cynthia said her father’s best friend at the post office was John Yevincy. Indeed, they were “like brothers,” the 92-year-old Korea-era veteran told me. “Henry was a very, very liked man. He was on the upside all the time, always joking.”

John, who delivered mail to Henry’s house, saw his friend five years ago when Henry visited Monongahela, and had just about convinced him to visit again.

Henry knew the routes, addresses and names so well, his daughter recounted, that to speed winter holiday deliveries he’d spend entire days in the office casing for others. “He’d complain, good-naturedly, with some pride, ‘The bosses won’t let me out!’ ”

Larry Carr’s three-decade postal career began a half-century ago. The Army vet remembers some early advice: “One thing he told me when I first started was, always take care of the people. Give the people good service. That stuck with me the whole time I worked there.”

One resident recalled Henry letting him tag along in the 1950s, delivering an occasional letter. Inspired, the youngster later spent 31 years actually delivering mail, briefly assuming Henry’s route, before himself retiring in 2002.

So, this turns out to be a tale of a letter carrier plying his craft with such verve that he earned the lasting appreciation of the community he served.

Come to think of it, there’s a corollary—even as I write this, legions of letter carriers across this land are serving *their* communities with distinction, carving out their own legacies.

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News from Washington

White House releases FY 2022 budget request outline

The White House released its Fiscal Year 2022 (FY 2022) budget outline on April 9. The budget proposal reflects the priorities of the administration, but it must be reviewed and approved by Congress, which controls the budget and appropriations process. As is customary with presidential first-year budget requests, the outline lacks certain specifics. Later this spring, the White House will release a more detailed presidential budget request as Congress begins the budget and appropriations process.

Regarding the Postal Service, the outline reiterates the administration's priority of securing electric vehicles and specifically increasing "demand for American made, zero-emission vehicles through federal procurement." The budget request includes \$600 million for electric vehicles and the development of charging stations for 18 federal agencies and USPS. (For more information on Postal Service vehicles, see page 22.)

Notably, in contrast to presidential budget requests over the past four years that have proposed reducing or eliminating retirement benefits, increasing employees' share of health benefits and other changes to Postal Service operations, this first Biden administration budget includes no such cuts.

Overall, the budget outline includes more than \$1.5 trillion in discretionary spending for FY 2022. This includes \$769 billion in domestic spending, a 16 percent increase from FY 2021, and \$753 billion in defense spending, a 1.7 percent increase. The proposal focuses on funding medical research, education, housing, reducing gun violence and climate change, and

more. It focuses these efforts through increased funding to federal agencies, including the Department of Housing and Urban Development (15 percent increase), the Department of Education (41 percent increase) and the Department of Justice (5.3 percent increase).

House passes bill to protect organizing rights

On March 9, the House of Representatives passed the Protecting the Right to Organize (PRO) Act (H.R. 842), which offers protections for the rights of workers the right to organize and bargain for better wages, benefits and working conditions.

H.R. 842 passed by a vote of 225-206 with five Republicans—Reps. Brian Fitzpatrick (PA), Don Young (AK), John Katko (NY), Chris Smith (NJ) and Jeff Van Drew (NJ)—joining a majority of Democrats. Rep. Henry Cuellar (TX) was the only Democrat who voted against the measure. H.R. 842 was introduced by Rep. Bobby Scott (D-VA) and 195 original co-sponsors in the House, and by Sen. Patty Murray (D-WA) and 44 original co-sponsors in the Senate.

The PRO Act supports the workers' right to strike for basic workplace improvements, including higher wages and better working conditions. It would create a mediation and arbitration process to ensure that corporations and newly formed unions reach a first contract, would authorize unions and employers to negotiate agreements that allow unions to collect fair-share fees that cover the costs of representation, and would protect the integrity of union elections against coercive "captive audience" meetings. The PRO Act also would streamline the National Labor

Relation Board's (NLRB) procedures to secure worker rights and effectively prevent violations by establishing penalties on corporations that violate those rights and by combatting misclassification of workers as supervisors and independent contractors.

"NALC appreciates the 225 bipartisan members of Congress who demonstrated their support for basic worker protections," NALC President Fredric Rolando said. In addition to lobbying for passage of the legislation, NALC sent a letter to the House in support of this important legislation.

"While NALC is an open shop with over 93 percent voluntary membership, we do not take our success in organizing for granted," Rolando wrote in the letter. "To protect our rights, we all know that all workers must enjoy a real right to organize, not just a theoretical right to do so. We stand in solidarity with the millions of workers and their families whom this legislation will benefit."

President Biden has said he would sign the PRO Act, but the legislation now must be considered by the Senate, where 60 votes will be needed to advance the bill the president's desk.

NALC is participating in lobbying efforts in the Senate and will continue to lobby for enactment of this important legislation to ensure all workers have the right to organize.

Public Servants Protection and Fairness Act introduced in House

On April 1, Rep. Richard Neal (D-MA), chairman of the Ways and Means Committee, reintroduced the Public Servants Protection and Fairness Act (H.R. 2337), which would create an equitable Social Security formula and

AFL-CIO President Richard Trumka speaks during a February 2020 press conference advocating for the passage of the Protecting the Right to Organize (PRO) Act.



provide relief to public employees and retirees who were negatively affected by the Windfall Elimination Provision (WEP). H.R. 2337 has 136 Democrat co-sponsors and is identical to a previous bill introduced by Neal in the last Congress.

The WEP, intended to equalize benefits for workers with similar earning histories both in and out of the Social Security system, has unfairly penalized many public employees, including some postal employees. This bill provides a measure of relief to current Social Security beneficiaries affected by WEP by providing them with an additional \$150 per month. Future retirees also would be eligible for the new formula, which calculates benefit amounts based on the proportion of lifetime earnings covered by Social Security. The bill includes other protections, among them are benefit guarantees and improved language to ensure that future benefit amounts are clear.

While NALC supports the full repeal of WEP and the Government Pension Offset that is included in the Social Security Fairness Act (H.R. 82), NALC appreciates Chairman Neal's legislation to partially address the WEP.

Biden announces infrastructure and jobs plan

The White House released the American Jobs Plan, a \$2 trillion, eight-year plan to invest in the nation's infrastructure, on March 31. The plan seeks to boost capacity in several sectors, including transportation, renewable energy, manufacturing, caregiving and local governments, while combating climate change and strengthening worker protections. It

also reinforces existing "Buy America" provisions and urges the use of unions while embracing the PRO Act.

President Biden's plan has some provisions that relate directly to the Postal Service. The plan restates the administration's priority of embracing electric vehicles and calls for "using the vast tools of federal procurement to electrify the federal fleet, including the United States Postal Service." The plan also includes a target of 500,000 new electric charging stations by 2030. The Postal Service recently announced a contract with Oshkosh Defense that would partially satisfy this electrification goal (see page 22).

With respect to investing in Postal Service facilities and equipment, the plan is silent; however, Biden emphasized the need to invest in retrofitting federal buildings. NALC has advocated for federal investment in core Postal Service infrastructure, including facilities, equipment and vehicles. That investment would enable the Postal Service to better serve the needs of the public while also creating good union jobs for building trades and other industries.

Overall, President Biden's plan calls for \$620 billion to improve highways, bridges, airports and public transit systems. Additionally, the plan includes \$300 billion for domestic manufacturing and \$100 billion for workforce development programs, including training programs for those

who have lost jobs. The plan also includes \$100 billion for an improved electric grid, \$45 billion for clean water across the country and \$100 billion to set up high-speed broadband internet nationwide. Other funding is included for new affordable housing, improved public school buildings and Veterans Affairs (VA) hospitals.

Biden proposes to pay for the American Jobs Plan with an increase in the corporate tax rate and an increase in the global minimum tax rate paid by U.S. corporations earned from overseas. Americans earning more than \$400,000 also would pay higher taxes. In effect, the plan partially repeals the previous administration's massive tax cuts for big business and the wealthiest taxpayers.

Following the announcement of the American Jobs Plan, it will be up to the House and Senate to craft legislation that reflects the administration's priorities and pass it in the House and Senate, where partisan tensions are high, especially over additional government spending during a pandemic and the raising of taxes.

NALC's priority remains working with Congress and the administration on efforts to bring financial stability to the Postal Service. As such, NALC encourages Congress to include funding to make much-needed investments in the Postal Service's vast infrastructure network. NALC looks forward to working with Congress on these efforts. **PR**

Study shows mail-in voting did not provide an advantage for either political party



A new study has found that making mail-in voting easier in last year's elections did not provide a significant advantage to either political party in terms of turnout, nor did it pave the way for voter fraud.

Without the expanded ability to vote by mail that many states provided last year, some voters might have stayed home for fear of exposure to COVID-19. But a study by Stanford University's Institute for Economic Policy Research found that voting by mail did not result in a higher voter turnout for one party over the other.

In the high-stakes elections of 2020, voters of both parties showed up to vote in greater numbers than in previous elections, in person as well as by mail. "Voter interest appears to be far more important in driving turnout," the authors wrote. Voter turnout—the proportion of eligible voters who cast ballots—grew almost as much in states that did not ease restrictions on voting by mail as in those that did.

There already is scant evidence that mail-in voting causes an increase in voter fraud. This study boosts the case for the integrity of mail-in voting, and it takes away another basis for restrictions on voting by mail that several states are considering.

Not only did voting by mail not enable fraud, it did not give either party an advantage in states where voting by mail was easier over states with more restrictions.

"Instead, turnout is up dramatically for both groups of states," the Stanford study's authors wrote.

"Compared to the 2016 presidential election, turnout was up roughly 4.8 percentage points in states that did not implement no-excuse absentee voting for 2020, and up roughly

5.6 percentage points in states that did." Statistically, the 0.8 percentage point difference was too small to pin on voting procedures as a cause, they wrote, especially since larger variations happened in previous elections.

To dig deeper, the study looked at Texas, which had a parallel system of voting last year. In that state, voters aged 65 or older could vote absentee with no excuse, while younger voters were required to have a specific reason. That gave researchers a chance to compare the two groups within a state. They found no significant difference in turnout between the two age groups compared to their turnout in previous elections.

The Stanford study echoes other studies that found no partisan edge due to voting by mail in previous elections.

Last June, as many states were easing restrictions on mail voting in response to the pandemic, the National Academy of Sciences (NAS) published a Stanford analysis of three states that rolled out mail voting county by county, which provided an opportunity for a "natural experiment" similar to Stanford's examination of the 2020 election results in Texas. The study published by NAS compared counties in these states—California, Utah and Washington—that did not use vote-by-mail with those that did. Comparing the results in these counties with the results from election years between 1996 and 2018 indicated that voting by mail did not bring a partisan shift in voting.

Researchers have scrutinized mail voting since Oregon became the first state to adopt a universal vote-by-mail election system beginning with the 2000 election. A Massachusetts

Institute of Technology (MIT) study published in 2001 found no change in partisan advantage in Oregon from its new voting scheme versus its old one.

Scientific scrutiny of voting data also refutes the argument that voting by mail makes voter fraud more likely. When MIT political science professor Charles Stewart III and National Vote at Home Coalition Executive Director Amber McReynolds analyzed data on voter fraud, they showed just how rare it is.

Writing in *The Hill* in April 2020, Stewart and McReynolds used a database compiled by a conservative think tank to find 143 criminal convictions for mail fraud in the last 20 years—equal to about 0.00006 percent of the total votes cast by mail. In Oregon, the incidence of vote-by-mail fraud was even lower, with only two criminal convictions for fraud since the state adopted universal voting by mail.

“That is 0.000004 percent—about five times less likely than getting hit by lightning in the United States,” they wrote.

The nonpartisan Commission on Federal Election Reform, co-chaired by former President Jimmy Carter and former Secretary of State James A. Baker III, found in 2005 that voting by mail could be vulnerable to fraud when adequate safeguards, similar to measures used for in-person voting, were not in place. When fraud-prevention measures are present, though, the commission found that voting by mail is just as safe from fraud as is in-person voting.

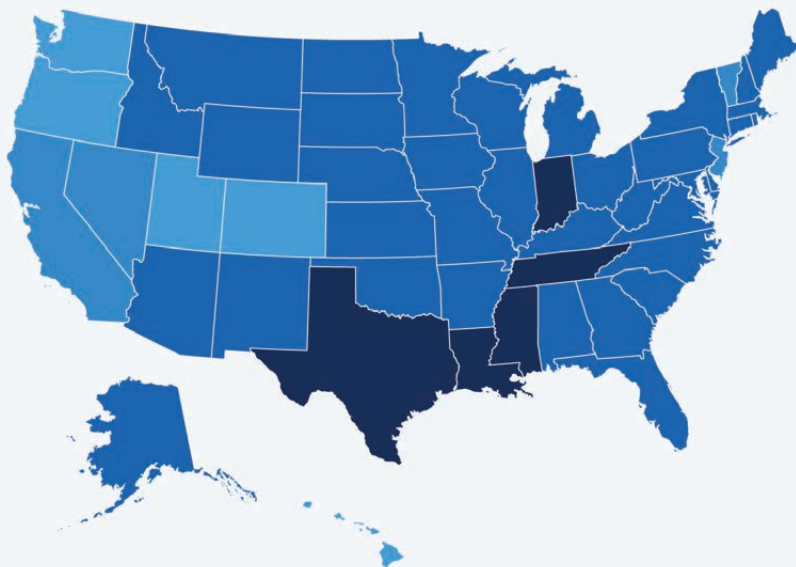
In 2020, Carter urged states to expand voting by mail.

“The research is clear: Voting by mail is good for everyone, regardless of whom they vote for,” NALC

President Fredric Rolando said. “It’s safe, honest and fair. The last election proved that mail voting should remain a permanent part of our democracy.” **PR**

Mail-in voting in the 2020 elections

- All vote by mail
- Ballots automatically mailed to voters
- Voters can vote by mail*
- Excuse required (fear of COVID-19 not permitted)



*Includes states that do not require an excuse, or allow fear of COVID-19 to be an excuse



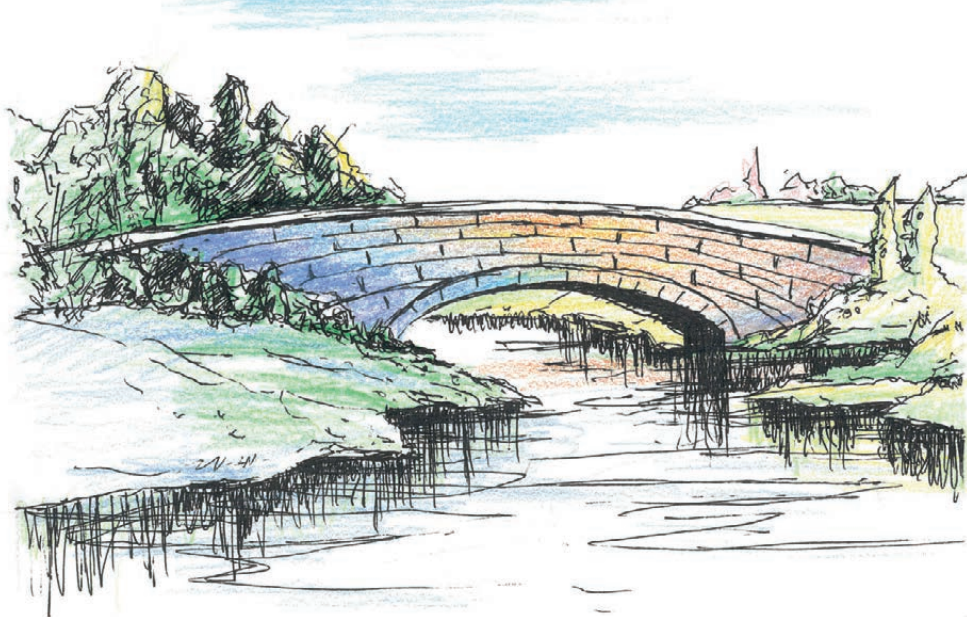
Source: Various US state election offices, NPR. 14 October 2020

City carrier assistant: The bridge to career

Non-career city letter carriers have existed within the Postal Service since 1970, but city carrier assistants (CCAs) are the first non-career employees with a direct path to career status. Over the years, the non-career workforce has consisted of several different classifications, including substitute carriers, casual carriers and transitional employees (TEs). Prior to the creation of the CCA classification in 2013, letter carriers hired in non-career positions had no guaranteed path to becoming career letter carriers. For decades, NALC had advocated for a vehicle to assure that any non-career letter carrier has a way to reach career status.

In January 2013, a national interest arbitration panel issued an award that set the terms of our National Agreement and created a new category of non-career letter carriers—CCAs. This award, known as the Das award, provided that when the Postal Service hires new city letter carrier career employees, CCAs within the installation will be converted to full-time regular career status to fill vacancies based on their relative standing. Although the Das award required conversion of CCAs to fill full-time vacancies, it provided no mechanism to process these conversions.

NALC and USPS negotiated a memorandum of understanding (M-01824) that provided the first set of procedures to facilitate filling residual full-time regular city letter duty assignments. Over several years, with the signing of subsequent MOUs (M-01834, M-01856 and M-01876), this mechanism was amended to expedite and clarify the process for many CCAs to be converted to career. These MOUs resulted in the Memorandum of



Understanding Re: Full-time Regular Opportunities—City Letter Carrier Craft, found on pages 161-165 of the 2019-2023 National Agreement. This MOU requires that management fill full-time opportunities through assignment of an unassigned full-time regular letter carrier, promotion of a part-time flexible (PTF) in the installation to full time, acceptance of a voluntary reassignment, or conversion of a CCA to full-time regular career status. Nearly all newly hired career carriers have come from the non-career ranks, and more than 100,000 CCAs have now been converted to career status.

In addition to conversions to fill full-time vacancies, NALC has negotiated several agreements over the last few years that resulted in thousands of one-time conversions to career status in all sizes of offices. To continue our pursuit of an all-career workforce, NALC negotiated the Memorandum of Understanding Re: City Carrier

Assistants - Conversion to Career Status for CCAs who have not been converted to career status by the time they reach 24 months of relative standing in their installation. For CCAs who don't convert under the Memorandum of Understanding Re: Full-time Regular Opportunities—City Letter Carrier Craft, this new MOU requires USPS to convert to PTF career status all CCAs who had at least 24 months of relative standing as of the ratification date of the agreement. Additionally, the MOU provides a continual conversion process for CCAs once they reach 24 months of relative standing within the installation. This continual conversion process provides peace of mind to CCAs by limiting non-career service time to a maximum of 24 months, a definite improvement over the previous conditions. For more information on this new memorandum and the differences between PTFs and CCAs, see page 4.

Negotiated improvements for CCAs

The new agreement also gives CCAs many other enhanced benefits, including improved USPS contributions toward health care premiums. When they sign up for the USPS Non-Career Health Benefit Plan, they receive \$125 a month toward the premium for Self Only, or 65 percent of the premium for Self Plus One or Self and Family coverage in their first year of employment, which rises to 75 percent in subsequent years. Effective Plan Year 2022, the Postal Service will begin paying 75 percent of the premium for any CCA who wishes to participate in the USPS plan, regardless of the type of coverage selected or how long he or she has been employed.

Also included in the new agreement is a new pay schedule that eliminates the Step CC pay rate in June 2021, increasing the entry rate for newly hired CCAs from \$18.01 to \$18.51 per hour. The 2019 National Agreement also contains general wage increases which, in combination with the elimination of the CCA Step CC hourly pay rate, will raise starting wage rates for most CCAs to \$19.33 per hour over the term of the Agreement.

The 2016 National Agreement required local offices to negotiate annual leave provisions for CCAs in their local memorandum of understanding (LMOU), provided six paid holidays, and eliminated probationary periods for career carriers who spent at least one 360-day term as a CCA. The 2019 National Agreement continues these provisions and reiterates the obligation for local management to negotiate with local branches for CCAs to schedule annual leave.

CCAs and NALC

Many branches have CCAs, or former CCAs, in leadership positions as stewards, officers or committee board members. Also, many current and former CCAs serve as delegates at the national convention, where the convention body debates and votes on National Agreement resolutions for future contractual negotiations. These convention delegates share CCA concerns and feedback to assist in framing the future of the NALC and the Postal Service.

When possible, NALC has provided union membership benefits to fit the needs of CCAs. For instance, the Mutual Benefit Association (MBA) offers a CCA Retirement Savings Plan to give CCAs access to retirement savings benefits. It offers both a traditional and a Roth IRA—the balance in the traditional IRA may be rolled over to the federal employee Thrift Savings Plan when the letter carrier converts to career status. There is no open season for enrollment in the CCA savings plan—one may enroll at any time. Information and applications are available at nalc.org/mba.

The NALC *Letter Carrier Resource Guide*, a comprehensive reference for all letter carriers, career and non-career, is being revised to reflect the changes in the new National Agreement. The guide covers the letter carrier job as well as negotiated rights and benefits, and also provides information and guidance for CCAs during the process of conversion to full-time career status. The guide is available online at nalc.org/resourceguide. Members can order a printed version of the *Letter Carrier Resource Guide* by logging on to the Members Only section of the NALC website and clicking



the checkbox below the image of the guide. A printed copy will be mailed to your NALC address of record.

As any CCA or career carrier who converted from CCA status can tell you, starting a letter carrier career as a CCA isn’t easy. CCAs often work long hours—sometimes evenings and weekends—to provide outstanding mail and parcel delivery service to the American people. Some CCAs suffer difficulties with work-life balance, sacrificing personal time with family and friends or recreational activities. CCAs work hard as they learn their jobs, which include all of the traditional letter carrier duties as well as new services being offered. When USPS tests new technology, retail partnerships or product innovations, CCAs often are instrumental in these pilot programs. The physical and mental challenges CCAs face when learning the job can be demanding, but fortunately, with the new MOU providing a 24-month-to-career ceiling, there is light at the end of the tunnel. **PR**

Bringing
home the

honey



Clayton Cook



"My grandfather was an avid beekeeper in northern Wisconsin where I grew up," Clayton Cook said. "I can still remember the scent of his honey house, a mixture of honey and beeswax."

Beekeeping always stuck in his mind, even after he moved to the West Coast.

A decade ago, his wife noticed that a local junior college was offering a six-week beekeeping course, so the Santa Rosa, CA Branch 183 member signed up. After taking the class, he decided to try it for himself.

So far, he's built up half a dozen apiaries (locations where beehives are kept) throughout Sonoma County, CA, with eight to 10 colonies in each one. (A colony's size varies throughout the year—perhaps 3,000 to 5,000 bees in the winter, and then 60,000 to 70,000 bees in the summer.)

A few colonies are at Cook's home, mostly in his garage, and the beekeeping operation often spills out to the driveway. "Much to my wife's chagrin," he says, adding, "She's allergic to bees." On occasion, even his own curious neighborhood letter carriers will stop to ask about his setup.

Cook also created a business out of beekeeping about four years ago, called Straightline Bee Co. "I started the business with the idea that I'm only a few years from retirement" and wanted to be able to keep busy at that point, he said.

There are three main parts of his business operation: honey sales, hive management and bee removal.

To sell honey, he uses a waiting list that people sign up for (including fellow letter carriers). If he ends up with an excess amount, "I have a few places I can offload extra gallons to," he said,

including a mead maker who produces the alcoholic beverage made of water and honey, malt and yeast. He's also been known to drop off some honey at his union hall.

In addition to his own hives, he manages apiaries for others around the county, mostly on friends' properties in rural areas. One such setup is at a winery, whose owners asked him to take care of their bees on their property, and Cook also has a contract with a golf course in Santa Rosa, which was looking for someone to maintain their bees.

For the bee removal part of the business, Cook will go rescue bees that are in places they don't belong and perform what are called "structural extractions." Cook has found colonies in floors, ceilings and attics in houses and other buildings.

"I'm one of a handful of people in the area who do that," he said, adding that he belongs to an active local beekeepers association, which keeps a list of people who are willing to perform the extractions.

He normally works alone. On occasion, though, his 17-year-old daughter, Lola, will help him tend to the bees.

Cook, a 33-year letter carrier and an Army veteran, has been working full time the past seven years as a Step B representative for the San Francisco District Dispute Resolution Team, after five years as a backup. In addition, he serves as Branch 183 vice president and also is a letter carrier congressional liaison.

The hobby of beekeeping is a largely seasonal endeavor. Pollen is the bees' main protein source, and it is mostly available during the warmer months. Bees then build up the honey supply to get through the winter. "This is the busiest time of year right now," Cook



Cook sells his honey through the Straight-line Bee Co.

Cook holds up a frame into which his bees built their honeycomb.



said. “They’re quiet during the winter.”

In California, however, that doesn’t last very long. “We don’t stay cold,” the carrier says. When the thermometer hits 45 to 50 degrees, “they’ll start flying.”

Spring is by far the busiest season, Cook explains, because the hives are building up fast and producing brood in anticipation of the coming nectar flow. “They’re building new comb in any available space,” he said, “and most importantly, they are raising new queens to ‘throw off swarms,’ which is how they reproduce at the colony level.”

The carrier elaborated that if beekeepers don’t anticipate this and do what they can to keep bees from swarming, two things can happen: 1) The bee workforce that is needed to bring in the nectar flow is lost, and there will not be any excess honey that can be extracted that year from that hive; and 2) Swarms can be a nuisance for neighbors, and if not discovered and collected, they can move into people’s houses, requiring invasive removals.

Because of all this, Cook said, hives “have to be inspected every week and additional space provided as needed.”

When he heads to the hives, as equipment he brings a bucket, a belt with tools, a facial veil and a smoker (as using smoke helps to keep bees calm while he’s working).

Tending to bees requires a watchful eye. “The goal as a beekeeper is to make sure they have room, but not too much room.”

If honeybees have too much room, it’s hard for them to thermal regulate the colony. “They have to keep the brood nest at about 92 to 94 degrees Fahrenheit, no matter what the outside temperature,” Cook said. “Also, having too much room leaves room for

various pests such as wax moths and small hive beetles, making it harder for the bees to police all the space.”

Most of Cook’s hives are the Langstroth variety, which have vertically hung frames in square boxes. There is a deeper box on the bottom and a bottom board where bees can enter, a shallow box on top for honey, and a top cap for protection from the weather. Each box contains 10 frames, into which the bees build honeycomb.

In the warmer months, he’ll add boxes to all of the apiaries as the colonies grow. Then, “in the winter, I do the opposite,” he said. “That’s the cycle—they build up, then shrink down.”

When you see bees swarming, that means a hive has raised a new queen, and then the old queen has left with some bees to scout a new location. “We try to catch them then to start a new hive,” Cook said.

Though people have a tendency to be scared of bees, the carrier says there’s little reason to be. “I’ve learned to pay attention to their temperament. I don’t get stung frequently,” he said. “With the rare exception, they’re not aggressive. They’re doing their thing and are out collecting. If you leave them alone, they’ll leave you alone.”

Bees are important in part because they help to pollinate crops. “There aren’t enough native pollinators,” Cook said. “Honeybees are an agricultural commodity. They’re sort of a work horse in our agricultural system.”

He adds that “every third or fifth bite you take has been pollinated by honeybees.”

Indeed, according to the U.S. Department of Agriculture, pollination by managed honeybee colonies adds at least \$15 billion to the value of U.S. agriculture annually through increased yields and superior-quality harvests.

For anyone wanting to start their own hive, Cook has some advice: Take some classes and find a mentor. “You need to have a real understanding of bee biology to be successful,” he said.

As he gets closer to retirement, Cook hopes to expand his business, which he documents on Instagram at @straightlinebeeco. “I’d like to do more raising of queen [bees] and selling queens locally,” he said. And because blackberries are grown fairly nearby, he’d like to take advantage by bringing his bees close to the crop in the springtime more often, as it makes for good honey. One thing he’s not sure he’ll keep up is taking bees out of buildings, describing it as “physical work.”

And why does Cook personally love bees so much?

“It’s hard to articulate,” he said. “They’re really fascinating creatures [and] really addictive once you’ve started working with them.” **PR**

Implementing the new collective-bargaining agreement

Following balloting, eligible NALC members ratified the tentative National Agreement by an overwhelming margin. The contract was officially ratified March 8, 2021. Following ratification, the process of implementing the terms of the new contract began.

New pay rates implemented

On April 10, all city letter carriers began earning their new pay rates in accordance with the 2019 National Agreement. The new pay rates include the following:

For career city carriers:

- 1.1% general wage increase effective Nov. 23, 2019
- \$166 cost-of-living adjustment effective Feb. 29, 2020
- \$188 cost-of-living adjustment effective Aug. 29, 2020
- 1.1% general wage increase effective Nov. 21, 2020
- \$416 cost-of-living adjustment effective Feb. 27, 2021

*Cost-of-living increases referenced above are paid proportionally to city carriers in Table 2 in accordance with Article 9.3.E of the National Agreement.

For city carrier assistants (CCAs):

- 1.1% general wage increase and additional 1.0% increase effective Nov. 23, 2019
- 1.1% general wage increase and additional 1.0% increase effective Nov. 21, 2020

*City carrier assistants receive the additional 1.0% increases referenced above in lieu of cost-of-living adjustments pursuant to Article 9.7 of the National Agreement.

These increases were reflected in the April 30 paychecks.

Back pay will be calculated from the dates indicated above through April 9, 2021. The Postal Service has indicated that it will take some time to calculate the back pay for more than 210,000 letter carriers, but it expects the process to be completed and payments made sometime in July.

The new pay rates can be seen in the new letter carrier pay schedule on page 13.

Future wage schedule changes

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

- 1.3% effective Nov. 20, 2021
- 1.3% effective Nov. 19, 2022

Career letter carriers will receive four more COLAs over the life of the Agreement. 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. The cost-of-living adjustments (COLAs) will be applied to the pay tables using the practice established by the Das interest arbitration award that set the terms of the 2011-2016 contract. July 2019 has been set as the “base month.” The future COLAs are payable as follows:

- The fourth COLA will be effective in September 2021.
- The fifth COLA will be effective in March 2022.
- The sixth COLA will be effective in September 2022.
- The seventh COLA will be effective in March 2023.

The contract provides for the addition of a new top step to Tables 1 and 2 on Nov. 19, 2022. The new career Step P will be \$444 annually greater than Step O. Carriers with at least 46 weeks

in Step O on Nov. 19, 2022, will advance to Step P. Those with fewer than 46 weeks will advance to Step P upon reaching 46 weeks in Step O.

Additionally, effective June 19, 2021, the CCA Step CC hourly pay rate (currently \$18.01) will be eliminated, and CCA Step BB and its higher pay rate (currently \$18.51) will become the new entry step for newly hired CCAs pursuant to the MOU Re: Elimination of Step CC Pay Rate in CCA Schedule.

A new Part-Time Flexible Step AA, with a waiting period of 46 weeks to PTF Step A, has been created as the starting wage for CCAs converted to career under the new 24-month automatic conversion (discussed in detail below). The hourly pay of PTF Step AA will equal the hourly pay of Full-time Regular Step A. Upon conversion to full-time, the PTF will be slotted into the full-time step commensurate with their number of weeks as a PTF.

Future city carrier assistant health benefit changes

The Postal Service’s biweekly contribution of \$125 toward self-only coverage in the USPS Non-career Health Plan for Plan Years 2020 and 2021. For CCAs who wish to select self-plus-one or self-and-family coverage under the USPS plan, the first-year contribution by USPS will be 65 percent in Plan Years 2020 and 2021, rising to 75 percent in their second year of service. However, effective in Plan Year 2022, the Postal Service will contribute 75 percent of the premiums for self only, self plus one or self plus family, regardless of the year of employment.

Uniform allowance increases

All letter carriers will receive a 5 percent increase in their uniform al-

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Implemented April 10, 2021

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

Career city letter carrier increases

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	1.1%
Jan. 2020	COLA	\$166
July 2020	COLA	\$188
Nov. 21, 2020	General wage increase	1.1%
Jan. 2021	COLA	\$416
July 2021	COLA	TBD
Nov. 20, 2021	General wage increase	1.3%
Jan. 2022	COLA	TBD
July 2022	COLA	TBD
Nov. 19, 2022	General wage increase	1.3%
Jan. 2022	COLA	TBD

City carrier assistant increases

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	2.1%
Nov. 21, 2020	General wage increase	2.1%
Nov. 20, 2021	General wage increase	2.3%
Nov. 19, 2022	General wage increase	2.3%

Back pay adjustments for the two general wage increases and three COLAs will be calculated and paid by USPS as soon as practicable.

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

NOTE: Effective Nov. 19, 2022, Table 1 and Table 2 will be modified to include an additional Step P that is \$444 more than Step O of the basic salary schedule in Tables 1 and 2.

NOTE: Carrier Technicians receive additional compensation equivalent to 2.1% of the employee's applicable hourly rate for all paid hours.

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

Table 1: City Carrier Schedule

RSC Q (NALC)

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

	Basic Annual Salaries															MOST PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	54,776	59,105	59,205	62,302	62,752	63,204	63,649	64,095	64,547	64,984	65,438	65,890	66,334	66,792	67,237	452
Carrier Technician**	55,926	60,346	60,448	63,610	64,070	64,531	64,986	65,441	65,902	66,349	66,812	67,274	67,727	68,195	68,649	461
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	27.39	29.55	29.60	31.15	31.38	31.60	31.82	32.05	32.27	32.49	32.72	32.95	33.17	33.40	33.62	
Carrier Technician**	27.96	30.17	30.22	31.81	32.04	32.27	32.49	32.72	32.95	33.17	33.41	33.64	33.86	34.10	34.32	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	26.33	28.42	28.46	29.95	30.17	30.39	30.60	30.81	31.03	31.24	31.46	31.68	31.89	32.11	32.33	
Carrier Technician**	26.89	29.01	29.06	30.58	30.80	31.02	31.24	31.46	31.68	31.90	32.12	32.34	32.56	32.79	33.00	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.	
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4	

** Carrier Technicians receive an additional 2.1%

Table 2: City Carrier Schedule

RSC Q7 (NALC)

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

	Basic Annual Salaries															MOST PREV. STEP	
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N		O
City Carrier (Grade 2)	41,353	43,200	45,049	46,898	48,748	50,595	52,446	54,296	56,144	57,993	59,843	61,690	63,541	65,389	67,237	1,850	
Carrier Technician**	42,221	44,107	45,995	47,883	49,772	51,657	53,547	55,436	57,323	59,211	61,100	62,985	64,875	66,762	68,649	1,889	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	19.88	20.68	21.60	22.52	23.45	24.37	25.30	26.22	27.15	28.07	29.00	29.92	30.85	31.77	32.69	33.62	
Carrier Technician**	20.30	21.11	22.05	23.00	23.94	24.89	25.83	26.77	27.72	28.66	29.61	30.55	31.49	32.44	33.38	34.32	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	19.88	20.77	21.66	22.55	23.44	24.32	25.21	26.10	26.99	27.88	28.77	29.66	30.55	31.44	32.33		
Carrier Technician**	20.30	21.21	22.11	23.02	23.93	24.84	25.74	26.65	27.56	28.47	29.38	30.28	31.19	32.10	33.00		
Percent Step O																	
	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%		
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	AA-A	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.	
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4	

** Carrier Technicians receive an additional 2.1%

Table 3: City Carrier Assistant Schedule

Hourly Rates

RSC Q4 (NALC)

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

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

	CC	BB	AA		CC	BB	AA
City Carrier (Grade 2)	18.01	18.51	19.01	City Carrier (Grade 2)	19.50	20.00	20.50
Carrier Technician (add 2.1%)	18.39	18.90	19.41	Carrier Technician (add 2.1%)	19.91	20.42	20.93
Steps (From-To)	CC-BB		BB-AA	Steps (From-To)	CC-BB		BB-AA
in weeks	12		40	in weeks	12		40

NOTE: Effective June 19, 2021, the Step CC pay rate in Table 3 will be eliminated. Step BB and its pay rate will become the new entry step for new CCA hires. The new waiting period from Step BB to Step AA will be 52 weeks.

Implementing the new collective-bargaining agreement (continued)

lowance in 2021 and a 2.5 percent annual increase in 2022. The 5 percent increase on May 21, 2021, equates to a yearly uniform allowance of \$487 plus an additional \$113 for a newly eligible carrier. The 2.5 percent increase on May 21, 2022, equates to a yearly uniform allowance of \$499 plus an additional \$116 for a newly eligible carrier.

Annual leave in lieu of holiday pay

Effective beginning with the 2021 Independence Day holiday, full-time, part-time regular and CCA letter carriers who work their holiday, at their option, may elect to have their annual leave balance credited with up to eight hours of annual leave in lieu of holiday pay. Such leave will be subject to all applicable rules for requesting and scheduling annual leave, and shall be combined with annual leave and counted as annual leave for purposes of annual leave carryover. City carriers who choose this option will be credited with a number of hours of annual leave equal to the number of hours of holiday leave pay for which they are eligible. Time worked on the holiday will continue to be paid as normal. Starting with the July 4 holiday, eligible city carriers wishing to request annual leave in lieu of holiday pay should do so using PS Form 3971.

Leave upon conversion to career status

Previously, all newly converted employees, regardless of time in service, were required to complete 90 days of employment as a career employee prior to being allowed to take annual leave. The new MOU Re: Qualifying Period – Exception for City Carrier Assistants states the parties agree that CCAs with a minimum of 90 days of continuous service as a CCA prior to conversion to career status will be exempt from the 90-day qualifying period in *ELM* 512.313. Any break in service as required by Appendix B, Section I.1.b will not affect this continuous service requirement.

24-month automatic conversion of CCAs to career status

Pursuant to the Memorandum of Understanding Re: City Carrier Assistants - Conversion to Career Status, CCAs who have not been converted to career status by the time they reach 24 months of relative standing in their installation will now be converted to PTF career status in their installation rather than continuing as non-career employees. This automatic conversion after reaching 24 months of relative standing will take place in every size office throughout the country, providing full fringe benefits and peace of

mind to non-career carriers.

Those CCAs who have reached 24 months of relative standing without being converted to career will be converted to PTFs and placed in a new PTF Step AA in Table 2. The Step AA hourly rate will equal the full-time Step A hourly rate, and PTFs in Step AA will receive proportional COLAs as described above. The waiting period in PTF Step AA to PTF Step A will be 46 weeks. Upon conversion to full time, regardless of the PTF step they are currently in, PTFs will be placed in the full-time step commensurate with their number of weeks as a PTF, and they will retain their time credit toward the next step.

CCAs who reached 24 months of relative standing on or before April 9, 2021, will be converted to PTF career status effective May 8, 2021. CCAs who reach 24 months relative standing on or after April 10, 2021, will be converted to PTF career status by the first day of the third full pay period that follows the date the CCA achieves 24 months of relative standing. CCAs converted pursuant to this provision will not have to serve a probationary period, since they already will have successfully completed one 360-day term as a CCA.

Please see the Contract Talk in this issue of *The Postal Record* for a detailed explanation of the conversion to career and transfer processes. **PR**

Part-time flexible questions and answers

As a result of this new 24-month automatic conversion that will continue throughout the life of the 2019 National Agreement, many offices will see the return of part-time flexible (PTF) career city carriers. Many of those offices have not had PTFs in some time. PTF is a career classification that entitles letter carriers to additional compensation and benefits. These benefits include

paid sick leave; annual leave carryover; employer contributions to retirement; increased employer contributions to health insurance through the Federal Employees Health Benefits (FEHB) Program, and seniority privileges—just to name a few.

Q. What are PTFs?

A. PTFs are career carriers who are a part of the regular workforce and

have flexible work hours rather than a fixed schedule. PTFs are identified by USPS designation-activity code 43-4 on their PS Form 50, Notification of Personnel Action and in the Time and Attendance Collection System (TACS).

Article 7 of the National Agreement defines the different classifications of employees, including PTFs:

Part-time flexible Q-and-As (continued)

ARTICLE 7 EMPLOYEE CLASSIFICATIONS

A. *Regular Work Force.* The regular work force shall be comprised of two categories of employees which are as follows:

1. *Full-Time.* Employees in this category shall be hired pursuant to such procedures as the Employer may establish and shall be assigned to regular schedules consisting of five (5) eight (8) hour days in a service week.
2. *Part-Time.* Employees in this category shall be hired pursuant to such procedures as the Employer may establish and shall be assigned to regular schedules of less than forty (40) hours in a service week, or shall be available to work flexible hours as assigned by the Employer during the course of a service week.

Q. Do PTFs have a work-hour guarantee?

A. While PTFs have no weekly work-hour guarantees, they maintain the daily work-hour guarantees that apply to CCAs. Article 8.8.C provides the same work-hour guarantees to PTFs as Article 8.8.D provides for CCAs:

C. *The Employer will guarantee all employees at least four (4) hours work or pay on any day they are requested or scheduled to work in a post office or facility with 200 or more workyears of employment per year. All employees at other post offices and facilities will be guaranteed two (2) hours work or pay when requested or scheduled to work.*

D. *Any CCA employee who is scheduled to work and who reports to work in a post office or facility with 200 or more workyears of employment shall be guaranteed four (4) hours of work or pay. CCAs at other post offices and facilities will be guaranteed two (2) hours work or pay.*

Q. As a PTF, can I be laid off?

A. Members of the regular workforce,

which includes PTFs, are protected from layoffs or reductions in force once they reach six years of continuous service, as provided in Article 6 of the National Agreement:

ARTICLE 6 NO LAYOFFS OR REDUCTION IN FORCE

(1) *Each employee who is employed in the regular work force as of the date of the Award of Arbitrator James J. Healy, September 15, 1978, shall be protected henceforth against any involuntary layoff or force reduction.*

(2) *Employees who become members of the regular work force after the date of this Award, September 15, 1978, shall be provided the same protection afforded under (1) above on completion of six years of continuous service and having worked in at least 20 pay periods during each of the six years*

The intent of this provision is to provide security to each career employee during his or her work lifetime. Career employees achieve protected status upon completion of six years of continuous service, which begins upon conversion to career status. To receive credit, employees must work at least one hour in at least 20 of the 26 pay periods for six consecutive years following their conversion date. Absences from duty while on paid leave, military leave, leave without pay for union business or leave due to a compensable on-the-job injury are considered work for application of this provision.

Q. What hours/schedule will I be expected to work as a PTF?

A. Article 8 of the National Agreement describes the workweek, work hours and work schedule for letter carriers. PTFs work a flexible schedule and most of scheduling/work hour guidelines for PTFs are similar to CCAs; however, there is one important difference, found in Section 6:

ARTICLE 8 HOURS OF WORK

Section 6. Sunday Premium Payment

Each employee whose regular work schedule includes a period of service, any part of which is within the period commencing at midnight Saturday and ending at midnight Sunday, shall be paid extra compensation at the rate of 25 percent of the employee's base hourly rate of compensation for each hour of work performed during that period of service.

An employee's regularly scheduled reporting time shall not be changed on Saturday or Sunday solely to avoid the payment of Sunday premium payment.

While PTFs may be required to work on Sunday, they will receive an additional 25 percent of the base hourly rate for each hour worked.

Q. My supervisor has instructed me to come back to work later in the day. Is that proper under the National Agreement?

A. PTFs may be required to work a split shift under certain conditions. The following rules, found on page 8-26 of the 2014 USPS-NALC Joint Contract Administration Manual (JCAM), determine the work or pay guarantees the employee is due:

Split shifts: When PTF employees work a split shift or are called back, the following rules apply (Step 4, H8N-1N-C23559, Jan. 27, 1982, M-00224):

1) *When a part-time flexible employee is notified prior to clocking out that he or she should return within two hours, this will be considered as a split shift and no new guarantee applies.*

2) *When a part-time flexible employee, prior to clocking out, is told to return after two hours:*

- *The employee must receive the applicable guarantee of two or four*

Part-time flexible Q-and-As (continued)

hours work or pay for the first shift, and;

- The employee must be given another minimum guarantee of two hours work or pay for the second shift. This guarantee is applicable to any size office.

3) All part-time flexible employees who complete their assignment, clock out and leave the premises regardless of intervals between shifts, are guaranteed four hours of pay if called back to work. This guarantee is applicable to any size office.

Q. As a PTF, what types and amounts of leave am I entitled to?

A. Article 10 of the National Agreement outlines the leave program that the parties have negotiated. These leave provisions are contained in Chapter 5 of the *Employee and Labor Relations Manual (ELM)*.

ARTICLE 10 LEAVE

Section 2. Leave Regulations

The leave regulations in Subchapter 510 of the Employee and Labor Relations Manual, insofar as such regulations establish wages, hours and working conditions of employees covered by this Agreement, shall remain in effect for the life of this Agreement.

The *ELM* defines which employee classifications are eligible for paid leave and the different types of leave they earn. Upon conversion to PTF, letter carriers earn sick leave and receive access to added leave categories above the leave benefits CCAs receive. When a CCA is converted, any annual leave earned will be paid out.

Annual leave: Career letter carriers earn annual leave based on their years of career service, and the number of hours in which they are in a pay status accrues as follows:

- Less than three years = 1 hour for each unit of 20 hours in pay status

- Three years but less than 15 years = 1 hour for each unit of 13 hours in pay status
- 15 years or more = 1 hour for each unit of 10 hours in a pay status

Military veterans may submit their DD Form 214, Certificate of Release or Discharge from Active Duty to receive credit toward their years of service for earning annual leave.

PTFs may accumulate and carry over unused annual leave from year to year (instead of the terminal payout at the end of a CCA appointment), up to a maximum of 55 days, or 440 hours.

Sick leave: PTFs earn one hour of sick leave for each unit of 20 hours in a pay status up to 104 hours per 26 pay-period leave year. Sick leave for PTFs may be carried over from year to year and has no maximum accumulation limit.

Court leave: PTFs who have completed their probationary period (CCAs converted to career who have completed one 360-day term as a CCA do not have a probationary period) are eligible for court leave if the employee would otherwise have been in a work status or annual leave status. The amount of court leave for PTFs shall not exceed eight hours in a service day or 40 hours in a service week.

Military leave: PTFs who are members of the National Guard or reserve components of the armed forces are granted paid military leave. Paid military leave is authorized absence from postal duties for hours the employee would have worked during his or her regular schedule, without loss of pay, time or performance rating, granted to eligible employees. Eligible PTFs receive one hour of military leave for each 26 hours in pay status. Employee must have a minimum of 1,040 hours in the preceding fiscal year and paid military leave cannot exceed 80 hours annually.

Q. Do PTFs receive holiday pay?

A. While PTFs do not receive holiday pay *per se*, Article 11 of the National Agreement explains how PTFs are compensated for holidays:

ARTICLE 11 HOLIDAYS

Section 7. Holiday Part-Time Employee

*A part-time flexible schedule employee shall not receive holiday pay as such. Part-Time Flexible employees **other than those in Step AA** shall be compensated for the ten (10) holidays by basing the employee's regular straight time hourly rate on the employee's annual rate divided by 2,000 hours. For work performed on December 25, a part-time flexible schedule employee shall be paid in addition to the employee's regular straight time hourly rate, one-half (1/2) times the employee's regular straight time hourly rate for each hour worked up to eight (8) hours.*

Rather than basing a PTF's hourly pay rate on a 2,080-hour work year as is the case with full-time employees, the hourly pay rate for PTFs is based on a 2,000-hour work year. The result is a higher hourly straight time rate for PTFs, which offsets the lack of holiday pay. The additional holiday portion of a PTF's hourly straight-time rate is not used when calculating overtime or Sunday premium.

Please note the new language in bold in Article 11, Section 7 quoted above that excludes PTFs in Step AA from this provision.

Q. How and when will I be converted to full-time regular status?

A. Most PTFs are converted to full-time regular status in accordance with Memorandum of Understanding Re: Full-time Regular Opportunities – City Letter Carrier Craft found on pages 161-165 of the 2019 National Agreement.

Q. How is “seniority” different from “relative standing”? How does it benefit me?

A. Seniority applies to all regular workforce letter carrier craft employees. It is computed from your career appointment date in the letter carrier craft and continues to accrue so long as service is uninterrupted in the same installation. CCAs converted to career status on the same day in the same installation will be in the same seniority order as their relative standing order. Seniority determines the “pecking order” for many of your contractual rights, including annual leave scheduling, opting under Article 41, and filling temporarily vacant higher-level assignments within the city letter carrier craft under Article 25.

Q. As a PTF, may I be involuntarily reassigned to another installation? What are my rights if I am?

A. Article 12 of the National Agreement contains the provisions regarding the reassignment of career employees.

Article 12.5.B.5 provides that full-time and PTF employees involuntarily detailed or reassigned from one installation to another shall be given not less than 30 days’ advance notice, or 60 days if they qualify for relocation benefits, if possible.

ARTICLE 12 PRINCIPLES OF SENIORITY, POSTING AND REASSIGNMENTS

12.5.B.5 Full-time and part-time flexible employees involuntarily detailed or reassigned from one installation to another who qualify for relocation benefits shall be given not less than 30 days advance notice, if possible. They shall receive moving, mileage, per diem and reimbursement for movement of household goods, as appropriate, if legally payable, as governed by the standardized Government travel regulations as set forth in the applicable Handbook.

Full-time and part-time flexible employees involuntarily detailed or reassigned

from one installation to another who do not qualify for relocation benefits shall be given not less than 30 days advance notice, if possible.

If a PTF is required to involuntarily relocate due to an involuntary reassignment, USPS is obligated to reimburse certain expenses under the policies contained in the *F-15, Travel and Relocation handbook*. The provisions for paying mileage in these circumstances are the same as for a CCA.

Q. As a PTF, may I voluntarily transfer to another installation?

A. Career employees wishing to transfer to another installation must serve a lock-in period in their current installation before being eligible to transfer. Local transfers (within the district to which the employee is currently assigned or to an adjacent district) require an 18-month lock-in period, while all other transfer requests require a 12-month lock-in period.

Whether a CCA must serve a “lock in” when they are converted to career status is addressed by the parties’ joint *Questions and Answers 2011 USPS/NALC National Agreement*, dated March 16, 2016 (M-01870 in NALC’s Materials Reference System).

**QUESTIONS AND ANSWERS
2011 USPS/NALC NATIONAL AGREEMENT**

29. After a CCA becomes a career employee does he/she serve a lock-in period for transfers as defined by the Memorandum of Understanding, Re: Transfers?

Yes.

There are specific factors that management must consider fairly when evaluating transfer requests. These factors are referred to as “normal considerations.” These normal considerations and other requirements governing voluntary transfers are contained in the Memorandum

of Understanding Re: Transfers on pages 189-192 of the 2019 National Agreement.

The MOU Re: Full-time Regular Opportunities – City Letter Carrier Craft allows letter carriers who were PTFs on Aug. 7, 2017, the ratification date of the 2016 National Agreement, to transfer without being subject to normal transfer considerations. This provision does not apply to PTFs achieving career status after Aug. 7, 2017.

Q. I am having surgery and may not be able to carry my route until I recover. As a PTF, can I request a light-duty assignment?

A. Article 13 of the National Agreement includes PTFs among the employees who may submit a written request, accompanied by a medical statement from a licensed physician, for light duty following an off-duty illness or injury from which the carrier has not yet fully recovered.

ARTICLE 13 ASSIGNMENT OF ILL OR INJURED REGULAR WORK-FORCE EMPLOYEES

Section 2. Employee’s Request for Reassignment

A. Temporary Reassignment

Any full-time regular or part-time flexible employee recuperating from a serious illness or injury and temporarily unable to perform the assigned duties may voluntarily submit a written request to the installation head for temporary assignment to a light duty or other assignment. The request shall be supported by a medical statement from a licensed physician or by a written statement from a licensed chiropractor stating, when possible, the anticipated duration of the convalescence period. Such employee agrees to submit to a further examination by a physician designated by the installation head, if that official so requests.

Part-time flexible Q-and-As (continued)

B. Permanent Reassignment

1. Any ill or injured full-time regular or part-time flexible employee having a minimum of five years of postal service, or any full-time regular or part-time flexible employee who sustained injury on duty, regardless of years of service, while performing the assigned duties can submit a voluntary request for permanent reassignment to light duty or other assignment to the installation head if the employee is permanently unable to perform all or part of the assigned duties.

Career employees must have five years of career service to be eligible to apply for permanent reassignment due to a non-job-related injury or illness.

Q. What about my health insurance? What are the changes? What are my options?

A. As a career PTF letter carrier, you are now entitled to participate in the Federal Employees Health Benefits (FEHB) Program. From the date you were converted, you have 60 days to enroll in a FEHB plan. You should have received a package of information in the mail that included a brochure listing the available plans and their cost. Your right to these benefits, and to have a large portion of their cost paid for by the Postal Service, is covered by Article 21 of the National Agreement:

ARTICLE 21 BENEFIT PLANS

Section 1. Health Benefits

B. The bi-weekly Employer contribution for self only, self plus one, and self and family plans is adjusted to an amount equal to 73% in 2020 and 2021, and 72.0% in 2022 and 2023, of the weighted average bi-weekly premiums under the FEHBP as determined by the Office of Personnel Management. The adjustment begins on the effective date determined by the Office of Personnel Management

in January 2020, January 2021, and January 2022, and January 2023.

If as a CCA you were enrolled in the USPS Non-Career Employee Health Benefits Plan, your enrollment in that plan is terminated either: 1) the last day of the month that is 28 days after you are converted to a career position, or 2) if you choose to enroll in a FEHB plan, the date your FEHB coverage begins, whichever is earlier. It is recommended that you enroll in the FEHB as soon as possible to avoid any gap in coverage or to start receiving health benefits.

Q. Do I receive dental and vision insurance?

A. The Federal Employees Dental and Vision Insurance Program (FEDVIP) is a voluntary program designed to provide supplemental dental and vision benefits, which are available on an enrollee-pay-all basis (no government contribution toward premiums) to federal civilian and U.S. Postal Service employees, retirees and their family members. Letter carriers are eligible to enroll in FEDVIP upon conversion to career status. For more information on available plans and their associated costs, visit benefeds.com.

Q. Are there any other programs that will help me save money on my health care costs?

A. As a career employee, you are automatically eligible to contribute to a flexible spending account (FSA) on a pre-tax basis. An FSA allows you to pay for eligible out-of-pocket health care and dependent care expenses with pre-tax dollars. By using pre-tax dollars to pay for eligible health care and dependent care expenses, an FSA gives you an immediate discount on these expenses that equals the taxes you would otherwise pay on that money. For plan information and enrollment options, go to fsafeds.com.

Q. Do I now receive life insurance?

A. Employees converted to career status are automatically enrolled in Federal Employee Group Life Insurance (FEGLI) for basic life insurance coverage, unless this coverage is waived. Basic coverage begins the first day in a pay and duty status after conversion. USPS pays the entire cost of the basic coverage. The coverage is the annual rate of base pay rounded up to the next \$1,000 plus \$2,000.

You may choose to increase the amount of life insurance coverage up to five times your annual salary or provide optional coverage for your spouse and eligible dependent children; however, these additional premiums are paid entirely by the employee. To enroll you must submit a completed Life Insurance Election form (SF 2817) to your local personnel office within 60 days of your conversion to career. Eligibility to enroll in optional insurance after your first 60 days is limited. Open season for FEGLI is rare, and the most recent FEGLI open seasons were held in 2016, 2004 and 1999. Outside of an open season, eligible employees can enroll or increase their coverage by taking a physical exam or with a qualifying life event (QLE). For more information on FEGLI and a list of QLEs, visit opm.gov/healthcare-insurance/life-insurance.

Q. What about retirement? Do I start earning it? How does it work?

A. Upon conversion to career, employees are enrolled in the Federal Employees Retirement System (FERS). FERS comprises three components: FERS Basic Benefit Plan, Social Security and the Thrift Savings Plan (TSP). The basic benefit plan and Social Security portion of your retirement are defined benefits, while the TSP is similar to a 401(k) retirement plan.

Career employees have control over their TSP. The Postal Service automatically contributes 1 percent of your base

pay and will match employee contributions up to 5 percent of base pay. Although participation in TSP is voluntary, letter carriers are automatically enrolled, and 5 percent of base pay will be deducted each pay period and deposited into your TSP account, unless you elect to change or stop contributions. For more information on retirement, please visit the NALC website or contact the NALC Retirement Department at 202-393-4695.

Q. Can I opt on a carrier technician assignment? If so, do I receive carrier technician pay?

A. Temporarily vacant carrier technician positions are higher-level assignments and thus are not subject to opting under the provision of Article 41.2.B. Rather, temporarily vacant carrier technician positions must be filled in accordance with Article 25, and as a career letter carrier, you are now entitled to the provisions outlined in this article. Employees who are detailed to carrier technician positions under the provisions of Article 25.4 are entitled to higher-level pay as if promoted to the position. These provisions are outlined below:

ARTICLE 25 HIGHER LEVEL ASSIGNMENTS Section 1. Definitions

Higher level work is defined as an assignment to a ranked higher level position, whether or not such position has been authorized at the installation.

Section 2. Higher Level Pay

An employee who is detailed to higher level work shall be paid at the higher level for time actually spent on such job. An employee's higher level rate shall be determined as if promoted to the position.

Section 4. Higher Level Details

Detailing of employees to higher level bargaining unit work in each craft shall be from those eligible, qualified and available employees in each craft in the immediate work area in which the

temporarily vacant higher level position exists. However, for details of an anticipated duration of one week (five working days within seven calendar days) or longer to those higher level craft positions enumerated in the craft Article of this Agreement as being permanently filled on the basis of promotion of the senior qualified employee, the senior, qualified, eligible, available employee in the immediate work area in which the temporarily vacant higher level position exists shall be selected.

Q. An unassigned regular (UAR), PTF and CCA all have requested to opt (hold down) on the same vacant route for the same time period. Who gets the hold-down?

A. Full-time reserve, unassigned regulars and PTFs have first preference, by use of their seniority, to be awarded a hold-down assignment prior to a CCA. This is outlined in Article 41, Section 2.B of the National Agreement as follows:

ARTICLE 41 LETTER CARRIER CRAFT Section 2.B Seniority

3. Full-time reserve letter carriers, and any unassigned full-time letter carriers whose duty assignment has been eliminated in the particular delivery unit, may exercise their preference by use of their seniority for available craft duty assignments of anticipated duration of five (5) days or more in the delivery unit within their bid assignment areas, except where the local past practice provides for a shorter period.

4. Part-time flexible letter carriers may exercise their preference by use of their seniority for vacation scheduling and for available full-time craft duty assignments of anticipated duration of five (5) days or more in the delivery unit to which they are assigned. City carrier assistants may exercise their preference (by use of their relative standing

as defined in Section 1.f of the General Principles for the Non-Career Complement in the Das Award) for available full-time craft duty assignments of anticipated duration of five (5) days or more in the delivery unit to which they are assigned that are not selected by eligible career employees.

Q. I have opted on a temporary vacancy. Can management move me to another assignment?

A. Article 41, Section 2.B.5 of the National Agreement requires management to honor opts for the duration of the vacancy. These rules apply to all carriers properly awarded a hold-down assignment.

ARTICLE 41 LETTER CARRIER CRAFT Section 2.B Seniority

5. A letter carrier who, pursuant to subsections 3 and 4 above, has selected a craft duty assignment by exercise of seniority shall work that duty assignment for its duration.

The opting carrier awarded the hold-down works the assignment until the regular carrier returns, a new regular carrier is assigned or as outlined below. Opting carriers are entitled to work the regular schedule/hours of the assignment, but are not automatically entitled to the scheduled day off of the assignment. A carrier may be removed from the hold-down only to provide work for a full-time carrier who does not have sufficient work for a full-time assignment.

When a CCA or PTF letter carrier on a hold-down is converted to full-time regular and assigned to a residual vacancy pursuant to Article 41.1.A.7, the employee may voluntarily choose to end the hold-down and assume the new assignment at any time. This is in accordance with the MOU Re: Opting Duration found on page 226 of the 2019 National Agreement. **PR**

Stamp Out Hunger Donor Drive continues

On the second Saturday in May for nearly three decades, letter carriers have collected bag upon bag of groceries donated by postal customers who leave the food at their mailboxes. The annual effort comes at a crucial point on food pantry calendars—when holiday donations are largely depleted, while free or reduced-cost meals from school cafeterias are not available to needy children during the summer.

But for a second year now, after 27 traditional food drives, there won't be bags upon bags of food lining the mailboxes on letter carriers' routes. The ongoing COVID-19 pandemic has again forced NALC to postpone the food drive for safety reasons. Meanwhile, the pandemic's impact on the economy has increased the problem of hunger—putting additional pressure on food banks, as many working people have lost their income and struggle to buy food even as donations decline.

NALC's virtual food drive, the Stamp Out Hunger Donor Drive, was established in June 2020 and raises funds for food banks nationwide to help fill the nutritional needs of the 1 in 8 Americans who face food insecurity, including millions of children, older people and military veterans.

"As letter carriers in every neighborhood in the country six and seven days a week, we see the need and we cannot wait while food banks struggle, demand grows and people remain hungry," NALC President Fredric Rolando said. "With the right effort, letter carriers could extend this online food drive to help meet the needs of local food banks for many months to come."

NALC is continuing to provide its members, as well as the general

public, with an easy way to participate. By visiting nalc.org/food, donors can find a food bank in their area to support with an online donation. The site links directly to donation pages on each food bank's website. The same list also provides branches with a convenient means of informing donors in their area about how to locate and donate online to their local food banks.

As with the traditional Stamp Out Hunger Food Drive, donations will stay in the communities of the donors. Anyone, whether in a big city or suburb, small town or rural area, can donate funds for a local food pantry to purchase food and replenish its stocks so that local families can put food on their tables.

As always, our national partners in the food drive—the U.S. Postal Service, United Way Worldwide, the United Food and Commercial Workers International Union, Kellogg Co., the National Rural Letter Carriers' Association, CVS Health, Valpak, the AFL-CIO and Valassis—will be vital to its success.

The flexibility of monetary donations could be one of a few silver linings of the shift, for now, to an online donor drive, Rolando said. "By buying in bulk, food banks may end up with more food than donors give at their doors each May," he said, because of the use the food bank can make of its purchasing resources. "In addition, the period of the donor drive is open-ended at this point."

As with every annual food drive, NALC Headquarters is providing publicity resources for food coordinators, including the PSA video, media plan,



flyer and local link, all available at nalc.org/food.

Meanwhile, following a national press release and follow-up outreach to media outlets around the country, newspapers and broadcast outlets large and small have highlighted the donor drive, often quoting grateful food bank directors.

"Our goal is to fill the shelves of food pantries with as much, or more, as we would through our traditional May food drive," President Rolando said. "To succeed, we will need to get the word out to our communities and encourage people to give."

With the national online donor effort in place, and the tools for branches to use available at nalc.org/food, every branch can help its local food banks restock their shelves.

"In the nearly 30 years that NALC has held a national food drive, the need has never been greater," Rolando said. "It is essential that we make this year's virtual food drive a resounding success."

"And when it's safe to do so," he added, "letter carriers will be there to hold our traditional Stamp Out Hunger Food Drive." **PR**

Customer Connect adds up for USPS

By touching every address in the United States at least six days a week, letter carriers naturally develop special relationships with their customers. Since USPS's Customer Connect program began in 2003, thousands of carriers have successfully leveraged their interactions with business customers to encourage them to use the Postal Service, rather than rely on private delivery and mailing services. Below are some recent stories about Customer Connect leads submitted by letter carriers that have helped USPS earn new revenue.

Pennsylvania carriers honored on Customer Connect Day

The Eagleville, PA, post office celebrated Customer Connect Day on Nov. 17, 2020, when the office honored two Norristown, PA Branch 542 members whose leads resulted in almost \$900,000 in new revenue for the Postal Service.

Drew Ritchie, a 26-year carrier, had recently submitted two leads through Customer Connect that brought in a combined revenue of more than \$600,000.

One lead was for a golf apparel company that was looking to eliminate surcharges and enhance customer delivery expectations. "I inquired with [the employees] at the place, 'Who does your shipping?'" Ritchie recalled, and then managed to get the store contact information to pass along to a USPS sales team.

Ritchie's second lead was for a cleaning supply company that was unhappy with the service provided by another shipper and looking for better rates and improved shipping times. "It was at the start of the pandemic, and they were overburdened" due to the demand for hand sanitizer and other cleaning products, he explained. "I said, 'I'll have someone talk to you.'"

The carrier said that if he sees packages from another shipping company sitting inside a store, he asks the owners if they would consider switching. "I'm not shy," he said. "Just don't be afraid to ask."

Meanwhile, 33-year carrier **Donald Felice Jr.** submitted a lead for a company that sells exfoliators and body sponges. The lead resulted in a shipping deal worth more than \$287,000.

The company, Clean Logic, had recently moved to a storefront on Felice's route. "I saw they had a huge warehouse in the back," the carrier recalled, and he wondered if USPS could pick up the company's shipping business. When the store opened, he went in and talked to one of the owners.

"I asked if they were interested in talking to the Postal Service," Felice said, "and she gave me her business card." He then passed the information to the sales team, who closed the deal.

"I have a great rapport with customers," the carrier explained about his sales tactics. "They see me in uniform, and I talk to them and make a personal contact." Once he has a familiarity with the store and its management, he asks them if they would be interested in saving money by shipping with USPS.

"It's really not that hard—everyone's interested in saving money," Felice added. "It's just a matter of making that initial contact."

The two carriers' achievement was celebrated in Washington, DC, as well. "Drew and Donald served their customers well by noticing that they could get better service from USPS," said Mary Anderson, the small-business engagement director at USPS Headquarters. "It is important that we recognize the efforts of all our carriers who help drive new revenue for the Postal Service."

At pizza restaurant, a carrier delivers for USPS

When San Diego, CA Branch 70 member **Daniel Galvan** saw a new pizza restaurant opening up on his route, he decided to use his tried-and-tested sales pitch to encourage the owner to use USPS to drum up attention for the store's opening.

While delivering mail, he talked to the owner, Sunil Gakhreja, and asked him if he had ever considered mailing out flyers through



Daniel Galvan (r) and store owner Sunil Gakhreja

the Postal Service's Every Door Direct Mail (EDDM) program. Gakhreja was intrigued. "He was asking a lot of questions," the nine-year carrier recalled. "So, I gave him all the information and got his information" in return.

Galvan then took the information back to the office and submitted the lead. When the sales team followed up, they spoke to Gakhreja about the merits of the EDDM campaign; the restaurant has subsequently done two advertising campaigns, generating \$30,000 in revenue for USPS.

This is not the first lead that Galvan has found for the Postal Service. He says that he keeps an eye out on his route for any potential new customers. "I try to look out for everything: new businesses, [customers who] ship out packages every day, or have heavy outgoing mail."

Galvan says talking about the pluses of the EDDM program is a great way to convince business owners to speak to a sales representative. "You can tell them, 'Have you thought about advertising? We deliver flyers to every house in the area,'" the carrier explained. "'Whatever works best for your business,' I tell them, and they all seem very interested."

Most important of all, Galvan says, is knowing the details behind what USPS can offer. "You have to learn about the service we provide, and get informed," he said. "If [the customer] has the correct information, then most likely they will follow through." **PR**

THE NEXT GENERATION DELIVERY VEHICLE



Congressional reps want investigation

In late February, the Postal Service awarded the contract for the Next Generation Delivery Vehicle (NGDV) to Oshkosh Defense of Wisconsin. The winning design provides the Postal Service with the option of ordering either electric or fossil fuel engines. USPS says that at least 10 percent of the new vehicles will come with electric motors.

President Biden described in January his administration's plan for purchasing federal vehicles, as follows: "The federal government also owns an enormous fleet of vehicles, which we're going to replace with clean electric vehicles...."

When the USPS contract was awarded, one of the losing vendors, Workhorse Group Inc., an Ohio-based

startup that specializes in electric vehicles, announced that it would challenge the award, and three members of Congress called for a freeze on the contract. Ohio Reps. Marcy Kaptur and Tim Ryan, along with Rep. Jared Huffman of California, put forward a resolution that calls for Congress to investigate how the Oshkosh contract was awarded. It calls for the award to be in line with the

After five years of prototypes and testing, on Feb. 23, the Postal Service announced that it had awarded a contract to build the Next Generation Delivery Vehicle (NGDV) to Oshkosh Defense. Under the terms of the contract, Oshkosh Defense will finalize the production design of the NGDV and build up to 165,000 vehicles over the next 10 years.

Throughout this process, NALC and USPS have held numerous meetings regarding the design, production and testing of the prototype vehicles. Drawing on their own experience as letter carriers, as well as input from letter carriers across the country, NALC national officers and staff have worked with representatives from the Postal Service to finalize the required features of the NGDV.

The road from identifying the need to replace the current USPS vehicle fleet to awarding a contract started in 2014, when the Postal Service initiated the process for developing a vehicle that would replace the Long Life Vehicle (LLV). The journey began with USPS soliciting input from city letter carriers regarding the features they would like to see in a right-hand drive delivery vehicle.

In 2015, USPS issued a request for information (RFI) to solicit information from manufacturers interested in building a prototype vehicle for testing. After reviewing submissions from

the 34 companies that responded to the RFI, USPS narrowed the field to 15 prospective vendors. After meeting with these vendors, the Postal Service issued a request for proposal (RFP), inviting each company to submit ideas for building a prototype vehicle for testing. After reviewing the proposals, USPS awarded the contract to build prototype vehicles to five manufacturers in September 2016. One of the vendors awarded the contract was Oshkosh, which partnered with another manufacturer during the prototype phase of the process.

Testing of the prototype vehicles began in September 2017 and was initially scheduled to last through November 2018. USPS tested the durability, fuel economy and emissions of each prototype at the Transportation Research Center in East Liberty, OH, while testing of the components of the vehicles took place at the Dayton T. Brown facility in Bohemia, NY. Field testing of the vehicles began in October 2017 in several locations around the country with varying climates to ensure that each vehicle could perform in the weather conditions letter carriers face throughout the year. Test sites were Flint and Utica in Michigan; Alexandria and Manassas in Virginia; and Tempe, Tucson and Apache Junction in Arizona.

In November 2017, the Postal Service halted field testing and the

into USPS' NGDV contract award

Paris climate accord and with Biden's electric vehicle policy. It also urges the Postal Service "to freeze the recently awarded contract to purchase 165,000 new vehicles until an expedited review is conducted to determine there was no inappropriate political influence."

In a March letter to leaders of congressional postal committees, Postmaster General Louis DeJoy wrote

that the contract had been awarded "in accordance with Postal Service procurement procedures" after an "extensive" process.

He added that the 10 percent in electric vehicles is a "floor" and not a "ceiling." USPS would like to procure more electric vehicles, DeJoy said, but it needs funding from Congress to do so, in the amount of \$8 billion.

With congressional support, DeJoy wrote, USPS "can commit to a majority of the Postal Service's delivery fleet being electric within ten years...We welcome support from Congress that advances the goal of a Postal Service vehicle fleet with zero emissions and the necessary infrastructure that will be required to support it." **PR**



THE NEXT GENERATION DELIVERY VEHICLE

prototypes were returned to the Transportation Research Center. This was done so that the manufacturers could address mechanical issues that arose during the course of testing. Once the repairs were made, field testing resumed in April 2018 and continued until the end of March 2019.

Once testing was complete, the Postal Service issued an initial statement of work (SOW), which was provided to the manufacturers and NALC at the national level. In March 2019, Director of City Delivery Chris Jackson and Director of Safety and Health Manuel L. Peralta Jr., along with NALC staff members, met with representatives of the Postal Service regarding the SOW to ask questions, give feedback and offer suggestions for the production model of the NGDV. Between May and June 2019, the Postal Service met with the prospective manufacturers to finalize the specifications based on the supplier's input.

At the conclusion of these meetings, the Postal Service issued the final SOW based on the input from NALC and the prototype manufacturer. The SOW was submitted to the five manufacturers, and they were invited to submit their bids to design and build the final production model of the NGDV. At the time, the Postal Service anticipated the first production models being available for deployment in 2021. Unfortunately, the timeline for awarding the contract and manufacturing the NGDV was delayed due to the COVID-19 pandemic. The final bids from the vendors were delivered to the Postal Service in July 2020.

Once all of the bids were received, USPS reviewed them based on the technical specifications in each submission to ensure that they met the guidelines in the SOW. USPS also reviewed the total cost associated with the NGDV, including the initial cost to purchase the vehicles; the cost to fuel and maintain them for the next 20 years; and any costs related to purchasing electric vehicles. The additional costs for electric vehicles include the installation of charging stations at each facility as well as upgrading the electrical service to handle the increased usage of electricity. The final technical and financial reviews were completed in January 2021, which led to the announcement of the contract on Feb. 23. Based on projections made by the Postal Service, the first vehicles should be ready for deployment in 2023.

From the beginning, NALC's goal has been to ensure that the new delivery vehicle provides a safe working environment by incorporating the advances in automotive safety technology developed over the past 30 years. Also, the NGDV had to integrate features focused on the comfort of letter carriers while operating the vehicle.

In addition to explaining how we reached this point, this article will discuss some of the new features that will be included in the final production model of the NGDV based on the final SOW described earlier. Once Oshkosh finalizes the production model, there may be modifications made to the function of these features based on the design.



One feature almost every carrier is concerned about is the climate inside the vehicle and the ability to maintain a comfortable temperature based on the driver's preferences. What is too hot or too cold to one person may be comfortable to someone else, and the LLV does not adequately allow the driver to regulate the temperature inside the vehicle.

To address these concerns, the NGDV will be equipped with modern climate controls that will help alleviate those concerns. The NGDV will be equipped with air conditioning in the cab area, which must be able to cool the driver to 85 degrees when the outside temperature is 120 degrees,

even when the driver's-side window is open. Second, the heater must be able to heat the driver's footwell to at least 65 degrees within 60 minutes of starting the vehicle when the outside temperature is -20 degrees. A third feature addressed the climate in the cargo area. The NGDV will include an active ventilation system, which must provide sufficient airflow so that the cargo area is within 10 degrees of the outside temperature.

Another area of great concern to letter carriers is the safety of the vehicle. Due to the standards at the time the LLV was built, the current fleet lacks the safety features most people take for granted in their personal vehicle.

A look at some of the features in the new vehicle



THE NEXT GENERATION DELIVERY VEHICLE

The NGDV will include several features that will make the vehicle safer to operate.

Over the past several years, letter carriers have been involved in horrific accidents while working from the rear of the vehicle on the street. Letter carriers have suffered traumatic injuries after being struck and pinned by other vehicles. Tragically, some of these letter carriers have lost their lives. Because of these events, one of NALC's goals in the design of the NGDV has been to ensure that letter carriers can avoid the hazards of standing in the street while loading and unloading the vehicle. To address this safety concern, the NGDV will have a sliding side door that will allow letter carri-

ers to enter the cargo area from the curb side. This door will be located adjacent to the driver's-side door and will be equipped with electronic locks. A step will be located on the outside of the vehicle and a grab handle will be in the cargo area to assist letter carriers when entering and exiting the vehicle.

In contrast to the manual parking brake in the LLV, the NGDV will be equipped with an automatic brake. The automatic parking brake will engage when the vehicle is shifted in the park position, when the driver leaves the seat, or when the ignition is turned off. The brake will disengage automatically when the vehicle is running and then shifted into either drive or reverse. As an added safety feature, the vehicle will start only when the transmission is in either park or neutral. In addition, the driver will be able to shift out of park only when the seat belt is fastened.

To help avoid collisions, the vehicle will be equipped with sensors in both the front and rear bumpers, which will beep when objects are within 8 feet. This beeping will become continuous when the objects are within 6 inches of the vehicle. This system will also include visual alerts to notify deaf and hard-of-hearing employees.

In addition to the sensors, the NGDV will have a forward collision warning system to alert the driver. The automatic front braking system will monitor the vehicle's speed, trajectory and environment, and automatically apply the brakes if there is a high likelihood of a crash. This system will engage only after the sensors have notified the driver of the impending



crash and the driver has failed to correct the collision trajectory.

To help avoid collisions when traveling in reverse, the NGDV will be equipped with an automatic rear braking system to prevent any impact or contact with the rear of the vehicle. This system will automatically stop the vehicle after the rear sensor has notified the driver of an impending collision and the driver has failed to correct the trajectory.

The vehicle will include a blind-spot warning system that will detect vehicles in the left and right travel lanes and include a visual alert when another vehicle enters one of the blind spots. The system will include a visual and audio alert if the vehicle's turn signal is activated or moves into a lane where another vehicle is present.

In the event a letter carrier is involved in a collision, the vehicle will be equipped with a driver's-side airbag.

To provide the driver with a view of the area surrounding the vehicle, it will be equipped with a 360-degree camera and monitor that displays an area at least 10 feet on each side. The camera and monitor will automatically turn on when the vehicle is traveling less than 5 mph; however, the driver will be able to turn off the monitor if it is distracting or unhelpful. The vehicle also will include a rearview camera to assist the driver while backing up. When the vehicle is shifted into reverse, the monitor will display a rear trajectory projection based on the location of the vehicle and the steering angle of the tires. When the rear camera is activated, it



will override a monitor that has been turned off.

The images captured by the camera will be shown on the touch-enabled operator display inside the cab area. While active, the display will provide the various camera displays and will duplicate the Mobile Delivery Device (MDD) display when the camera system is inactive.

The camera and display system will include an event data recorder that will record and store data from the camera monitoring system. Recording will be activated five seconds before a triggering event, such as a vehicle accident, to five seconds after the event ends.

Another safety concern to letter carriers across the country is the hazard posed when exhaust from a vehicle powered by an internal combustion engine enters the cab area. To alleviate this issue, the exhaust system of vehicles that use an internal combustion engine will discharge on the street side. This will prevent the fumes from entering the cab area through an open window on the driver's side.



THE NEXT GENERATION DELIVERY VEHICLE

Along with added safety features, the NGDV includes numerous improvements in the cab area to make the vehicle more comfortable and easier to use while delivering mail.

Letter carriers will see a dramatic upgrade in both the look and feel of the cab area in the NGDV. New features include an improved driver's seat, which will incorporate many of the features available on modern vehicles. The new seat will have an adjustable lumbar support, the ability to adjust the seat for height as well as the distance from the steering wheel, and the ability to tilt the seat back. To accommodate drivers of differing heights, the steering wheel on the NGDV will tilt both up and down. The vehicle will even be equipped with intermittent windshield wipers for use on rainy days.

The cab area will also include an adjustable cup holder and coat hooks. A docking station for the MDD adjacent to the driver's seat will be included. This station will charge the device and display the screen on the operator display. The charging station will include two 12-volt power ports, with one port dedicated to the MDD.

The NGDV will be equipped with a two-tiered mail tray in the cab area. The width of both trays will allow three letter-sized or FSS trays to be placed side by side. The lower tray will tilt toward the driver to make it easier to read addresses on mail pieces. Each vehicle will be equipped with two rows of foldable shelving on each side in the cargo area. The driver will be able to stow and lock these shelves in the raised position. To help

prevent slips or falls while working in the vehicle, the cargo area will have anti-skid flooring, like the flooring used in the Promaster van. The cab area will have non-slip flooring that will also provide thermal and acoustic insulation.

To assist letter carriers working in low light, the NGDV will have two lights in the cab area. One will be an overhead light capable of illuminating the entire cab area when it is dark outside. The second will be a task light, which will illuminate the mail tray without generating window glare. The cargo area will have a light equipped with a motion sensor. This light will turn on automatically when the driver enters the cargo area and turn off after one minute if there is no movement in the area.

All of the doors will be equipped with electronic locks, which will be operated with a keyless remote. In addition, the driver's-side door to the cab area will include a manual lock that can be operated with a key. All doors, except the roll-up door at the rear of the vehicle, will lock in the open position.

For those letter carriers who work in parts of the country affected by snow and ice, the NGDV will include an option for all-wheel/four-wheel drive.

As the process moves forward and Oshkosh Defense finalizes the design of the NGDV for production and deployment, we will continue to update the membership about any changes or modifications to the NGDV that may affect the safety and comfort of the new vehicle. **PR**

The *history* of letter carrier vehicles

For as long as letter carriers have been delivering the mail, the Post Office has been looking for ways to speed up the delivery process, often through the use of vehicles. Now that the Postal Service has awarded a contract for the Next Generation Delivery Vehicle, here is a brief history of the vehicles used by letter carriers.

When the Second Continental Congress created the nation's first postal service in July 1775, it enshrined the Post Office in Article I, Section 8, Clause 7 of the U.S. Constitution, empowering Congress "to establish Post Offices and Post Roads." The Post Office used horses and wagons at the time to transport the mail from city to city along these post roads.

Horses remained the primary mode of transportation even as Free City Delivery was established in 1863. (For more on the establishment of Free City Delivery, see the January 2021 edition of *The Postal Record*.) That same year, Belgian engineer Jean J. Lenoir invented the "horseless carriage." Though the internal combustion motor had been in development for decades, Lenoir's invention was the first commercially successful one. It could move at about 3 mph and had no steering wheel, using a steering tiller instead.

The first Post Office letter carriers delivered on foot in the late 1800s, but carriers often used horse-drawn wagons to collect mail from collection boxes scattered throughout the cities they served, and they would continue to do so even as American inventors started creating their own self-powered vehicles.

In 1879, American inventor George Baldwin filed the first U.S. patent for an automobile, one that looked similar

to Lenoir's horseless carriage. In 1893, brothers Frank and Charles Edgar Duryea developed and road-tested the first successful U.S. gasoline-powered car. Three years later, they started the first American car manufacturing company in Springfield, MA, called Motor Wagons. In 1896, Henry Ford built his first automobile in Detroit.

By 1899, the Post Office had become interested in these developments and set up the first Post Office Department test. The test involved a mail wagon built by the Winton Company of Cleveland. In the December cold, and over snow-covered streets, the vehicle covered 22 miles of paved and unpaved road in just under two and a half hours, stopping at 126 mailboxes along the route. The Post Office estimated that it would have taken a horse-drawn wagon six hours to deliver the same route.

"Officials cheered the dramatic increase in collection speed and soon postmasters across the country were testing motorized vehicles," a historian at the Smithsonian's National Postal Museum later wrote. "Collection times were cut at least in half in most trials. This was exciting news for the time-conscious Post Office Department."

Another test was held in Baltimore in 1906 with a pair of Columbia Mark 3 "autocars." Each had a special compartment holding two mail sacks mounted on the back of the front seat. Because driving wasn't a skill many



A city collection mail wagon that was used in Chicago in 1890

A Winton vehicle in Cleveland in 1899



Harley-Davidson tri-cars

The *history* of letter carrier vehicles



The Columbia Mark 3s were driven by drivers provided by the manufacturer, who would take the letter carriers along their route.

A Sit or Stand Van



people had, the company supplied drivers. The letter carriers stood on the back of the truck for easy access to mailboxes along the route.

The tests were successful and motorized mail vehicles were introduced elsewhere. By the end of 1912, they were being used in Boston, Detroit, Indianapolis, San Francisco and other cities, all with drivers provided by the vehicle manufacturers. But these drivers soon proved to be a problem.

In a 1913 New York City public hearing, mail drivers were accused of reckless driving, for allegedly exceeding the 15 mph speed limit and driving on the wrong side of the road. When drivers went on strike in New York that same year, the Post Office decided that it was time to develop its own Motor Vehicle Service. It did so the next year.

Meanwhile, some letter carriers used bicycles for delivery, but the Post Office was less successful with motorcycles, as it was difficult to balance the mail while on the motorcycle. In 1908, the Post Office tested a three-wheel motorcycle called the “tri-car,” which had storage in the rear. Harley-Davidson

and other manufacturers built tri-cars for testing, but the vehicles didn’t perform well in the tests and were abandoned.

In 1920, after the end of World War I, the War Department gave thousands of trucks and motorcycles to the Post Office, but many were too damaged for use. Through the ’20s, ’30s and ’40s, the Post Office amassed a fleet of postal trucks. But with so many different manufacturers and suppliers, it became difficult to service the fleet. During the Great Depression, the Post Office limited purchases of new vehicles, resulting in many remaining on the road longer than expected. And during World War II, the Motor Vehicle Service had to make do with whatever it had on hand, as spare parts were hard to find.

“When you hear talk of keeping a vehicle together with bailing wire, believe me, the Post Office was good at it,” Baltimore letter carrier Jim Byrne said at the time.

Until the 1950s, most carriers and the mail were transported by truck to where their walking routes began. But in the post-World War II period, business was booming, more people were employed and mail volume surged. City delivery had expanded to include curbside delivery in the 1930s, and as suburbs started to grow in the ’50s, the need for better-suited vehicles became a pressing issue. It was time for letter carriers to get behind the wheel.

In Miami in 1954, the Post Office tested many types of vehicles, before focusing on three: the Sit or Stand Van, the Mailster and the Jeep.

The Sit or Stand Vans were built by the Twin Coach Company of Kent, OH, and gave letter carriers the option of standing up while driving short distances or sitting down for longer

The assembly line for the Willys Jeep



distances. The sliding side panel doors allowed carriers easy access to mailboxes along the route.

The Mailster was a smaller, three-wheeled vehicle based on an ice cream truck design. As soon as the vehicles were put into use, the problems with them became apparent. The heating often didn't work and the Mailster could become immobilized in 3 inches of snow. With three wheels, if the letter carrier went around a corner too fast, it could topple over. One carrier complained that his Mailster was tipped over by a large dog.

The most successful of the new vehicles was the Jeep. The Jeep had become famous for its rugged performance during World War II. Willys Motors of Toledo, OH, produced a right-hand drive vehicle so carriers could save time on their routes by delivering straight from the window. These Jeeps were built in a lighter, less durable design than the standard Jeep.

In the 1980s, the Postal Service decided to replace its fleet, seeking a new vehicle that would meet its needs in terms of longevity. But rather than using a design from an already existing vehicle, as it had in previous searches, it created a set of testing criteria and asked manufacturers to compete to create a new design. Each vehicle had to:

- Drive 5,760 miles on a closed-loop 5-mile-long paved road at 50 to 55 mph.
- Drive 11,520 miles over a gravel road at 30 to 45 mph.
- Drive 2,880 miles over a road with a shoulder, stopping every 250 feet and accelerating to 15 mph in between.
- Drive 960 miles over cobblestones that ranged from 3 to 4 inches high at 10 to 14 mph.

- Drive 960 miles over pot-holes at 10 to 14 mph.
- Haul a 1-ton load during half of the road test.
- Haul a man and a 400-pound load during half of the road test.
- Drive over potholes ensuring that each wheel hits a pothole 35,000 times.
- Make 100 consecutive stops from 15 mph.

Additionally, the vehicles had to have a weather-tight, aluminum-alloy body, be easy to enter and exit for carriers ranging from 4 feet, 11 inches tall to those standing at 6-foot-2 and weighing 210 pounds, and had to be able to run 20 hours a day, seven days a week, for more than 20 years.

The winner of the competition was the Long Life Vehicle (LLV), produced by the Grumman Corporation, then based in Bethpage, NY. It began service in 1986 and 99,150 LLVs were produced until the last was built in 1994. The Postal Service pushed the lifespan up to 30 years, but by 2014, it knew it had to prepare for the next postal vehicle.

The Next Generation Delivery Vehicles are expected to appear on carrier routes in 2023, becoming the latest vehicle to help letter carriers deliver. **PR**



A Mailster from 1955

The Grumman LLV



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 202-662-2489 or at postalrecord@nalc.org. We'll follow up with you to obtain news clippings, photos or other information.

Honoring heroic carriers

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

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

Carrier's instincts save customer from fire

Arizona Merged Branch 1902 member **Jennifer Nava** had finished delivering to a house on her route on Sept. 15, 2020—as she recalled, “I was getting ready to pull out [of the driveway] when I noticed the black smoke.”

The smoke appeared to be coming from behind the home, and given that a major freeway ran behind the residence, “I thought it was a car fire,” the 21-year carrier explained. However, after driving a few feet, she knew she had to go back and check.

When she pulled around to look back at the house, at first, she could still see only the thick smoke. Then, she spotted the source. “I could see the fire coming out of the attic vent,” Nava said.

The carrier parked her vehicle and ran up to the house, where she began banging on the front door. Eventually, the homeowner came to the door. Nava told him, “You have to get out—the house is on fire!”

The homeowner, who had been sleeping and unaware of the fire, swiftly evacuated and called 911. Firefighters arrived a short time later to put out the blaze.

While the house was later deemed

a complete loss, no one was injured in the fire. The carrier, however, shrugged off any claim to heroism, and said she was just thankful that her customers were safe. “I was panicked,” she added, “because I knew it was a family home with small kids.”

Carrier assists contractor after tumble from roof

“I was delivering a parcel to the front door of the house,” Trenton, NJ Branch 380 member **Richard Powelson** recalled about his route on Feb. 8. As he approached the home, he saw a man climbing up a ladder to the roof.

The 26-year carrier had reached the door when he heard a loud crashing noise. “I stopped and listened, so I could see if it was just that the ladder had fallen,” Powelson said. “But then I could hear the guy—he was in quite a bit of pain.”

The carrier rushed to help the man, who was a contractor working on the home. Given the man's distress, Powelson went to call for help, but realized that he had left his phone back in his LLV.

“I knocked on the front door of the house, but nobody answered,” the carrier said, so he ran down the street to his vehicle. Powelson called 911 and waited with the man until the paramedics arrived.

The contractor underwent surgery to repair a shattered elbow.

Powelson said that he was happy to be able to assist the man during the emergency, and added, “I'm glad I happened to be in the right place at the ‘wrong’ time.”

Directing traffic and calling for help

On Sept. 22, 2020, Long Island Merged, NY Branch 6000 member **Daniel Saposnick** was delivering on



Daniel Saposnick

Eye on the elderly

While delivering on his route on Saturday, Feb. 20, Buffalo-Western New York Branch 3 member **Timothy Dunford** knocked on the door of one of his customers. “I talk to her regularly,” the 30-year carrier said. “She gets a lot of mail and small parcels, and we talk current events.” On this day, however, their routine deviated from the normal small talk. When she opened the door, the woman told Dunford, “I had a stroke.” Confused, the carrier asked her if she had had a stroke in the past few days; instead of answering, the woman attempted to open her garage door, but was unable to push the buttons on the remote control. “I knew there was something not right,” Dunford said, so he ran next door and asked the neighbor if she knew whether the woman had had a stroke recently. The neighbor didn’t know, but he called 911 after hearing Dunford’s description of her behavior. The carrier then finished his loop; when he was done with his route, he went back to the woman’s house to speak to the paramedics. At the hospital, it was determined that the woman

had suffered a seizure due to her brain cancer. Dunford deflected any praise for his actions, and said he considers it part of his job to look out for his customers. “I find out as much as I can about everyone,” he added, which allows him to recognize if anything is amiss.

Southwest Pennsylvania Merged Branch 725 member **Bernard Barth Jr.** had been keeping a particular eye on one of his customers—the elderly man had recently lost his wife, and the 25-year carrier noticed that his health appeared to be declining. “He looked like he was losing weight,” the carrier said. In early October of 2020, however, something even more concerning happened: The customer stopped showing up at his door and, eventually, stopped picking up his mail at all. After a few days went by without seeing his customer, Barth reported the situation to a neighbor, who called for a welfare check. When officers arrived at the home, the man declined assistance. But Barth was so concerned about his customer that he

persisted. “I ended up talking to him through the window,” the carrier said. Given the man’s deteriorating condition, Barth called police again, who gained entry into the house and found the home uninhabitable. “They extracted him through the window,” Barth said, and the man was taken to the hospital and treated for dehydration. He has since recovered and moved to a nursing home. The carrier was modest about his role, and said he considers it to be part of the job. “I’m always looking out for my customers, every day,” Barth added.

Brick Town, NJ Branch 5420 member **Kelleigh Fulton** had a close relationship with an elderly customer on her route. “I’d always check on her,” the three-year carrier said. “She would meet me at the door; if [she didn’t], I would knock and hand her the mail.” As a result, one day in the summer of 2020, when Fulton knocked on her door and the woman didn’t respond, the carrier was immediately concerned. The door was locked, and there was no sound coming from inside the



Kelleigh Fulton

house, all of which was unusual for the customer. Fulton reported the situation to the woman’s next-door neighbor, who she knew had a key to the house. “I told [the neighbor], ‘I’m getting worried,’” the carrier recalled. When they walked back over to the woman’s house, however, they could hear something—it was the customer, faintly calling for help. They entered the house and found the woman lying on the floor; she had fallen early in the morning and been unable to stand up. The neighbor called 911, while Fulton stayed with her customer until paramedics arrived. The woman subsequently went to a rehabilitation center, but has since recovered and returned home. The carrier said that at the time, her focus had been solely on making sure that her customer was safe. “[Your customers] become part of your daily day, and you become pretty close with everyone,” she said. “I was just worried about her.” **PR**

his route when he spotted an elderly woman trying to cross the road. “She was unsteady on her feet, so I asked, ‘Do you need any help?’” the 28-year carrier recalled. She declined, but when he glanced back a few moments later, she was lying facedown in the road.

“She smashed her head, and she was bleeding everywhere,” Saposnick said. He immediately rushed over and dialed 911.

The carrier then stayed by her side while on the phone with the emer-

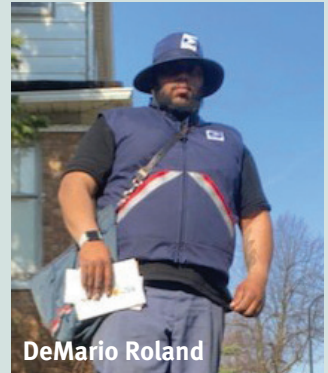
gency operator, all the while directing vehicular traffic to go around her. Given the woman’s serious head injury, he didn’t want to move her without paramedic assistance. “There was blood all over the place, and I’m trying to stabilize her,” the carrier recounted.

As the woman regained consciousness, Saposnick talked to her and kept her calm. He also managed to get in touch with the woman’s son and let him know about his mother’s condition.

Thankfully, an ambulance arrived

quickly. “Within eight minutes, [the paramedics] were at the scene,” said Saposnick. The woman was taken to the hospital, where it was determined that she had collapsed due to a blood clot in her brain.

The woman has since recovered and moved in with her son, but she and the son both contacted Saposnick to thank him for his actions. Despite the chaos, the carrier said, “I would do it all over again.” He added, “I’ll go out of my way to make sure that everyone on my route is all right.” **PR**



DeMario Roland

Neighborhood watch

“I happened to be going to my in-laws” on Feb. 3, said Buffalo-Western New York Branch 3 member **DeMario Roland**, when he witnessed an unoccupied postal vehicle being struck by a hit-and-run driver. “Someone had hit [the LLV] while it was parked, and the mail truck was on the sidewalk,” the two-year carrier recalled. “I know the carrier, so I pulled over.” He told the carrier, who had been delivering mail, everything he remembered about the other vehicle, including the color, type and make. Before driving away, Roland also told the

carrier that he would keep an eye out for the vehicle while driving. As he continued on his way, he happened to see a car that matched the description he had just given—down to the damage he could see on the front of the vehicle. “I got the license plate,” Roland said, which he also passed on to the carrier, who was able to turn all of the information over to police investigators.

On Nov. 10, 2020, while driving to her route, Fond du Lac, WI Branch 125 member **Mary Greene** was coming up to a stoplight when she

noticed something moving in the middle of the road. “I thought it was a dog at first,” the 20-year carrier said. But as she pulled closer, she recalled thinking, “Oh my god, that’s a child!” Greene quickly stopped her vehicle, got out and picked up the toddler; she then went back to her LLV and placed him on the seat. The carrier called her supervisor, who asked her to contact police. “I was looking around [to see where the child had come from], but I didn’t see any doors open,” Greene said. “So I waited for the cops.” While she waited with the

child, her supervisor arrived and began walking down the street. Down the road, he ran into a woman who was searching the area for her son. The mother explained that the boy had learned to climb over their gate and gotten out of their yard. When they walked back over to Greene, they found that the toddler was indeed her missing son. The carrier said that given the traffic, she was relieved to have been on the scene. “Nobody was stopping [their cars]—two people went around him,” she said. “I’m just glad I was there.” **PR**

Retiree Reports

Hartford, Connecticut

As a retiree, I often get unsolicited claims online and via my cell phone from scam sites, claiming to be from the U.S. Postal Service. They claim I have a cash amount or check from some foreign country that I have *never* lived in or visited. They always ask for my credit card number or Social Security number to claim my prize.

Obviously it is a scam. *Never* give out that info, unless you yourself have gone to an online sales site like Schaeffer Outfitter, My Pillow, Made in USA, etc., to buy some item there.

Friends tell they are having delays in parcels being processed through the USPS parcel post facility in Springfield, MA. I guess the lack of overtime allowed and new hires could be the problem there.

Congratulations to Frank Kish, our longtime letter carrier union steward from Naugatuck, who retired after about 40 years as a letter carrier. He has moved to Florida, and we wish him the best.

He joins George Fonte, Mike Yannelli and Joe Giordano, who have transferred or retired down to Florida from Connecticut. As you get older, the winters in Connecticut get tougher to get through.

Hopefully the new Congress will deal with the medical pre-funding 75 years in advance, which has put our USPS in a financial dilemma. I hope our MDA fundraisers, and food drive if we have it, will be successful.

I cannot wait until we get the new postal vehicles. Our aging LLVs are long overdue for replacement.

Best wishes to all carriers and retiree as the weather warms. Dogs will be out in the nicer weather—bring your dog spray and watch out for them, please.

Ed Mulrenan, Branch 86

New Orleans, Louisiana

“Voting is the cornerstone of democracy.” One of the features that is near and dear to me in this imperfect country is that we are blessed with a document that few countries possess—that being the U.S. Constitution. In this document is the foundation of the organization we either actively work for now, or if you’re fortunate, were able to retire from. Article 1, Section 8 lays the framework of this institution the U.S. Postal Service.

There are elements in this country that seek to restrict voting and or make it difficult to vote. Some have stated that if you don’t agree with our policies, we are going to make that essential right harder to accomplish, and even go so far to not allow you to have water or food while waiting to cast your vote.

In our last presidential election, this country experienced the highest voting turnout in 120 years, the former guy who occupied that office had the highest number of votes for a losing candidate, and in more than 50 lawsuits, there was no voter fraud.

Registering to vote is not the same as voting. Voting matters to our bottom line. When the current PMG is replaced, hopefully we can get “right-sized” and eliminate the pre-funding of retiree health benefits and repeal the Windfall Elimination Provision (WEP)/Government Pension Offset (GPO) with passage of the Social Security Fairness Act, H.R. 82. Federal Employees Retirement System (FERS) annuitants don’t receive the same cost-of-living adjustment (COLA) as Civil Service Retirement System (CSRS) annuitants—this can also be rectified by H.R. 304. *Voting matters!*

To be better informed as to how we have

achieved the wages and benefits we have, it’s in your own interest to be informed. *Undelivered* by Philip Rubio is a great starting point.

In memoriam to Wendell Guy and Ronald T. Lee. Rest in power.

Stanley Taylor, Branch 124

Paterson, New Jersey

Some of our members have been reporting that there has been some delay in service regarding letters from our members reaching their final destination. Unfortunately, payments of bills, credit cards, etc., were included in this delay, which was probably due to this pandemic taking place at this time.

Our members were informed to call their payment companies for an attempt to cancel any late fees or interest payments that were associated with the delay in the receiving of mail.

Companies generally go along with the assisting of customers in this manner, providing it is not on a regular and routine basis. Letter carriers should make the time and have the patience in calling these companies in an attempt to waive any late fees and interest charges, but will the average customer do so?

We do know that there are many options of bill pay available to the average customer, which may sway customers to change their way of thinking of how bills are paid. Our union may have to take an active interest in the need to make sure that deliveries are made as quickly as possible in a timely manner so that customers can remain loyal in using the United States Postal Service.

Joseph Murone, Branch 120

Task forces and committees



**Brian
Renfroe**

The process of preparing and negotiating a national collective-bargaining agreement often takes many months to complete, as it did in our last round of negotiations for the recently ratified 2019 National Agreement. Once a new agreement takes effect, there are many provisions that must be implemented, such as the economic provisions. The cover story in this month's *Postal Record* explains several of those economic issues.

There also are a number of task forces and committees that the new Agreement either continues or establishes. We have started work on a number of these. Some

are long-standing and continue through the negotiations process, and others are modified or newly created.

One of the modified task forces was established by the Memorandum of Understanding Re: City Delivery and Workplace Improvement Task Force. We have had a city delivery task force in the past. The task force established by this MOU will continue to address several issues that were previously under the city delivery task force, but also incorporates other topics. The vision of the parties in negotiations was to create a high-level task force that would address a comprehensive group of issues related to the daily work of letter carriers and the service we provide. The following are listed in the MOU:

- **Creating a positive work environment/culture where everyone is treated with dignity and respect:** Evaluate the workplace culture and develop solutions to address the causes of conflicts between management and city letter carriers, including disagreements over the amount of time a letter carrier needs to complete their daily assignment.
- **Efficiency and use of space:** Jointly develop and test new work methods/concepts to prepare for future delivery environments that ensure the Postal Service remains the provider of choice for our customers. Jointly explore the modification of current case configurations and work methods to identify more efficient techniques for handling residual and sequenced mail volumes. Jointly examine current casing standards and times for associated line items. Explore various combinations of office and

street functions, and other alternatives for structuring city carrier routes that will drive efficiency associated with variable daily workloads.

- **Staffing and scheduling:** Jointly review and address issues regarding city letter carrier complements, starting times, employee availability and related transportation schedules to optimize staffing and scheduling efficiencies.
- **Route evaluation:** Using the alternative and technological findings of the Alternate Route Evaluation and Adjustment Process Task Force, jointly develop and implement a process to efficiently and accurately evaluate delivery routes and assignments, and determine the most efficient and effective mix of letter routes, parcel routes, etc. Jointly explore the use of technology, data, advanced analytics and machine learning to improve operations, route evaluation, adjustment and optimization, delivery capabilities and visibility.
- **Safety:** Jointly ensure that the parties are fully using the provisions of Article 14 to maintain a safe environment for all employees, including adherence to COVID-19 protocols for as long as necessary.
- **Contractual compliance:** Jointly address issues with repeated violations of the parties' collective-bargaining agreement, as well as any issues with the timely and effective functioning of the Dispute Resolution Process.
- **Mentorship:** Explore the possibility of jointly developing and discussing implementation options for a mentorship program for new employees intended to improve the onboarding experience and retention rate of city carrier assistants.
- **Business growth:** Using the findings of the New Product Development and Innovation Task Force, jointly explore how to safely and effectively perform existing, expanding and future services, and how to efficiently integrate such services into the structure of city delivery. Jointly review the office's use of the Customer Connect program and the potential for new business.

I am privileged to serve on this task force with President Rolando, Director of City Delivery Chris Jackson, Special Executive Assistant to the President Tim McKay and Assistant to the President for City Delivery Michelle McQuality. We have subcommittees working on each of the topics listed above and have several pilot tests started. I am encouraged thus far by the Postal Service's commitment to this task force and the others included in the National Agreement. We look forward to continuing the work we've started.

Local negotiations are coming, Part 4



**Lew
Drass**

We are now in the middle of the 30-day local negotiations period that began on April 29 and will end on May 28. We have provided you with copies of our *2021 Local Negotiations* guide, local memorandum of understanding (LMOU) training in each region, and added additional resources in the Members Only section of the NALC website for all branch presidents and secretaries. All of these efforts are designed to assist you through the entire local negotiations process.

If you have taken advantage of the resources offered and done your preparation, you should be in great shape at this point. If you are following the advice for conducting the actual negotiations, you will be ready for the impasse phase of the local negotiations process.

The best result of local negotiations is to come out with a negotiated local contract. However, if your negotiating committee does not get there, you must focus your attention on giving your impasse item(s) the best chance for success.

For instance, if you currently have no provisions for city carrier assistants (CCAs) to be granted annual leave selections during the choice vacation period and for incidental leave in your LMOU, and management is unreasonable at your level, just impasse the matter at the end of the 30-day negotiating period.

Remember, the process is not over just because you did not reach agreement on one or more items. Impasses are discussed at the regional/area level first, then appealed to interest arbitration, and discussed at least one more time before finally reaching an arbitrator.

Let's look at the "inconsistent or in conflict" issue. Some of you will run into cases where management claims a provision(s) in your LMOU is "inconsistent or in conflict with the National Agreement." If we do not come to agreement at the local level, we should create a separate impasse of our own.

The reason for creating a union impasse in this situation is that we want to ensure that the parties at the next steps of this process have all of the information needed to make an informed decision. There are three possible scenarios:

1. Most of the time, management tries to make the "inconsistent or in conflict with the National Agreement" claim on a provision that has been in your LMOU for a long time. If management makes this claim on a provision that has been in your LMOU since before 2017, impasse the item. When sending an impasse to your national business agent (NBA), include statements and a copy of an LMOU from your city that was in effect prior to 2017. That should end the matter during the regional discussions that follow.

2. If management makes the "inconsistent or in conflict with the National Agreement" claim on a provision that was a new provision in your city's 2017 LMOU, impasse the item. Also include any statements/information that proves the provision in question is not inconsistent or in conflict with the National Agreement.

3. If management makes the "inconsistent or in conflict with the National Agreement" claim on a provision in your LMOU that became this way as a result of a change in the 2019 National Agreement, impasse the item. Also include any statements/information that proves the provision in question is not inconsistent or in conflict with the National Agreement.

Processing impasse items has a few aspects in common with processing grievances. For starters, you must be timely. The actual deadline for appealing impasse items is June 12. Please do not wait for the last day to send your appeal(s) forward. I would advise you to set D-Day (June 6) as the deadline in your mind and send your impasse appeal(s) forward before that Sunday. You also should use a special service for the copy of your impasse appeal(s) that you mail to the Labor Relations Service Center, so you can prove when you mailed it/them if necessary.

Forget everything else you know about processing grievances (except documenting your position). The LMOU impasse process is different. First, this is not a joint process. As such, you do not send a joint file to a team. Instead, you send a copy of your impasse appeal(s) to three places: the Labor Relations Service Center, your postmaster and your NBA's office. Additionally, the only place to which you send the documentation/information you have gathered that supports your position is your NBA's office.

If one or more items are appealed to impasse, remember to first complete a separate impasse appeal form for each item that you are impassing. You can find a sample impasse appeal form in Appendix L on page 67 of the *2021 Local Negotiations* guide or in the Members Only section of the NALC website. Please be sure to include the following with each impasse appeal form:

- Exact language, if any, of the impasse item as it appeared in the 2017 LMOU
- Original union proposal (exact language and date discussed)
- Management counterproposal (exact language/date discussed)
- If applicable, any additional proposals and counterproposals
- Final union proposal (exact language and date discussed)
- Final management proposal (exact language/date discussed)

It is fine to send multiple impasse appeal forms with all the information referenced above, attached to each one with a staple or paper clip, in the same envelope. Second, send a copy of all this information for each item you are appealing to three places: the Labor Relations Service Center at U.S. Postal Service, P.O. Box 23788, Washington, DC 20026; the installation head (postmaster); and your NBA.

As discussed above, if you want to have the best chance for success, take the following additional steps with the impasse item(s) package you send to your NBA:

- Include a copy of your current LMOU in your package to your NBA.
- Write a separate cover letter to your NBA for each item being appealed. Fully explain the disputed issues and the course of negotiations. If appealed items are related, be sure to give a clear explanation. Include any additional information you have gathered to support the union's position. This will be helpful when discussing the issues or preparing for arbitration. Do not send this letter or any other additional information you have gathered to support the union's position to the Labor Relations Service Center or the installation head (postmaster) with your impasse.
- If management makes its own appeal to impasse, claiming a provision(s) is an "unreasonable burden" or "inconsistent or in conflict with the National Agreement," make sure to request and provide a copy of management's impasse (in addition to following the advice above). You should do the same thing if management attempts to impasse an item that is outside of the 22 items listed in Article 30 of the National Agreement. In any of these situations, also enclose any documentation they have with your impasse item(s) package that you send to your NBA.
- Your NBA may need additional branch input during settlement discussions with management at the regional/area level. Please make sure your NBA knows how to contact your negotiating team.

So, what happens next? The next step of the process is described in the third paragraph of the MOU Re: Local Implementation. It states:

The Representative of the Employer from the Labor Relations Service Center and the Union's Regional Representative shall attempt to resolve the matters in dispute within seventy-five (75) days after the expiration of the local implementation period. The Representatives of both the Union and the Employer will have full authority to resolve all issues still in dispute.

What happens if your NBA and management at the area level cannot resolve an impasse item(s)? The fourth paragraph of the MOU Re: Local Implementation states:

If the parties identified above are unable to reach agreement by the end of the seventy-five (75) day period provided for above, the issue(s) may be appealed to final and binding arbitration by the National Union President or the Vice President, Labor Relations within twenty-one (21) days of the end of the seventy-five (75) day period.

We have added an additional step in the process again this year for the CCA annual leave issue that applies only to LMOUs that do not currently contain any language for CCA leave rights. In MOU Re: CCA Annual Leave, it states:

In the event a proposal(s) on this subject is appealed through the Article 30 impasse procedure, prior to a request for arbitration, such dispute(s) will be referred to an Alternate Dispute Resolution (ADR) team established by the national parties. The expectation is that the ADR team will reach an agreement that will allow city carrier assistants to plan for leave use while accounting for city carrier assistant absences, including during scheduled five day service breaks.

We had high hopes during the last round of local negotiations that the ADR process described above would be successful in resolving the CCA annual leave issues. We could not have been more wrong on that count. Maybe we will have better luck this time.

There are two other MOUs continued in the 2019 National Agreement that are designed to expedite the arbitration process during this round of local negotiations. The first one can be found in the seventh paragraph of the MOU Re: Local Implementation. It states:

The national parties will establish an impasse arbitration panel in each area for all management and union impasse items appealed to final and binding arbitration pursuant to paragraph 4 above. A sufficient number of arbitrators will be selected so that all such appeals will be scheduled and heard within 120 days of receipt of the appeal to arbitration. In those areas where the impasse backlog will not allow the parties to meet these time limits, it is understood that steps will be taken to process them as expeditiously as possible. Impasse appeals addressing whether an item is inconsistent or in conflict will be scheduled prior to unreasonable burden cases.

The second MOU Re: Arbitration Scheduling Procedure – (LMOU) is designed to eliminate the "stall tactics" that were used in some places in the past. It states:

The parties agree to the following concerning the scheduling of Local Memorandum of Understanding (LMOU) impasse arbitration cases during the term of this agreement.

1. LMOU impasses from each installation will be heard by the same arbitrator.

2. It is expected that multiple impassed items from an LMOU will be heard on each arbitration date.

This agreement expires with the 2019 collective bargaining agreement.

In the end, it is our sincere hope that you will be able to come to agreement on an LMOU for your city during the 30-day negotiating period. If not, just send your impasse item(s) to the right places in a timely fashion and we will take it from there.

In closing, I want to wish all of the mothers out there a happy Mother's Day.

Reciprocal Agreement/ obtaining a branch checking account



**Nicole
Rhine**

All branch officers need to be aware of the Reciprocal Agreement and how it works.

The Reciprocal Agreement applies to all members of NALC, the National Rural Letter Carriers' Association (NRLCA), the American Postal Workers Union (APWU) and the National Postal Mail Handlers Union (NPMHU). Each union's procedures are slightly different, so representatives should refer to the Reciprocal Agreement handbook.

The Reciprocal Agreement is important, as it provides a process that, if acted upon immediately, eliminates unintended multiple dues withholdings. For example, if a clerk who belongs to APWU

transfers to the letter carrier craft and wishes to join NALC and cancel dues withholding to APWU, the member should complete Form 1187 with the "Union Transfer" section completed by circling which union's dues they are requesting to be canceled.

Upon receipt of the notation on Form 1187, the NALC Membership Department will notify APWU that the member belongs to NALC and wishes to cancel dues withholding to APWU. In some cases, this can take two or more pay periods. The member may then make copies of paycheck stubs showing dues to both NALC and APWU to send to the Membership Department for review and possible reimbursement of the APWU double dues.

Keep in mind that the Reciprocal Agreement applies only when the member transfers crafts and is joining another union. If a member transfers crafts but does not join another union, the member must wait until the window period of his or her anniversary date, per Section 925 of the *Employee and Labor Relations Manual (ELM)*, to cancel his or her NALC membership. City carrier assistants (CCAs) also may cancel within 10 days after starting another term of non-career employment.

An important point: A change in crafts does not automatically cancel dues withholding to another union, nor is membership automatically transferred from one union to another.

One other important point: Not every letter carrier moving into another postal craft should terminate his or her NALC membership. If an NALC member changes crafts but still wishes to retain enrollment in the NALC Health Benefit Plan, the member must continue membership in NALC.

For more information, please see the Reciprocal Agreement handbook, which was mailed to every branch. The handbook also can be found on the NALC website on the secretary-treasurer's page. Click on the link to "NALC membership and dues."

Obtaining a branch checking account

Since the passage of the Patriot Act in 2001, opening a checking account can be a trying experience for NALC branches. Many branch officers have arrived at the bank only to find they have not taken along the necessary documentation that banks are required to obtain from customers. The bank is required to identify an entity (non-individuals) and verify the entity's existence. Unfortunately, to verify the branch's existence, the bank may require multiple documents, resulting in redundancy of information.

The following is a list of items that NALC branch officers should have with them when opening an account with a different bank:

- The name and address of the branch and the branch's Internal Revenue Service (IRS) identification number (Employer Identification Number.) If you have a Form 990 or 990-EZ, take it with you as well as an invoice billed to the branch's address.
- NALC and its branches are tax-exempt 501(c)5 labor organizations (not a 501(c)3, as many people incorrectly assume). You should print out the IRS Determination Letter available at nalc.org. (Click on the link on the secretary-treasurer's page titled "What to do if your Branch Lost Its Tax-Exempt Status.") Although not all banks ask for the same documentation, you should have the letter available and be aware that NALC's group exemption number (GEN) is 0685.
- If the branch has bylaws, take a copy along as well as a copy of the *NALC Constitution*. Also take the branch charter if it is available, or a photocopy.
- A resolution must be submitted to the bank to identify the individuals who are authorized to use the branch's bank account. The resolution should include the name, address and position of each person authorized to use the account.

A resolution is separate from the actual signature card, which the bank should provide. Many banks will have a resolution ready which, if the officers are not all present at the bank, you may take with you to have signed and then return to the bank.

Are you exposed? If so, protect yourself now



**Paul
Barner**

Most of us spend our careers thinking that our only employer is the United States Postal Service. That's where we report to work, receive our paychecks, and access our benefits. It's easy to forget that in some cases, union officials really have two employers—USPS and our local branch. We know, for example, that USPS provides workers' compensation for us through the Federal Employees' Compensation Act, and other coverages as a federal employer. So, when you are not on the clock with the USPS, who protects the branches and their employees?

Since branches are, of course, stand-alone entities and separate from USPS and NALC Headquarters,

branches must protect themselves independently. A robust risk management strategy likely includes protection (in the form of insurance) against general liability, property and other damage claims. If a branch compensates at least one person for this work, managing risks gets more complex, since you are now considered an employer and will need to have a mitigation plan against additional claims (usually covered under workers' compensation, director and officer insurance, employment practices liability and other policies).

Most branches are familiar with the legal requirement to carry bonding insurance under the Labor Management Reporting and Disclosure Act of 1959. This law pertains to any branch with total liquid assets and annual receipts in excess of \$5,000. Under this requirement, branches must obtain a bond in the amount of no less than 10 percent of the total amount of liquid assets and annual receipts. Branches are cautioned to review their bonding amount each year to ensure compliance.

Here is a brief list of other important insurance coverages to consider at the branch level:

- **General liability insurance** (aka business liability insurance) protects against claims that may occur as a result of normal operations, including property damage, bodily injuries, and "personal" injuries such as libel and slander. General liability coverage can offer comprehensive coverage, but the key is to understand what it does not cover so that you can evaluate which endorsements to add.
- **Professional liability insurance** (aka errors and omissions insurance) is separate from general liability insurance but expands coverage against liability involving professional negligence or bad advice.
- **Volunteer liability insurance** is designed to cover those who

volunteer on behalf of an organization. This may be an important consideration for branches using volunteers to help with the Stamp Out Hunger Food Drive local efforts and is usually covered under a comprehensive general liability insurance policy. But without specific endorsements written into the policy, there can be potential holes in coverage. In some cases, a separate policy is needed for medical payments, etc.

- **Directors and officers liability insurance** (aka D&O insurance) provides coverage against personal losses if you are sued over work done in your capacity as a branch officer. This includes claims involving your hiring process and terminations, and claims regarding perceived mismanagement of branch funds. The kicker is, most folks don't realize that without this type of insurance, branch officers may be personally liable for damages, if successfully sued. D&O also covers legal defense fees in many instances.
- **Workers' compensation insurance** is mandatory in all 50 states if you pay any wages, since you are considered an employer. In some states, the insurance must be secured directly with the state fund. In most states, the premium and benefit structures are set by the state government, but the actual insurance coverage is provided by standard insurance companies via your insurance agent. Volunteers and/or employees who receive very little compensation may be exempt from such coverage in some states; check your state's website for further clarification.
- **Auto insurance** is an insurance product easily understood by most of us, as we most likely have purchased personal coverage for ourselves. If you own a vehicle, it's a must-have. But did you know that the risks extend even to branches that don't own vehicles? Whenever an employee or volunteer uses his or her personal vehicle, or rents a vehicle, to conduct branch business, the branch's assets may be at risk. Therefore, *hired and non-owned auto insurance* is critical if you are sued for negligence due to an auto accident. This type of insurance can be easily added to your general liability insurance.
- **Umbrella liability insurance** offers additional protection above and beyond the limits of your other insurance products, such as general liability, workers' comp and business auto policies. This relatively low-cost insurance product provides that extra layer of protection in the event of a large claim.

Branches need to give serious consideration to risk-management strategies. This article is not intended to be comprehensive in nature, but rather to provide a sample of the important insurance options to consider at the branch level.

In the meantime, as we look to protect ourselves in business, we must not forget what is truly important as we approach this Memorial Day. Let's take the time to reflect on and honor those brave men and women of the U.S. armed forces who sacrificed their lives to protect our precious freedoms.

New technology testing



**Christopher
Jackson**

Like most companies, the Postal Service has voiced a commitment to exploring new technologies, as well as potential enhancements and new uses for existing technology. As part of this effort, the Postal Service routinely updates the software program used on the Mobile Delivery Device (MDD) and Mobile Delivery Device Technology Refresh (MDD-TR). With these updates, USPS will take the opportunity to enhance existing processes or test new features for future use. I want to use this month's article to tell you about some new features that USPS is testing in limited areas for potential use nationwide.

PS Form 3575-Z test

Traditionally, when a customer has vacated a property without providing a change of address to the Postal Service, letter carriers would complete a written PS Form 3573-Z, Employee Generated Change of Address, to document that the customer had moved and left no forwarding address. In February, NALC received notification that USPS would be updating the MDD software on March 8 to include a PS Form 3575-Z test feature. NALC has been advised that this test concept was developed based on letter carriers' feedback and suggestions.

During the test, carriers will use the MDD/MDD-TR to enter and/or scan the information for mail being held for an address where a customer has moved and did not submit a change of address. After holding the mail for 10 days, letter carriers will complete the PS Form 3575-Z using the MDD/MDD-TR and process the mail according to the method used locally.

USPS hopes to automate the current process for completing the form and eliminate the hard-copy version to increase the accuracy of the database that handles undeliverable mail. The three-month test will be conducted in approximately 1,000 delivery units nationwide.

Customer Connect leads

The Postal Service currently has several programs in place to enable employees to submit potential business leads to help grow the USPS customer base and generate revenue. For city carriers, this program is called Customer

Connect. Traditionally, when participating in Customer Connect, city carriers would manually fill out a Customer Connect lead card and submit it to their supervisors for data input, subsequent validation, and follow-up by a member of the sales team.

In February, the Postal Service advised NALC of its intent to test future electronic submission of leads for the Customer Connect program using the MDD/MDD-TR. The software update will provide city carriers the opportunity to record new business lead information that normally would be provided on the manual lead card.

After selecting "Lead Card" on the scanner menu, the MDD will list nearby addresses based on the carrier's location. The carrier can either select the address from the list or choose to input manually if the address is not shown on screen. The MDD will allow for entry of the business name, contact name, phone number and email. The carrier will also have an opportunity to enter additional comments related to the lead submission. A confirmation screen will be presented on the device with the message: "Thank you [name] for submitting a business lead and helping to grow our business." The MDD will then submit the data, along with the carrier's Employee Identification Number (EIN) or badge ID to the Postal Service Panorama/Sales Force system.

USPS hopes that direct submission of the information to the sales team will allow a rapid response to the customer within 30 minutes of submission of the electronic lead. The test began in April and is anticipated to last until the end of June in 10 pilot sites: three in California, three in Arizona and four in Iowa.

Time clock

The Postal Service is exploring another new feature involving use of the MDD/MDD-TR for carriers to clock in and out, switch operations and record work on other routes. In a recent report from the Office of the Inspector General (OIG) dated December 2020, the OIG found that while the Postal Service had recently updated the Time and Attendance Collection System (TACS), it was not pursuing initiatives to update the physical time collection devices. According to OIG, the company that built the electronic badge reader (EBR) used by Postal Service employees to input time clock entries went out of business in August 2018.

The OIG reported that as of December, there were approximately 21,000 remaining readers in use, and that USPS management believes it will run out of serviceable units by the end of 2022. As indicated in the OIG report, the current EBR system is quickly becoming obsolete,

and the Postal Service will need to create a solution for future employee timekeeping.

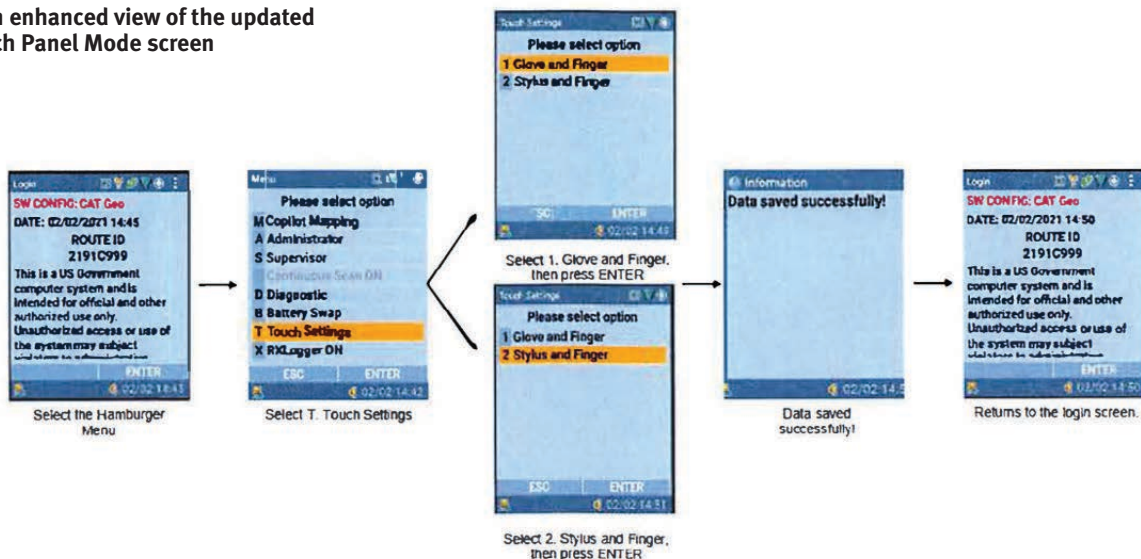
In response to the OIG report and concerns regarding the future viability of the EBR, USPS operations announced that it is in the planning stages of an enhancement to the MDD/MDD-TR, which may replace the traditional method of clocking on the EBR. Based on communication with USPS, this feature is still being formalized and is not currently active for letter carrier use. NALC will provide the membership more information on this potential feature as it becomes available. In the meantime, city carriers should continue making clock rings entries on the EBR.

Delivery point access information

In a notification received March 23, NALC was advised that the Postal Service is planning to test a new enhancement to the MDD/MDD-TR that incorporates the ability to provide building access information for select buildings. With this enhancement, the Postal Service hopes to reduce the amount of parcel redelivery and “No Access” scans by providing delivery instructions.

During the test, carriers will receive building access information such as access codes, instructions related to key keepers, or receptacle location, for select buildings in the test site. When carriers are within a 25-foot radius of the delivery point, they will receive an alert on their scanner with the access information. This testing will be conducted for approximately three months in the Arlington, VA, Main Office.

Below: An enhanced view of the updated MDD Touch Panel Mode screen



Touch panel mode (MDD-TR only)

Also from the March USPS notification, I learned that the new MDD-TR device offers different touch panel mode options to allow for the use of a bare hand, gloves or stylus on the touchscreen. These settings can be changed by the carrier according to the environmental conditions present for better functionality and ease of use of the touchscreen. The option of “Touch Panel” mode has been added under the menu options from any application screen and provides the carrier with two setting choices: “Glove and Finger” or “Stylus and Finger.”

USPS says that these settings will improve the ease of use and increase touchscreen performance by decreasing errors on data entry and creating a smoother workflow. The MDD-TR application will automatically change the setting to “Stylus and Finger” at the signature capture screen for the ease of customer use.

These are the most recent features of the MDD/MDD-TR that the Postal Service is exploring for use by city carriers. I am encouraged by these advances in technology and the evolution from the MDD to the MDD-TR. I believe that these enhancements, if implemented, could offer letter carriers additional, more convenient options for receiving or providing information related to their duties. I will update the membership on these initiatives and other changes in technology related to city delivery. Be sure to check the “City Delivery” page at nalc.org regularly for more news and updates.

Heat-related warnings and rulings



Manuel L. Peralta Jr.

Summer is just around the corner and you need to prepare for the heat to protect yourself.

Over the last 10 years, we have suffered thousands (as reported by management) of city letter carrier heat-related injuries. During this same period, we have experienced three letter carrier deaths from this cause. Two of these employees were members of NALC; their cases follow.

John Watzlawick of Independence, MO Branch 827, lost his life on July 24, 2012.

John had just returned to duty following a five-week absence, and delivered his route in temperatures exceeding 100 degrees while the area was under an excessive heat warning from the National Weather Service. John called his supervisor shortly after 12 p.m., reported symptoms that indicated the heat was affecting him, and was told by his supervisor to continue delivering. Just before 3 p.m., John collapsed.

The temperature was 102 degrees, with 28 percent humidity, for a calculated heat index of 104 degrees. When John arrived at the hospital, his core body temperature was measured at 108.7 degrees. The Occupational Safety and Health Administration (OSHA) conducted an investigation, issued a citation and determined that the employer had failed John by not getting him used to the heat (acclimatizing), not training supervisors and employees, and not establishing work rules and practices that encourage employees to seek assistance and evaluation when experiencing heat stress symptoms. Further, OSHA recommended that the employer establish a heat-stress management system. The citation references recommendations issued by the National Institute of Occupational Safety and Health through its publication, *Working in Hot Environments*.

The Postal Service challenged the citation before the Occupational Safety and Health Review Commission (OSHRC). I applauded the findings of the judge in my November 2014 *Postal Record* column.

Peggy Frank of Woodland Hills, CA Branch 2902, lost her life on July 6, 2018.

Peggy had just returned to work following a three-month absence due to an injury. OSHA conducted an investigation and issued a citation charging USPS with not furnishing a place of employment free from recognized hazards that were causing or likely to cause death or serious harm to employees. Its write-up indicates that the temperature was more

than 108 degrees, which is characterized as a “Danger” level by the National Oceanic and Atmospheric Administration. USPS contested this citation and it is awaiting a trial before the OSHRC.

Between John’s death in 2012 and Peggy’s death in 2018, OSHA has investigated and issued a number of citations to USPS following heat-related injuries or complaints brought to its attention about how employees were treated during excessive heat. These citations asserted that the employer did not take the steps necessary to provide a safe work environment to its employees. A number of those citations were contested and were pending before the OSHRC.

During this same time frame, USPS changed its strategy, joining forces with a law firm that had successfully fought back a heat-safety citation in the roofing industry. So, what did the employer learn from the citation issued in the death of John Watzlawick? We want USPS to train its supervisors to do all in their power to protect us from excessive heat. Further, we want them to promptly come to our aid when we inform them of the heat illness symptoms that we experience. We want supervisors to care for your well-being as if it involved their loved ones.

Instead, it appears that the lesson learned was how to protect itself from blame. What it learned was to fight off accepting any responsibility for the injuries and deaths by challenging the use of the “General Duty Clause” of the Occupational Safety and Health Act (see my column for August-September 2018).

When it came time for the first of these cases to go before the OSHRC, a decision was made to coordinate the hearings to allow for “global witnesses” to testify one time for the five cases scheduled, yet to have the relevant witnesses pertinent to each case testify at the trials held in Houston, and San Antonio, TX; Des Moines, IA; Benton, AR; and Martinsburg, WV (rural carriers).

The judge recently issued her decision in all five cases, indicating that:

The Secretary has not met his burden of proving the cited conditions presented a hazard of excessive heat exposure to [all 5 cities] letter carriers...He has failed to establish the economic feasibility of his proposed abatement methods related to acclimatization programs, additional paid breaks, work/recovery cycles, and earlier workday start times.

The OSHRC decision has been appealed by the Department of Labor and is pending before the board of the OSHRC. NALC is greatly disappointed with the decision, but we all must still move forward. I therefore request that you review my June 2020 column, and make sure that all letter carriers receive the required Heat Illness Prevention Program (HIPP) training, which is required every year, and put it to use.

When management tells you that “safety depends on you,” they do so because they know you cannot depend on them.

Keep an eye on each other.

Windfall Elimination Provision and the Government Pension Offset



**Dan
Toth**

Congress approved the Windfall Elimination Provision (WEP) in 1983, as part of a larger package of Social Security reforms (which also included an increase in the full retirement age).

This provision reduces the Social Security benefit of a public employee who has job earnings in non-Social Security-covered employment, but who also worked in covered employment and qualified for a Social Security benefit by working at least 40 quarters (or 10 years). The WEP directly affects many state and local government employees who are covered by alternative retirement systems. It also affects most permanent civilian federal employees hired before

Jan. 1, 1984, who are covered by the Civil Service Retirement System (CSRS). Upon retirement, workers can see their Social Security benefits reduced by as much as 55 percent.

The WEP affects the determination of a new retiree's monthly Social Security benefit, the primary insurance amount (PIA). This is done by separating your average earnings into three amounts and multiplying the amounts using three factors to compute your full PIA. For example, for a worker who turns 62 in 2021, the first \$996 of average monthly earnings is multiplied by 90 percent; earnings between \$996 and \$6,002 are multiplied by 32 percent; and the balance is multiplied by 15 percent. The sum of the three amounts equals the PIA, which is then decreased or increased depending on whether the worker starts benefits before or after full retirement age. This formula produces the monthly payment amount.

That's how the calculation works for private-sector workers and/or Federal Employees Retirement System (FERS) workers. But for CSRS retirees, the first bracket of the calculation is different. The Social Security Administration (SSA) multiplies the first \$996 of their average indexed monthly earnings (from private sector jobs) by 40 percent instead of 90 percent—reducing the benefit by up to \$498 per month (\$5,976 annually). This is grossly unfair, as workers with private pensions face no similar reduction in Social Security benefits.

The impact of the WEP can be reduced if CSRS workers have at least 21 years of substantial earnings from Social Security-covered employment (in private-sector jobs before and after their CSRS employment—or through second jobs during their federal service). The 40 percent multiplier is increased to 45 percent for a worker with 21 years of substantial Social Security earnings—and by 5 percent for each additional year of such earnings—until it reaches the normal 90 percent mul-

tiplier for those with 30 years of such earnings.

The main reason Congress gave for including this provision in the overall Social Security reform package was to remove a so-called windfall that these employees would receive for participating in two retirement systems. This false perception is completely unfair when compared to workers in the private sector whose Social Security benefits are not reduced if they receive benefits from their private pension plans. CSRS employees earned their full Social Security benefits and are entitled to receive them.

In December 2020, about 2 million Americans were being adversely affected by the WEP provision, a number that will grow as more CSRS employees retire. FERS retirees are not affected.

The Government Pension Offset

Social Security pays benefits to the spouses of retired and disabled workers and to widow(er)s of deceased workers. The Government Pension Offset (GPO) is intended to regulate Social Security benefits for spouses who receive pensions based on non-Social Security-covered employment.

The GPO typically eliminates most, if not all, of the otherwise payable spousal and survivor benefits for retirees who receive a government annuity for non-Social Security work. That's because the GPO reduces Social Security spousal and survivor benefits by \$2 for every \$3 paid in CSRS annuity benefits to affected retirees.

For example, if a CSRS retiree's spouse receives \$2,000 in Social Security retirement benefits, the 50 percent spousal benefit would normally be \$1,000 per month. But if the annuitant receives \$3,000 in CSRS benefits, his spousal benefit would be totally eliminated.

Legal and legislative action

At our 70th biennial convention in Los Angeles, the Executive Council approved a resolution to file a class-action lawsuit on behalf of CSRS and FERS-transferee retirees with the U.S. federal court to repeal the GPO and the WEP. Since that time, the national union looked into the class-action suit and found that it was not a viable option. Now NALC is pursuing an alternative legal strategy focusing on how the law discriminates between private and public pensioners. Meanwhile, we will also continue to seek redress through the legislative process.

Working with the NALC, Congress has just reintroduced the Social Security Fairness Act of 2021 (H.R. 82). This legislation would completely repeal the GPO and the WEP titles of the Social Security Act. In just a couple of months, we already have strong bipartisan support moving forward on this bill.

The Mutual Benefit Association 2020 financial report



**James W.
"Jim" Yates**

Each year, the Mutual Benefit Association (MBA) publishes figures that reflect its financial health. This is in accordance with MBA's General Law 9, Section 3, which requires that after the annual valuation by the association's actuaries, financial information must be published in the letter carriers' magazine, *The Postal Record*.

The report below demonstrates that the MBA continues to be a strong financial institution. This strength allows us to provide quality products at affordable rates. Comparisons were made of MBA's financial condition between its prior two years of performance, ending Dec. 31, 2020, and Dec. 31, 2019.

For more information about the MBA, go to nalc.org/mba. Please note: Currently, due to the COVID-19 pandemic, the MBA phone lines are open only on Tuesdays and Thursdays from 8 a.m. to 3:30 p.m. Eastern Time.

United States Letter Carriers Mutual Benefit Association (MBA)

The Life Insurance Association of
and for the National Association
of Letter Carriers
Suite 510, 100 Indiana Ave., NW
Washington, DC 20001-2144

Board of Trustees

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202-638-4318, 8 a.m.-3:30 p.m. (Eastern)
800-424-5184, 8 a.m.-3:30 p.m. (Eastern), Tuesday and Thursday

BALANCE SHEET*

	Dec. 31, 2020	Dec. 31, 2019
Assets		
Cash	1,703,806	1,340,148
Short Term	0	0
Investments		
Stocks	26,243,068	23,649,307
Bonds - amortized value	231,353,409	227,637,136
Policy loans	2,612,157	2,692,031
Accrued investment income	2,558,604	2,505,020
Security Lending	(89,517)	2,214,053
Misc., including unearned premium and EDP equipment	124,737	119,688
Total assets	264,506,264	260,157,383
Liabilities and Reserves		
Liabilities		
Unpaid claims	543,481	432,887
Deposit - type contracts	2,923,102	3,060,594
General expenses due and accrued	367,695	346,093
Taxes due and accrued	0	0
Unearned income	167,557	176,139
Escrow and suspense	103,099	87,480
Experience refund provision	439,091	387,911
Securities Lending Collateral	0	2,318,000
Other - FAS 106 medical plan	4,000,582	3,660,814
Reserves		
For the benefit and protection of policyholders	211,601,122	204,739,152
For dividends to policyholders	704,421	696,061
Required securities valuation	9,243,736	8,351,103
Total Liabilities and Reserves	230,093,886	224,256,234
Fund Balance (Surplus)		
Allocated for contingencies	350,000	350,000
Unassigned	34,062,378	35,551,149
Total Fund Balance (Surplus)	34,412,378	35,901,149
Total Liabilities, Reserves and Fund Balance	264,506,264	260,157,383
Surplus Ratio	14.96%	16.01%
Ratio with AVR and IMR	19.77%	20.50%

*Per NAIC statutory accounting rules

INCOME STATEMENT*

	Dec. 31, 2020	Dec. 31, 2019
Operations		
Premiums earned	11,591,494	11,257,745
+Investment income	9,833,375	9,954,748
+SCILC considerations	2,776,562	1,798,141
-Increase in reserves	6,861,970	1,927,612
+Miscellaneous Income	11,451	40,187
-Experience refund provision + Misc. Inc.	439,091	388,392
=Provision for benefits and expense	16,911,821	20,734,817
Incurred benefits		
Deaths	1,694,307	1,278,087
Maturities	0	0
Waiver of premium, life/annuities	27,411	20,050
Hospital indemnity	65,698	188,549
Disability income	598,008	822,274
NSBA	0	0
Cash surrenders, life	9,555,985	10,648,179
Annuity benefits	2,963,627	2,177,266
Scilc contract Payments	2,020,752	1,609,038
Interest on deposit contracts	121,185	116,596
-Total incurred benefits	17,046,973	16,860,039
-Dividends to policyholders	682,902	669,999
-General expenses	3,635,183	3,334,155
-Taxes	118,129	119,299
=Net income from operations	\$(4,571,366)	\$(248,675)
+Realized capital gains/losses	2,726,990	976,024
=Net income	\$(1,844,376)	\$727,349
Other Surplus Gains (Losses)		
+Unrealized capital gains/losses	986,458	4,435,315
+AVR change	(357,904)	(1,469,245)
Change in valuations basis	0	0
+NAA change	52,394	(11,975)
Miscellaneous (FAS 106 & EDP)	(325,338)	(103,012)
=Change in fund balance (surplus)	\$(1,488,766)	\$3,578,432

*Per NAIC statutory accounting rules

Addressing caregiver burnout



**Stephanie
Stewart**

According to the “Caregiving in the U.S. 2020” report from the National Alliance for Caregiving and the American Association of Retired Persons, there was a 9.5 million increase in the number of family caregivers in the United States from 2015 to 2020. The study also revealed that more than 1 in 5 Americans are now family caregivers, and most of these caregivers are in worse health than they were five years ago.

As a caregiver, it is extremely important to manage your own health first and foremost, though we understand that is easier said than done. Caregiving can be rewarding; however, it is very challenging and can take a toll in the long term. Too

often, the caregiver will focus on others and neglect his or her own care, leading to physical, mental and emotional health issues. Like a domino effect, there is then a decline in the quality of care provided to the patient.

Many professionals call this situation caregiver burnout. Symptoms may include minimal energy, fatigue, stress, anxiety or change in attitude. Simply put, it is when you become physically, emotionally and mentally exhausted.

So, what do you do when you reach this point? First, never feel embarrassed or guilty about speaking with a health professional. Although you may not feel it at the time, real strength is acknowledging your need for help, and making someone aware of the problem.

And the good news is: Help is closer than you think.

Help from your home or office—High Option Plan

If you need help for an acute but non-emergency medical condition such as the flu, sinus problems, allergies, abrasions or minor wounds, virtual doctor visits are available through NALCHBP’s telehealth program. Download the mobile app, visit nalchbptelehealth.org or call 888-541-7706.

Additionally, the Plan offers outpatient Telemental Health service through Optum®. Telemental Health provides convenient access to virtual visits for mental health assessments and mental health treatments from the convenience of your home or office. Providers include psychiatrists, psychologists and social workers. To locate an in-network telemental health provider, call 877-468-1016 or visit liveandworkwell.com.

Live and Work Well

The NALC Health Benefit High Option Plan offers exten-

sive member resources at liveandworkwell.com. Members have confidential access to information and tools developed by doctors, clinicians and industry experts. The Live and Work Well website portal focuses on mind-body integration for a practical approach to wellness and well-being. This link empowers members to find answers to day-to-day challenges on their own terms and based on their own schedules.

The website’s wealth of resources and information on health and wellness helps members manage chronic diseases, as well as find ways to alleviate stress and take charge of their overall health and wellbeing.

Solutions for Caregivers—High Option Plan

Additionally, when enrolled in the NALC Health Benefit High Option Plan, there are resources through the Solutions for Caregivers program. This program provides six hours of care-management services at no additional cost per calendar year.

Members also have the option of purchasing continuing services beyond the six hours offered if needed. Solutions for Caregivers provides members with access to a care advocate, a registered nurse with geriatric, disability and community health experience, to help ensure that your loved one maintains a safe, healthy lifestyle. Specialists are available 24 hours a day, seven days a week. Solutions for Caregivers can:

- Counsel you on your loved one’s individual, medical, financial, safety, emotional and social needs.
- Conduct an on-site assessment and develop a personalized care plan.
- Connect you with professionals, including home health aides, nurses, lawyers and financial advisors.
- Offer assistance in a crisis situation when you don’t know where else to turn.

Whether it is arranging transportation to doctor’s appointments, explaining insurance options, having safety equipment installed, or coordinating care with multiple providers, the care advocate will help ensure that your elderly relative or disabled dependent maintains a safe and healthy lifestyle.

For questions or to learn more about this program, you can call 877-468-1016. You also can access educational resources and discounted products and services at UHCforCaregivers.com/welcom/nalchbp. Please use the code NALCHBP when creating an account.

“Be there for others, but never leave yourself behind.”—Dodinsky

Contract Administration Unit

Brian Renfro, Executive Vice President
Lew Drass, Vice President
Christopher Jackson, Director of City Delivery
Manuel L. Peralta Jr., Director of Safety and Health
Dan Toth, Director of Retired Members
Jim Yates, Director of Life Insurance

Voluntary reassignments

Transfers within the letter carrier craft are governed by four contractual provisions: Article 12 of the National Agreement, the Memorandum of Understanding (MOU) Re: Transfers, the MOU Re: Full-time Regular Opportunities – City Letter Carrier Craft, and the MOU Re: Reassignment Opportunities (M-01947 in the NALC Materials Reference System). These provisions, which apply only to career employees, must be read in concert to fully understand the transfer process.

Article 12 of the National Agreement lays the groundwork for the transfer process in Section 6, which states:

- A. Installation heads will consider requests for transfers submitted by employees from other installations.
- B. Providing a written request for a voluntary transfer has been submitted, a written acknowledgment shall be given in a timely manner.

The MOU Re: Transfers, which is incorporated into Article 12, is comprised of two sections which define the categories of transfers:

1. Reassignments (transfers) to other geographical areas.
2. Local reassignments (transfers).

Determining which section covers the transfer request requires knowing where the employee currently works and the location of the requested office. All transfer requests are covered under Section 1, unless they are defined as local transfers, which are covered under Section 2. A local transfer is a voluntary reassignment to an office within the employee's current or an adjacent district.

The MOU Re: Transfers also defines the criteria management should consider when deciding whether to accept an employee for transfer. Grievances filed over a denial of transfer must be filed in the employee's current office, even if the denial was issued by the office where the employee wished to transfer. This issue is addressed in the *2014 Joint Contract Administration Manual (JCAM)* on page 12-45:

The denial of a transfer request is a grievable matter. When the denial of a transfer request is grieved, the disputed decision is by the Postmaster of another installation. Nevertheless, any grievances concerning the denial of a transfer request must be filed with the aggrieved employee's immediate supervisor as required by Article 15.2. Arbitrators from one region have the authority to order Postmasters in another region to accept a transfer request.

The only difference between the two types of reassignments is the lock-in period an employee must serve before being eligible to transfer. For transfers covered under Section 1, the employee must serve a 12-month lock-in period,

while those covered under Section 2 must serve a lock-in period of 18 months.

There are some exceptions to the lock-in periods. One exception is granted if a letter carrier who previously transferred wants to return to his or her former installation. In this case, there is no lock-in period. This exception applies only to employees who were career employees prior to transferring. A current career employee wishing to return to an office where he or she previously served as a city carrier assistant (CCA) is not eligible for this exception.

A second exception to the lock-in period is available to a letter carrier who previously transferred if the installation head of the current office releases the employee early. A third exception is available to part-time employees. Under Section 2.C of the MOU Re: Transfers, employees who can increase the number of hours by eight or more per week will need only to serve a 12-month lock-in period, even if the transfer is covered by Section 2. The employee must still meet all of the other criteria required to transfer.

Keep in mind that newly converted career employees must serve this lock-in period, and time spent as a CCA does not count toward the minimum service time requirements discussed above. Newly converted career employees may not be released early from the lock-in period in the second exception; however, those employees converted to PTF may be granted the third exception. This issue is covered in the *Questions and Answers 2011 USPS/NALC National Agreement (M-01870)*, dated March 16, 2016:

28. After a CCA becomes a career employee does he/she serve a lock-in period for transfers as defined by the Memorandum of Understanding, Re: Transfers?

Yes.

Once career letter carriers have met the lock-in period described above, they have two options for submitting their request. Regardless of which option they select, the request will be entered in eReassign, the automated system used by the Postal Service to administer transfer requests. Employees may access eReassign online at liteblue.usps.gov through the Postal Service intranet for employees with computer access at work, or through the self-serve kiosks located in some postal facilities.

The first option is for an employee to submit a written request to Human Resources (HR) in the installation where he or she wants to transfer. The employee should keep a written record of the request. Once a request is received, HR is required to provide written confirmation of the request to the employee.

The second option is for the employee to submit their request through eReassign using one of the options listed above; however, most letter carriers will use LiteBlue for

their submission. To log into LiteBlue, employees will need their employee identification number (EIN) and password. Once the employee logs in, eReassign is accessed by the “My HR” tab at the top of the page and then by clicking on “Access eReassign.” Accessing eReassign requires the employee to log in again using their EIN and password.

After logging in, employees can submit a request if they know the installation and craft into which they want to transfer. If they do not know which craft positions are available in offices where they desire to work, eReassign allows them to search by city or state. Even though an office may have letter carrier craft employees, a vacant position may not be available at the time of the request. Employees still should request a transfer to the installation, because when a position does become available, all individuals who request a transfer into that installation will be considered in the order in which the requests are made.

Employees may submit an unlimited number of transfer requests; however, each request expires one year from the date of submission. Once a request is received, the employee will be placed on hold until the office is able to accept a transfer. Once the opportunity for transfer is available and an employee is being considered, he or she will be placed in review. Employees can check the status of their requests via eReassign.

To keep a request active, it must be renewed every year on or before the date of submission. Requests may be renewed up to 90 days prior to the expiration date. Requests in eReassign will automatically renew if it is in review on the date the request expires. Letter carriers should not rely on this automatic renewal and should instead renew their requests each year. Requests that are in review prior to the expiration date will not be renewed if the employee is placed back on hold. If an employee fails to renew the request, any new requests will be placed in order based on the date of the new submission. This could result in missing out on a transfer opportunity that the employee would have otherwise been offered.

Career letter carriers who wish to transfer to another craft within the installation where they are currently employed must submit a written request to the installation head. As stated above, the employee should keep a copy of his or her request. These types of requests are not entered in eReassign; therefore, there is no need for the employee to renew the request on a yearly basis. Requests to transfer to another craft are filled based on the contract covering the requested craft.

Once an employee has requested a transfer and has met all of the criteria to be eligible for reassignment, the MOU

Re: Full-time Regular Opportunities – City Letter Carrier Craft and the MOU Re: Reassignment Opportunities (M-01947) are applied.

The MOU Re: Full-time Regular Opportunities – City Letter Carrier Craft sets forth the pecking order for filling full-time opportunities, whether through the assignment of unassigned regulars (UARs), promotion of part-time flexibles (PTFs), the conversion of city carrier assistants (CCAs) to career status, or the acceptance of transfer requests. Under Paragraph 1 of this agreement, the opportunity would be filled through the assignment of a UAR. If there are no UARs in the installation, the PTF with the highest seniority in the office would be promoted to full-time regular. Paragraph 3, which allows opportunities to be filled through reassignment, limits the ratio of career transfers based on the size of the office. Offices defined as having more than 100 workyears can accept no more than one transfer for every four full-time opportunities that become available. Offices with less than 100 workyears may accept no more than one transfer for every six full-time opportunities. The workyear designation of each office is determined at the beginning of each collective-bargaining agreement. Letter carriers with questions regarding the designation of an office should contact their local union representative or national business agent (NBA).

In offices where CCAs will continue to be converted to PTF in accordance with the MOU Re: City Carrier Assistants – Conversion to Career Status, the ability of career employees to transfer would be limited, since opportunities must be filled through the promotion of PTFs prior to accepting a transfer. M-01947 addresses these situations by modifying some of the terms of the MOU Re: Full-time Regular Opportunities – City Letter Carrier Craft. Under M-01947, offices which could have accepted a transfer had there been no PTFs on the rolls, may still offer the transfer opportunity to a career employee; however, the transferring employee would become a PTF letter carrier in the new office. Employees accepted for transfer under M-01947 will be counted in the ratios described above.

When an employee is accepted for transfer, whether as full or part time, and reports to the new installation, he or she begins a new period of seniority. This is governed by Article 41.2.A.2, which states:

Seniority is computed from date of appointment in the Letter Carrier Craft and continues to accrue so long as service is uninterrupted in the Letter Carrier Craft in the same installation, except as otherwise specifically provided.

Letter carriers with questions regarding the transfer process should contact their local union representative or NBA. Contact information for the NBA who covers your region can be found at nalc.org/union-administration/nalc-regions.

March Branch Challenge winners



Christina Vela Davidson



Congrats to our March Branch Challenge Winners; your dedication to #DeliveringTheCure is exemplary.

March Branch Challenge Winners

Rank	Branch	Total
1.	38	\$21,000
2.	134	\$2,500
3.	14	\$2,442
4.	57	\$1,894
5.	36	\$1,865
6.	3	\$1,000
6.	52	\$1,000
6.	462	\$1,000
7.	4559	\$975
8.	574	\$575
9.	439	\$500
10.	12	\$361

- Virtual Muscle Walk—Aug. 7: mda.donordrive.com/team/teamnalcvirtualwalk
- Tough Mudder 5K—Oct. 16: mda.donordrive.com/participant/teamnalcToughMudder
- MDA Gift Bags (\$100 each): mda.donordrive.com/participant/nalcmdagiftbags
- MDA Poker Chips (\$2 each): mda.donordrive.com/participant/NALC-MDAPokerChips

Always input your branch number to ensure that the branch receives proper credit.

Be sure to use the attached MDA Donation Allocation card (also available at nalc.org). Send the completed allocation card and donations to MDA’s new address: Muscular Dystrophy Association Inc., Attn: NALC, P.O. Box 7410354, Chicago, IL 60674-0354. Also, please send copies of your checks and allocation form to me at: Attn: Christina Vela Davidson, NALC, 100 Indiana Ave. NW, Washington, DC 20001-2144.

What’s next?

MDA is committed to making sure that every NALC branch is registered on the MDA’s NALC website. Please check to make sure your branch is registered at mda.donordrive.com/event/nalc2021. This will be an online hub for your branch for the entire year, where you can raise money online, host events and track all offline donations/checks.


What’s new?


Support MDA while logging miles! All NALC members can support MDA while participating in a physical activity of their choice through MDA’s Boundless Motion App. The app allows NALC branches and members to engage in and track their physical activity while they raise money for MDA. Whether you want to log miles on your routes, walk, run or ride, you can support MDA in the process! Every NALC member who registers online at the above website will have access to the MDA Boundless Motion App.

MDA virtual campaigns

Some upcoming MDA events to add to your calendar are:

- Branch Online Virtual Fundraising Registration: mda.donordrive.com/event/nalc2021





Muscular Dystrophy Association

NALC MDA Donation Allocation Form

NALC Branch Number _____

State Association _____

Auxiliary _____

MDA District/City _____

MDA Contact/Staff _____

MDA Event Name/Event Type _____

MDA Event Date _____ Donation Amount _____

Donor Name _____

Please fill out and mail along with your MDA donation check to:

MDA
Attn: NALC
161 N. Clark Suite 3550
Chicago, IL 60601

MDA outreach

MDA is making a huge effort to reach out to as many NALC branches as possible over the next couple of months. You or your fellow branch members may hear from an MDA representative, checking in to say hello and thank you, and to make sure you have any needed support in 2021 and upcoming campaigns. Please be sure to take a few minutes to let them know what you need. The more our branches are connected with MDA, the better we can #DeliverTheCure in 2021!

DFEC's pharmacy benefits management program



Assistant to the President for Workers' Compensation
Kevin Card

The U.S. Department of Labor (DOL) has begun implementation of a new contract to provide pharmacy benefit management (PBM) services to the Federal Employees' Compensation Act (FECA) program for all claims covered under FECA.

DOL's new PBM contractor is Optum Workers' Compensation Services of Florida (Optum). The FECA program's PBM will be responsible for pharmaceutical transactions, including, but not limited to, the im-

plementation of FECA program eligibility determinations and pricing for pharmaceutical drugs provided to FECA claimants.

Use of the Optum/FECA pharmacy program is mandatory for all FECA claimants. If claimants have refills available at a non-participating pharmacy, an Optum/FECA participating pharmacy may be able to transfer and receive the remaining refills.

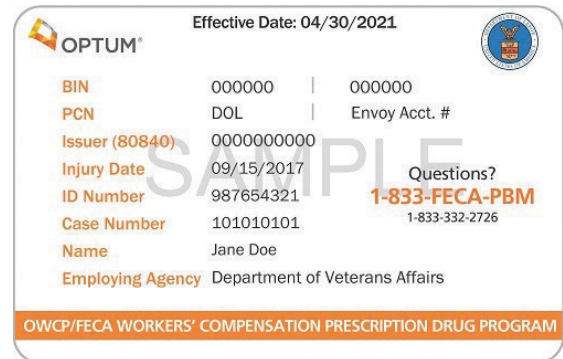
The approximately 4,200 claimants who are receiving 90 MED (Morphine Equivalent Dosage) or higher of prescribed opioids and who are receiving services under an earlier limited PBM with Coventry/First Scripts were transferred to the Optum PBM effective April 1.

With the implementation of this contract, the FECA PBM will be expanded to the remainder of our FECA claimant population by May. The two phases for card distribution are as follows:

- **Phase 1:** Welcome packets and new Optum pharmacy cards were mailed to the 4,200 claimants receiving 90 MED or higher. Those PBM cards became effective on April 1. Those cards bear the effective date in the center of the pharmacy card between the Optum and DOL seals, as depicted in the sample pharmacy card below:



- **Phase 2:** Welcome packets and new Optum pharmacy cards were mailed to the remaining 200,000 claimants. Those PBM cards became effective on April 30. Those cards will bear the effective date in the center of the pharmacy card between the Optum and DOL seals, as depicted in the sample pharmacy card below:



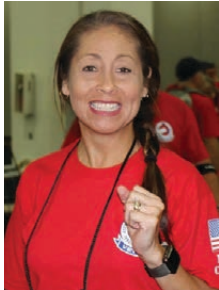
Prescriptions will not be authorized at the pharmacy on or after the effective date printed on the recipient's card unless an Optum card that looks like one of the samples is presented at a participating pharmacy.

“Claimants can search for participating pharmacies on the web at ecomp/dol.gov or by contacting Optum at 833-332-2726.”

Shifting to a national benefits manager program is expected to yield significant savings for OWCP and agencies like the Postal Service. The FECA PBM replaces a similar program instituted by the Postal Service.

If claimants have refills available at a non-participating pharmacy, an Optum/FECA participating pharmacy may be able to transfer and receive the remaining refills. Claimants can search for participating pharmacies at ecomp.dol.gov, or by contacting Optum at 833-332-2726. Use of the Optum/FECA pharmacy program is mandatory for all FECA claimants.

Union Plus, union strong



Assistant to the President
for Community Services
Christina Vela Davidson

Union Privilege (Union Plus) is a nonprofit organization founded by the AFL-CIO in 1986 to provide excellent consumer Union Plus benefit programs exclusively to union members (current and retired) and their families.

Its mission, then and now, is simple—to improve the quality of life for working families through unique products and services. Union Plus believes that supporting our union members through good and bad times keeps our unions strong, so it offers financial assistance, includ-

ing strike benefits and other hardship help benefits, that supports union members and their families.

Union Plus benefits were selected by union members, for union members. Union Plus works hard to make life a little easier for you and your family. Union Plus is a nonprofit and the *only* consumer benefits organization created and endorsed by the AFL-CIO.

Its mission is to improve the quality of life for union members and their families, provide valuable benefits and services that strengthen the ties of union members to their unions, and contribute funding to the labor movement.

It offers benefits for every aspect of your life, including:

- **Financial products:** It offers union members and their families a wide array of financial products for each step of your financial life, including the Union Plus credit card, prepaid card and personal loan programs. *Note: Credit approval required. Terms and conditions apply. Union Plus Credit Cards are issued by Capital One N.A. pursuant to a license by Mastercard International Inc.*
- **Home and auto programs:** It offers exclusive union member savings and discounts for all your home and automobile needs, such as auto buying and mortgage.
- **Insurance products:** Its insurance products include plans from brands you know and trust, and features home, auto and pet insurance, as well as others.
- **Education:** Its education programs help you avoid student debt and earn your degree for free when you enroll in our Free College and bachelor's degree programs. If you're already enrolled, apply for our Union Plus Scholarship to help get you to the finish line.
- **Shopping and discounts:** Save on everyday expenses like your monthly wireless phone bill or even going to the movies.

- **Travel benefits:** Its travel benefits are here to make travel cheaper with exclusive discounts on car rental, vacation tours and even hotels and attractions.
- **Hardship help:** Above all other benefits, Union Plus is proud of its hardship help benefits. Hardship help benefits are designed to help union members when they've fallen on hard times, such as when their union goes on strike, they get laid off or even become disabled.

Union Plus believes that our country's middle class was built by union-strong members like you, so it diligently researches every benefit and tailors them to support you and other union members. It is working hard to make life a little easier for you.

Solidarity, savings and support

- **Stand in solidarity:** Because of our strength in numbers, it is able to negotiate exclusive discounts and financial assistance programs just for union members and their families.
- **Savings and unique programs—pay it forward:** It passes along the exclusive benefits it has negotiated on behalf of union members directly to you. These benefits and programs are *free* to union members and their families.
- **Supporting union workers and union-made products:** Union Plus is union, and it stands by union. It is committed to supporting U.S.-based and union workers, right down to using union printers and union-made products in its offices. Even its staff are members of the Office and Professional Employees International Union, Local 2.

Union Plus has negotiated with some of the biggest names and brands to get you the discounts you deserve and the benefits working union members need, such as hardship help, strike grants and disability benefits.

If you are a current or retired NALC member, you are automatically eligible for NALC's Union Plus benefits. Oftentimes, your parents, spouse and children also are eligible. No Union Plus membership, no fees, no waiting period, no hassle.

How to get your Union Plus benefits

Getting started could not be easier. Go to nalc.org/community-service/union-plus and click on the red Union Plus® benefits and sign up. Or simply type in unionplus.org/?modal=register and start using your benefits and discounts today!

California

For the last five years, I've served as one of the facilitators in California's Central Valley, meaning that I teach the carrier academy class. One thing that we emphasize in the class is providing good service, that to survive in a competitive market we need to promote our products, such as Priority Mail and the like. As I write this article, I'm coming off the second class I taught in three weeks just to find out that the Postal Service as of the end of May is changing the delivery time for Express Mail to 6 p.m. And that's on top of the plan to slow first-class mail delivery by transporting mail mainly by truck as opposed to by plane to "save" money.

Now I don't know about you, but I've never heard about any business that has as its mantra "We're going to grow our business by making it take longer to get our products from point A to point B just to save a few bucks." And as part of the process, let's also eliminate processing centers and gut our infrastructure. Wait a minute—we played this game two postmasters general ago. Different musician, same music. Don't be fooled. When someone tells you how much he values the workforce, how pro-union he is, how much he loves the organization, etc., and at the same time proposes service-cutting moves—well, guess what? You can't believe anything he says!

Elections have consequences. The reason Louis DeJoy is PMG is because Donald Trump wanted him there. How did DT feel about letter carriers and the USPS in general? He repeatedly accused us of dishonesty and wanted to privatize our service. Judge someone by their actions, not their words. Slowing down delivery merely drives customers away, and that hardly seems like a winning strategy.

Eric Ellis

Florida

In 2016, the FSALC, working with the Florida AFL-CIO's Working Families Lobby Corp in Tallahassee, succeeded in getting a vote-by-mail bill passed. This bill changed the name from "absentee ballot" to "vote by mail" and required no excuse for requesting to vote by mail. The request to vote by mail was good for two election cycles and had a designation on the mail-back envelope to check to continue voting by mail. Since passage of the bill, requests for vote-by-mail ballots have increased tremendously.

The 2020 election was hailed by the Florida legislature and by all 67 county supervisors of elections as the most successful election for the state of Florida in many years and should "serve as a model for the nation." On Feb. 19, Gov. DeSantis stated: "Last November, Florida held the smoothest, most successful election of any state in the country."

One would think that with such glowing reports of how the 2020 election was conducted, the state legislators wouldn't want to make changes, but that is just what they are attempting to do. They have a bill pending that would require any vote-by-mail request to be made for each election, eliminating a ballot request good for two cycles of elections (four years). This pro-

posed bill would also eliminate drop boxes. Also, if passed, every voter who currently has an active request to vote by mail would be removed from the list. The FSALC, along with the AFL-CIO Working Families Lobby Corp, are doing everything possible to defeat this bill.

Reminder to all branches: The 2021 state convention will be held Aug. 12-14 in Orlando at the Hilton Orlando Buena Vista Palace Disney Springs. In accordance with Article 3, Section 11 of the bylaws, your registration fees must be paid no later than "forty-five (45) days preceding the Convention date."

O.D. Elliott

Kentucky

The biggest news from the commonwealth is that due to the danger of the COVID-19 virus, your Kentucky State Association, along with Bowling Green Branch 468, has decided to cancel the state convention that was scheduled for June 13-14. We plan to reschedule the state convention in Bowling Green for Feb. 26-27, 2022.

We will conduct nominations and, if necessary, elections, along the same 2021 timelines. State Secretary Steve Terry will provide additional info through *The Postal Record* and other communication means. Any elections would be conducted by paper mail-in ballots. We will comply with the Office of Labor-Management Standards and Department of Labor requirements of U.S. labor Law. Thanks to President Rolando and Assistant Secretary-Treasurer Paul Barner for past and continual advice.

Letter carrier congressional liaisons should continue to follow Legislative and Political Organizer Anna Mudd's leadership, and contact U.S. House representatives to support H.R. 695 to repeal pre-funding. Go to nalc.org or contact Anna for a list of our other NALC-supported legislation.

After all of our long and arduous election work, *now* we must lobby for legislation that benefits NALC members and our employer, USPS. President Rolando, NALC officers and staff want us to contact our elected U.S. representatives and senators for all of our bills.

Legislation is like making sausage: the process is ugly, but the result is often very tasty!

Bob McNulty

Tennessee

The 97th Tennessee State Association of Letter Carriers convention that was scheduled to be held in Gatlinburg is now being held via the Web on June 13. Notices have been sent to TSALC locals via the mail.

Also, as in the past, TSALC is awarding two \$500 scholarships to the son/daughter of a retired, active or deceased letter carrier who was a member of TSALC. For more information, write: Scholarship Committee c/o Ray Maki, 2405 Old Russellville Pike, Clarksville, TN 37040.

There are many new fact sheets on the legislative section of the NALC website. Please stay informed and stay safe.

Laurie McLemore

Texas

The Texas State Association of Letter Carriers will hold nominations and elections for officers. It will be conducted by mail. Branch delegates will receive the notice of nomination and election, nomination and election rules, and nomination form this month. The nomination form must be received by May 31. Mail to: Julian Alvarez, TSALC Secretary, 181 W. 87th St., Odessa, TX 79764. If necessary, an election committee will be convened to conduct the election, with ballots to be mailed out July 15. They must be received by Aug. 26 to be counted.

As this comes to print, a special election for Texas's 6th Congressional District will be taking place on May 1. There are 23 candidates vying for this congressional seat. Time will tell how this race plays out, but we will keep an eye on it.

Letter carriers and all labor advocates will be calling, writing, emailing and visiting our senators to encourage them to support the PRO Act. Your call can make the difference. Most Americans support the Protecting the Right to Organize (PRO) Act.

Speaking of support, H.R. 695/S. 145, the USPS Fairness Act, has 260 co-sponsors in the House and eight in the Senate. We have a lot of work ahead of us. There is a chance to put us over and get this passed. Your state association board is working hard with our letter carrier congressional liaisons to make this happen.

Memorial Day is a day to remember those we have lost in military service. I believe the brothers and sisters we have lost to COVID-19 should be remembered for their service as well. Let us celebrate them as we enjoy this long weekend.

Carlos Rodriguez

NALC Member App

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

Honor Roll

NALC recognizes its brothers and sisters for their long-term membership

NALC members who have completed 50 years of membership in NALC are awarded a Life Membership Gold Card that entitles them to all privileges of membership in NALC without payment of dues. To receive a gold card and 50-year lapel pin, the branch secretary must write to the NALC secretary-treasurer and request the award for the member. This is in accordance with Article 2, Section 5 (a) of the *NALC Constitution*.



branch requests for lapel pins. Accordingly, the secretary-treasurer's office can only provide suitable lapel pins "when receiving proper notification by the Branch Secretary" in the year when a member is to complete the following number of years as a member: 25 years, 30 years, 35 years, 40 years, 45 years, 50 years, 55 years, 60 years and 65 years. Special plaques are available for members who complete 70 years and 75 years. This is also per Article 2 of the *NALC Constitution*.



All requests must come from the branch secretary. Longtime members are encouraged to inform their branches when they reach a longevity benchmark.

Additionally, the national secretary-treasurer's office handles

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

70-year pins

James A. Hodonicky Downers Grove, IL Br. 1870

65-year pins

Richard D. Lund Ft. Lauderdale, FL Br. 2550
 Johnny W. Fambro Macon, GA Br. 270
 Edward R. Elliott Rock Island, IL Br. 292
 Jack A. Kettering Rock Island, IL Br. 292
 Richard K. Frazier Columbus, OH Br. 78

60-year pins

Raleigh H. Stevens Savannah, GA Br. 578
 David R. Tucker Rock Island, IL Br. 292
 Edward A. Cain Springfield, IL Br. 80
 Leo Fanning Springfield, IL Br. 80
 Harold W. Pierson Springfield, IL Br. 80
 Charles D. Smith Springfield, IL Br. 80
 James V. Thornton Springfield, IL Br. 80
 Gerald Wilson Springfield, IL Br. 80
 Robert E. Walters Michigan City, IN Br. 455
 Joseph F. Tudjek Cape Atlantic, NJ Br. 903
 Nicholas Garbarino Utica, NY Br. 375
 Duane F. Egeberg Fargo-W.Fargo, ND Br. 205
 William K. Cartmell Columbus, OH Br. 78
 David E. Platt Columbus, OH Br. 78
 David S. Roffers Green Bay, WI Br. 619
 Kenneth R. Seigworth Green Bay, WI Br. 619

55-year pins

Roger L. Bailey Macon, GA Br. 270
 Albert R. Cribb Jr. Macon, GA Br. 270
 Arthur Howard Macon, GA Br. 270
 George L. Mason Macon, GA Br. 270
 James J. Mullis Jr. Macon, GA Br. 270
 Danny L. White Savannah, GA Br. 578
 Robert L. Burghardt Aurora, IL Br. 219
 David E. Kunkel Aurora, IL Br. 219
 Dwight M. Wagner Rock Island, IL Br. 292
 Paul E. Bahlow Springfield, IL Br. 80
 John J. Bartolozzi Springfield, IL Br. 80
 George E. Hamrick Springfield, IL Br. 80
 James A. Kincaid Springfield, IL Br. 80
 William H. Pippin Springfield, IL Br. 80
 Terrance L. Schou Springfield, IL Br. 80
 Dennis J. McGrath Michigan City, IN Br. 45
 Robert I. Pipe Framingham, MA Br. 334
 Joseph F. Tudjek Cape Atlantic, NJ Br. 903
 Terry L. Clapsaddle Columbus, OH Br. 78
 Leon R. Coleman Columbus, OH Br. 78
 John L. English Columbus, OH Br. 78
 Dean K. Lewis Columbus, OH Br. 78
 Arthur L. Murray Columbus, OH Br. 78
 Frank S. Nichols Columbus, OH Br. 78

Everett E. Sanders Jr. Columbus, OH Br. 78
 Wilbur D. Stidham Jr. Columbus, OH Br. 78
 Dale F. Vogelsang Columbus, OH Br. 78

50-year pins and gold cards

Paul E. Castracane Bridgeport, CT Br. 32
 Stanley J. Bujalski New Haven, CT Br. 19
 Aldora Nelson New Haven, CT Br. 19
 David J. Pelkey New Haven, CT Br. 19
 John M. Tagliatela New Haven, CT Br. 19
 Frank G. Vumbaco Jr. New Haven, CT Br. 19
 George S. Weted Jr. New Haven, CT Br. 19
 William C. Accola Ft. Lauderdale, FL Br. 2550
 James W. Blich Ft. Lauderdale, FL Br. 2550
 Clyde Carter Jr. Ft. Lauderdale, FL Br. 2550
 James B. Cartwright Ft. Lauderdale, FL Br. 2550
 Bernie Chazin Ft. Lauderdale, FL Br. 2550
 Joseph V. Cisarino Ft. Lauderdale, FL Br. 2550
 Sequire A. Cowart Jr. Ft. Lauderdale, FL Br. 2550
 Timothy L. Datema Ft. Lauderdale, FL Br. 2550
 Henry K. Dudley Ft. Lauderdale, FL Br. 2550
 Melvin L. Gilner Ft. Lauderdale, FL Br. 2550
 Robert W. Haberland Ft. Lauderdale, FL Br. 2550
 Freddie L. Hill Ft. Lauderdale, FL Br. 2550
 Melvin J. Jenkins Ft. Lauderdale, FL Br. 2550
 William K. Katterfield Ft. Lauderdale, FL Br. 2550
 Thomas D. Lacey Ft. Lauderdale, FL Br. 2550
 Edward H. Levy Ft. Lauderdale, FL Br. 2550
 Robert H. Riley Ft. Lauderdale, FL Br. 2550
 Anthon J. Sanseverino Ft. Lauderdale, FL Br. 2550
 Walter J. Szary Ft. Lauderdale, FL Br. 2550
 Rogers Williams Ft. Lauderdale, FL Br. 2550
 William R. Coppage South Florida Br. 1071
 Edelberto E. Herrero South Florida Br. 1071
 Gary L. Hobbs South Florida Br. 1071
 Steven E. Curtis West Coast Florida Br. 1477
 James C. Disney West Coast Florida Br. 1477
 Kenneth A. Grasso West Coast Florida Br. 1477
 Robin E. Hood West Coast Florida Br. 1477
 Michael A. Morcillo West Coast Florida Br. 1477
 Bernard H. Ososky Jr. West Coast Florida Br. 1477
 Kenneth L. Richey West Coast Florida Br. 1477
 Joseph F. Tessa West Coast Florida Br. 1477
 James H. Hall Macon, GA Br. 270
 Robert L. White Jr. Macon, GA Br. 270
 Michael T. Brown Savannah, GA Br. 578
 Harold J. Buck Savannah, GA Br. 578
 James M. Cooper Savannah, GA Br. 578
 Emmett Cossey Savannah, GA Br. 578
 Carl W. Hayes Savannah, GA Br. 578
 Rayburn B. Livingston Savannah, GA Br. 578
 Zackson R. Lord Savannah, GA Br. 578
 Leroy Stanley Savannah, GA Br. 578
 John M. Adam Aurora, IL Br. 219
 Thomas A. Barnes Aurora, IL Br. 219
 Richard K. Kolkay Aurora, IL Br. 219

Robin L. Sharp Aurora, IL Br. 219
 Michael W. Hauptfleisch Belleville, IL Br. 155
 Frederic C. Carlson Rock Island, IL Br. 292
 Thomas H. Hartman Rock Island, IL Br. 292
 David L. Stimpson Rock Island, IL Br. 292
 Donald V. Corso Springfield, IL Br. 80
 James R. Cox Springfield, IL Br. 80
 James R. Heady Springfield, IL Br. 80
 Gary D. Liesman Springfield, IL Br. 80
 Richard T. Scott Springfield, IL Br. 80
 David E. Bammes Manhattan, KS Br. 1018
 Melvin L. Nudson Manhattan, KS Br. 1018
 Charles R. Olmstead Manhattan, KS Br. 1018
 Aubrey E. Small Manhattan, KS Br. 1018
 Carl J. Urbanek Manhattan, KS Br. 1018
 William T. Kelley IV Salisbury, MD Br. 902
 Wayne M. Haapala Calumet, MI Br. 568
 Adam J. Gartner Glendive, MT Br. 1643
 Ronald W. Yakel Glendive, MT Br. 1643
 Martin W. Kraus New Jersey Mgd. Br. 38
 Larry E. Bamfield Columbus, OH Br. 78
 Richard L. Bell Columbus, OH Br. 78
 James R. Cason Columbus, OH Br. 78
 Rocco C. Depassio Columbus, OH Br. 78
 Thomas H. Ewers Columbus, OH Br. 78
 John L. Moler Columbus, OH Br. 78
 Terrance M. Riley Columbus, OH Br. 78
 Joseph E. Salmons Columbus, OH Br. 78
 Harlan D. Sorlien Fargo-W.Fargo, ND Br. 205
 Larry T. Tweet Fargo-W.Fargo, ND Br. 205
 John P. Deckard Jr. Salem, OR Br. 347
 Willie M. Aguilera Garland, TX Br. 4065
 Ruben Alvarez Garland, TX Br. 4065
 Richard O. Bradfield Garland, TX Br. 4065
 Gary C. Bulin Garland, TX Br. 4065
 Lon P. Burke Garland, TX Br. 4065
 Gary A. Cook Garland, TX Br. 4065
 Joe C. Dowdy Garland, TX Br. 4065
 Ronald J. Fendley Garland, TX Br. 4065
 Ramon Flores Jr. Garland, TX Br. 4065
 James W. Fojtik Garland, TX Br. 4065
 Joe S. Gaines Garland, TX Br. 4065
 Dennis R. Griffith Garland, TX Br. 4065
 Don T. Hall Garland, TX Br. 4065
 James T. Kerbow Garland, TX Br. 4065
 David K. Knoerr Garland, TX Br. 4065
 Ralph E. McGhee Garland, TX Br. 4065
 Richard L. McNair Garland, TX Br. 4065
 Gregory L. Mickrell Garland, TX Br. 4065
 George G. Mochry Jr. Garland, TX Br. 4065
 James L. O'Kelley Garland, TX Br. 4065
 Thomas W. Porter Garland, TX Br. 4065
 Guillermo Rodriguez Garland, TX Br. 4065
 Isaac C. Taylor Garland, TX Br. 4065
 David Passarelli Green Bay, WI Br. 619
 Merlin J. Sanderfoot Green Bay, WI Br. 619
 Allen E. Sievert Green Bay, WI Br. 619



From the Trustees

The photo accompanying this article below is Nalcrest's equivalent of "American Gothic" in the flesh.

Mike Wisler and Elaine Berner are resident volunteers with green thumbs and a passion for beautifying the Nalcrest community.

They are joined by quite a number of other residents who fulfill their own passion for planting by growing plants and flowers, adding to the pleasure of living at Nalcrest.

These volunteer efforts exemplify the uniqueness of living in a place dedicated to retired letter carriers.

Immediately after arriving at Nalcrest, you are greeted by a view of one of our lagoons, enhanced by an expanse of lawn and a variety of trees.

As you proceed to the town center parking lot, the beautiful rose garden brings a welcome greeting.

All the way across the property is a tropical paradise planted near the swimming pool, providing a very inviting entrance to the area.

In between Town Center and the pool, many residents have beautified their apartments by filling pots with greenery and flowers.

You have to come for a visit and, perhaps, find a home at Nalcrest. Give the office a call

and schedule a tour.

Tom Young

Apply to live at Nalcrest

For an application to live at Nalcrest, visit nalc.org/nalcrest, or call 863-696-1121.

Nalcrest Trustees

NALC President Fredric Rolando

NALC Secretary-Treasurer Nicole Rhine

NALC Director of Retired Members Dan Toth

NALC Trustee Mike Gill

Nalcrest Trustees President Matty Rose

Nalcrest Trustees Vice President Tom Young

Nalcrest Trustees Vice President Don Southern



Nalcrest residents Mike Wisler and Elaine Berner regularly volunteer to beautify the landscape.

In Memoriam

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

Troy E. Edwards	Br. 35	Little Rock, AK	Robert P. Tate	Br. 14	Louisville, KY	Archie N. Sidwell	Br. 40	Cleveland, OH
Lawrence E. Tilghman	Br. 2293	Beverly Hills, CA	James E. Stewart	Br. 4617	Bossier City, LA	Robert W. Clark	Br. 196	Elyria, OH
Szofu Lo	Br. 4494	Carmichael, CA	Ronesha Brown	Br. 124	New Orleans, LA	Richard E. Smith	Br. 196	Elyria, OH
Gregory Adams Sr.	Br. 2525	Escondido, CA	Gary R. Barnes	Br. 176	Baltimore, MD	Blaine Sprague	Br. 196	Elyria, OH
Leonard A. Delay	Br. 1100	Garden Grove, CA	William T. Soutar Jr.	Br. 176	Baltimore, MD	Donald G. Katonak	Br. 583	Lorain, OH
Donald M. Paull	Br. 1100	Garden Grove, CA	Louis H. Strickland	Br. 176	Baltimore, MD	Ronald J. Sauer	Br. 583	Lorain, OH
John A. Vargas	Br. 1100	Garden Grove, CA	George C. Winter	Br. 176	Baltimore, MD	Donald J. Jarosz	Br. 4195	Mentor, OH
Anh T. Denson	Br. 24	Los Angeles, CA	Jonathan E. Stack	Br. 34	Boston, MA	Gerald G. Foote	Br. 100	Toledo, OH
Francis C. Loper	Br. 24	Los Angeles, CA	Eugene R. Beliveau	Br. 212	Lawrence, MA	William E. Hartman	Br. 100	Toledo, OH
Doris Hua	Br. 2200	Pasadena, CA	Donald L. Talbot	Br. 25	Massachusetts NE Mgd.	Gerard J. Koehle	Br. 100	Toledo, OH
Edwin J. Ventura	Br. 2902	Tri-Valley, CA	Frydrk J. Bernat	Br. 18	Southeast MA Mgd.	Ronald R. Napierala	Br. 100	Toledo, OH
Roy C. Dickey	Br. 214	San Francisco, CA	William A. Hall	Br. 18	Southeast MA Mgd.	George E. Young	Br. 100	Toledo, OH
Wing H. Louie	Br. 214	San Francisco, CA	Michael W. Backus	Br. 12	Worcester, MA	Bill P. Manner	Br. 458	Oklahoma City, OK
Harry W. Novak	Br. 183	Santa Rosa, CA	Roger S. Mezynski	Br. 12	Worcester, MA	William A. Matthews	Br. 458	Oklahoma City, OK
Leo H. Sutton	Br. 213	Stockton, CA	Joseph F. O'Connor	Br. 12	Worcester, MA	Herbert R. Couperthwaite	Br. 82	Portland, OR
Natashia R. Mix	Br. 2168	Upland, CA	Herbert N. Vaughan	Br. 187	Bay City, MI	Ronald R. Hendricks	Br. 82	Portland, OR
Carl H. Oakley Jr.	Br. 47	Denver, CO	R. C. Eades	Br. 1	Detroit, MI	Andrew Rilling	Br. 82	Portland, OR
Rocco A. Defonzo	Br. 19	New Haven, CT	Harry D. Peterson	Br. 1	Detroit, MI	Dale R. Schwager	Br. 82	Portland, OR
James A. Griffin	Br. 19	New Haven, CT	Anthony J. Rand	Br. 1	Detroit, MI	John E. David	Br. 347	Salem, OR
George P. LaMarsh	Br. 19	New Haven, CT	Harry A. Zebrowski	Br. 1	Detroit, MI	Ty R. Mariner	Br. 347	Salem, OR
Joseph A. Mongillo	Br. 19	New Haven, CT	Leo F. Zelmanski Jr.	Br. 1	Detroit, MI	John M. Baker	Br. 500	Harrisburg, PA
Donald M. Myers	Br. 19	New Haven, CT	George R. Lane	Br. 56	Grand Rapids, MI	Stanley T. Pietkiewicz	Br. 500	Harrisburg, PA
Richard L. Rettig	Br. 19	New Haven, CT	John J. Stachowiak	Br. 56	Grand Rapids, MI	David L. Anderson	Br. 451	Johnstown, PA
William A. Scungio	Br. 19	New Haven, CT	Calvin E. Telman	Br. 56	Grand Rapids, MI	Jack Keefer Jr.	Br. 451	Johnstown, PA
Joseph J. Apostolico	Br. 191	Wilmington, DE	Henry J. Zlydaszyk	Br. 56	Grand Rapids, MI	Michael D. Lynch	Br. 451	Johnstown, PA
James R. Ellis	Br. 142	Washington, DC	Ryan S. Ross	Br. 13	Muskegon, MI	Robert B. Powell	Br. 451	Johnstown, PA
Kanwaljot S. Muchhiana	Br. 142	Washington, DC	Eugene N. Thompson	Br. 9	Minneapolis, MN	Richard B. Rubritz	Br. 451	Johnstown, PA
Thomas S. Burdeaux	Br. 5955	Altamonte Springs, FL	Barry J. Klemek	Br. 388	St. Cloud, MN	Robert L. Ruth	Br. 451	Johnstown, PA
William R. Cogswell	Br. 2591	Deland, FL	Robert L. Lampe	Br. 343	St. Louis, MO	Joseph A. Clark Jr.	Br. 157	Philadelphia, PA
Dominic J. Fariello	Br. 2550	Ft. Lauderdale, FL	Martin L. Huggins	Br. 948	Kalispell, MT	William G. Kanefsky	Br. 157	Philadelphia, PA
Charles G. Harrison	Br. 2550	Ft. Lauderdale, FL	Robert E. Behrens	Br. 5	Omaha, NE	Joseph C. O'Neill	Br. 157	Philadelphia, PA
Raymond J. La Chance	Br. 2550	Ft. Lauderdale, FL	Harry C. Christensen	Br. 5	Omaha, NE	J. R. Parker	Br. 157	Philadelphia, PA
Paul E. Remillet	Br. 2550	Ft. Lauderdale, FL	Robert L. Hanna	Br. 5	Omaha, NE	Joseph F. Cherra	Br. 17	Scranton, PA
Kent A. Wright	Br. 2072	Fort Myers, FL	Donald D. Hilpipre	Br. 5	Omaha, NE	Richard F. Ettinger	Br. 17	Scranton, PA
Richard Howe Sr.	Br. 2689	Spacecoast Florida	Dean S. Jacobson	Br. 5	Omaha, NE	Paul F. Guse Jr.	Br. 17	Scranton, PA
William I. Clutter	Br. 1071	South Florida	Donald L. Jellsey	Br. 5	Omaha, NE	Michael J. Lucas	Br. 17	Scranton, PA
Marilyn J. Haynes	Br. 1071	South Florida	Joseph J. Partusch III	Br. 5	Omaha, NE	Leo P. Rinaldoni	Br. 17	Scranton, PA
Bruce P. Davis	Br. 1477	West Coast Florida	C. G. Redfield	Br. 5	Omaha, NE	John A. Soloski	Br. 17	Scranton, PA
John Kamuda	Br. 1477	West Coast Florida	Vincente A. Magdael	Br. 42	Jersey City, NJ	George E. Wagner	Br. 17	Scranton, PA
Danny P. Pocchiari	Br. 1477	West Coast Florida	John Twilight	Br. 42	Jersey City, NJ	Shirley L. Williams	Br. 17	Scranton, PA
Miguel U. Cuervo	Br. 599	Tampa, FL	William Brumbaugh	Br. 38	New Jersey Mgd.	James J. Christy	Br. 725	Southeast PA Mgd.
Herbert H. Haager	Br. 599	Tampa, FL	James A. Falcetano	Br. 38	New Jersey Mgd.	Robert D. Carswell	Br. 233	Columbia, SC
Paul P. Johnson	Br. 599	Tampa, FL	A. J. Fornaro	Br. 38	New Jersey Mgd.	Isaac H. Sproles	Br. 419	Knoxville, TN
Antonio Suarez	Br. 599	Tampa, FL	Michael J. Chasan Jr.	Br. 444	Garden State Mgd., NJ	Billy J. Jackson	Br. 27	Memphis, TN
David E. Van Bremen	Br. 599	Tampa, FL	Douglas E. Mallen	Br. 380	Trenton, NJ	Ricky Fain	Br. 181	Austin, TX
William A. Hutchinson	Br. 73	Atlanta, GA	Anthony R. Tanzzone Jr.	Br. 380	Trenton, NJ	Franklin A. Richter	Br. 181	Austin, TX
Edwin D. Nelson	Br. 73	Atlanta, GA	Carla M. Dowdell	Br. 41	Brooklyn, NY	Edward A. Frank Jr.	Br. 842	Beaumont, TX
Diane Newell	Br. 73	Atlanta, GA	Winston J. Torchon	Br. 41	Brooklyn, NY	Aaron L. Ramon	Br. 1259	Corpus Christi, TX
Noble O. Walker Jr.	Br. 73	Atlanta, GA	Jody L. Kotowski	Br. 3	Buffalo-Western NY	Arturo Ontiveros	Br. 505	El Paso, TX
Hubert Darrisaw Sr.	Br. 270	Macon, GA	Fred J. Kubasak	Br. 3	Buffalo-Western NY	Margarita A. Rodriguez	Br. 283	Houston, TX
RI Brown Jr.	Br. 4057	Warner Robins, GA	Alba R. Hernandez Moron	Br. 294	Flushing, NY	Edwin F. Pollok	Br. 421	San Antonio, TX
Raymond Martinez	Br. 331	Boise, ID	Peter Difiore	Br. 6000	Long Island Mgd., NY	Marcos O. Sanchez	Br. 421	San Antonio, TX
Christophe L. Detoni	Br. 219	Aurora, IL	Melvin L. Fonville	Br. 6000	Long Island Mgd., NY	Carrie L. Strickland	Br. 111	Salt Lake City, UT
Jess W. Parker	Br. 522	Bloomington, IL	William M. Kelsey	Br. 6000	Long Island Mgd., NY	Robert H. Gresham	Br. 609	Newport News, VA
L. B. Williams	Br. 522	Bloomington, IL	William J. Kostelac	Br. 6000	Long Island Mgd., NY	Michael R. Edwards	Br. 2819	Virginia Beach, VA
Howard D. Wilson	Br. 522	Bloomington, IL	Richard A. Kurpisz	Br. 6000	Long Island Mgd., NY	Robert M. Bigelow	Br. 79	Seattle, WA
Ronald A. Damore	Br. 11	Chicago, IL	Nicholas V. Amen	Br. 36	New York, NY	Richard D. Byland	Br. 79	Seattle, WA
Richard S. Holland	Br. 11	Chicago, IL	Joseph R. Bell	Br. 134	Syracuse, NY	Francis P. Hennessey	Br. 79	Seattle, WA
Curley B. Hughey Jr.	Br. 11	Chicago, IL	Muzio Pellegrini	Br. 387	Yonkers, NY	Ernest E. Lenzy	Br. 79	Seattle, WA
Benedicto F. Fajardo	Br. 4739	Wheeling, IL	Fred M. Yates	Br. 936	High Point, NC	Roy E. Gilmer	Br. 481	Parkersburg, WV
Brandon D. Metzger	Br. 198	Crawfordsville, IN	Michael A. Williamson Jr.	Br. 464	Wilmington, NC	Paul B. Plog	Br. 619	Green Bay, WI
Ted A. Dean	Br. 201	Wichita, KS	Vernon F. Page	Br. 517	Grand Forks, ND	Anthony P. Kiepinski	Br. 574	Kenosha, WI
Fredrick L. Leonard	Br. 201	Wichita, KS	Donald S. Berman	Br. 40	Cleveland, OH	Thomas A. Felhofer	Br. 507	Madison, WI
Jack A. Reynolds	Br. 201	Wichita, KS	Joseph S. Cinadr	Br. 40	Cleveland, OH	John E. Shireman	Br. 507	Madison, WI
Jimmy A. Reynolds	Br. 201	Wichita, KS	Joseph W. Corcoran	Br. 40	Cleveland, OH			
Harold W. Long	Br. 361	Lexington, KY	Joseph R. Deluca	Br. 40	Cleveland, OH			
Charles C. Hickey	Br. 14	Louisville, KY	Melvyn D. Lanier	Br. 40	Cleveland, OH			
Carl L. Meiman	Br. 14	Louisville, KY	Jake E. Morrison Jr.	Br. 40	Cleveland, OH			

Decatur, Alabama

This is official notice to the members of Branch 1314 that nominations will be taken on the floor for elected officers at the regular branch meeting in August.

Due to the COVID-19 pandemic and dispensation granted by our national union, the format for the meeting will be determined in advance of the meeting. Nominations may be taken during a conference call with attending members or in person at the regular meeting place.

Members will be given advance notice in accordance with the national bylaws governing elections concerning the desired format.

Tim McIntyre, Sec.-Treas., Br. 1314

Kentucky

Due to the ongoing COVID-19 pandemic, it is too dangerous to conduct the state convention as scheduled for June of this year. Although we have to postpone or cancel the convention, the state association must have an election of state officers and executive board for the next two-year term.

NALC President Rolando has given dispensation to implement alternative procedures for nomination and election of state officers.

Nominations for all officers and executive board members can be made in writing, by email or by telephone.

Nominations should be sent by mail to KYALSALC Secretary Steve Terry at 4620 Fox Run Road, Louisville, KY 40207, by email to lttrcrr1978@twc.com or by phone at 502-681-4512.

If the nominations result in two or more nominees for any position, there will be an election for that position. An election committee shall be appointed by the state president, Bob McNulty. The election committee will conduct the election.

The election committee will have the task of printing ballots and mailing those ballots to the branches by May 22.

The ballots must be returned to the election committee by June 14.

A member who is nominated for any position and is unopposed will be considered elected to that position.

All branches must decide if the branch will vote "en bloc," or have each member vote individually and notify the election committee of the choice by May 1.

The elected officers and executive board members will assume office after ballots are counted. The results of the election will be sent to all branches by the state secretary.

Stephen A. Terry Sr., Sec., KYALSALC

Laredo, Texas

This is the official notice to all members of Branch 354 of nominations and elections for the 2021 national convention delegates, two trustees and all other offices for Branch 354. Nominations will be taken at the regular branch meeting on Oct. 12. Meeting starts at 7 p.m. at the Union Hall, 3220 E. Locust. Nominees must be present and accept nomination at the time made or, if absent, in writing. The term for trustee is three years. All other officer terms are two years.

Secret ballots will be mailed out and replies must be received at the P.O. box no later than 12:01 a.m. on Nov. 9. The tally of ballots will be at the union hall during our monthly meeting on Nov. 9 at 7 p.m.

Rafael G. Carranza, Sec., Br. 354

New Hampshire

In accordance with Article 4 of the *New Hampshire State Association Constitution* and bylaws, this is official notice that nominations and elections of state officers will be held during the New Hampshire 121st state convention at the Red Jacket Resort in North Conway June 4-6.

The officer positions that are open for election are: president, vice president, secretary, treasurer, liaison (District 1), liaison (District 2), state legislative liaison, retiree trustee, five-year trustee and two one-year trustee.

Paul Nee, Sec., NALSALC

New Haven, Connecticut

This is official notice to all members of Branch 19 that nominations for officers will take place at the regularly scheduled Monday branch meeting on June 16 at 7:30 p.m. Nominations will be accepted via Zoom, by email at nbranch19@yahoo.com by 5 p.m. on June 16, or by mail to: Branch 19, NALC, 23 Brock St., Unit B2, North Haven, CT 06473 or Election Committee, P.O. Box 185374, Hamden, CT 06518 (received no later than June 16). Self-nominations can be made via all methods.

Nominations for the following branch officers will be made: president, vice president, recording secretary, financial secretary, treasurer, health benefits representative, director of retired members, three trustees and sergeant-at-arms.

This is also official notice that nominations for delegates to the 2021 state convention shall be made.

Maryann DeRevere, Rec. Sec., Br. 19

New Mexico

This is official notice of elections to all members of the New Mexico State Association of Letter Carriers. The following offices are up for election: president, vice president, secretary-treasurer and director of retirees. All officers will serve a two-year term. Nominations will take place at the New Mexico state convention on Thursday, June 4, and elections will be held June 5. The state convention will take place in Albuquerque at the Ramada Hotel.

Gloria E. Baros, Sec.-Treas., NMSALC

Reno, Nevada

In accordance with branch bylaws Article 9, Section 1 and Article 5 of the *NALC Constitution*, this is official notice to all members of Branch 709 that nominations for the following officers will be held at the regular branch meeting on Oct. 6 at the Carson City Plaza Hotel and Event Center, located at 801 South Carson St., Carson City—president, vice president, recording secretary, financial secretary/treasurer, health benefits representative, sergeant-at-arms, three trustees, and delegates to the 2022 national convention and the 2023 Nevada State Association convention.

Branch 709 bylaws, Article 8, Section 2 states: "Nominees must be present, or present to the Recording Secretary prior to the October meeting a written statement stating that he/she is willing to accept the position for which he/she is nominated. In addition, any member who is unavoidably detained from attending the said meeting and contacts the branch within 24 hours shall be considered a candidate."

The terms of office for elected officers will be two years, beginning January 2022. The duly elected officers of this branch shall be delegates to all conventions in order of their election. The election will be conducted by secret mail ballot.

Shawn Wells, Rec. Sec., Br. 709

Roanoke, Virginia

In accordance with Article 5 of the *NALC Constitution* and the bylaws of Branch 524, this is an official notice to all members of Branch 524 of nominations for delegates to the NALC 2022 national convention. All nominees must have attended three quarters of all Branch 524 business meetings from December 2020 through November 2021.

Nominations will take place at the Nov. 9 regular business meeting. If necessary, the election of delegates will take place on Dec. 14, beginning at 7 p.m. 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.

Jenny Hall, Pres., Br. 524

Tennessee

The Tennessee State Association of Letter Carriers will hold its state officer nominations on May 2. They will be held via the Web after receiving a dispensation letter from President Fredric Rolando.

Laurie McLemore, Sec., TSALC

Texas

The nomination and election of of-

ficers for the Texas State Association of Letter Carriers shall be conducted by mail. The nomination form shall be mailed to all delegates, as well as to each branch in Texas. Any regular member in good standing with their branch shall be eligible for any office of this association, and candidates running for a district board member position must be a member of the branch for that specific district.

Candidates running for a district board member position shall be elected by delegates of their respective district. No person shall be nominated for more than one office. The nomination form must be acknowledged and signed by each candidate running for office. Every nominee must certify that he or she has not served in a supervisory capacity for the 24 months prior to being nominated.

Upon its completion, the nomination form must be received by May 31 and shall be mailed to: Nomination Form, TSALC Secretary Julian Alvarez, 181 W. 87th St., Odessa, TX 79764-2326.

This election by mail shall include only duly elected delegates by and for their branch. All ballots shall be mailed to the delegates' address of record with NALC Membership. Ballots *must* be received by Aug. 26 to be counted at their weighted value. (Weighted value=total number of branch members, divided by the total number of delegates voting.)

A branch may choose to vote unit rule for the entire membership; this decision must be made in writing and received by TSALC by June 30.

All candidates running for TSALC office may contact Reilly Echols Printing Inc. at 214-428-8385 to print and mail their campaign material to all delegates, at the candidates' expense.

Julian Alvarez, Sec., TSALC

Regarding Election Notices

Election Notices must be submitted to *The Postal Record*, not to other offices at NALC. *The Constitution for Government of Federal and Subordinate Branches* requires that notice be mailed to members no fewer than **45 days before the election** (Article 5, Section 4). Branch secretaries must remember the time difference between deadline for submission of notices—the 10th of the month—and publication of the subsequent issue of the magazine, e.g., May's deadline is for the June publication.

To submit items by mail: Mail to The Postal Record, 100 Indiana Ave. NW, Washington,

DC 20001-2144. Include the following information: type of item (Election Notice), where it comes from, the person sending it, and how to contact the sender.

To submit items by e-mail: Send to postalrecord@nalc.org with the branch city and state as the subject. The item can be in the body of the e-mail or as an attachment in either Corel WordPerfect or Microsoft Word (not Microsoft Works). Include the same information as listed above for items sent by mail. If you do not receive an acknowledgment that your e-mail was received, please call *The Postal Record* at **202-662-2851**.

Branch Items

Albany, New York

Congratulations to Gene Skorupski and Don Ramella on receiving their gold cards honoring them for 50 years of NALC membership. I had the pleasure to work with Gene early in my career at Academy Station. That was back in the period of time where we had fun at work! Don was executive vice president of our branch prior to his retirement from the Service. I had the pleasure to work with Don at the Carrier Annex for a few years.

We also congratulate 55-year members Lionel Jean and Paul Volsky. Lionel worked out of the Cohoes Post Office. Paul finished his career on Route 314. I floated for Paul for close to 10 years. Paul will always be remembered for his Christmas jingle!

Congratulations to you all.

Jay Jackson, Branch 29

Anchorage, Alaska

Another successful contract for letter carriers has been achieved. Since the Great Postal Strike of 1970, carriers have enjoyed continued COLAs and pay increases over the years. What other industry can make the same claim? This contract will have top-step carriers making more than \$70,000 per year. Prior to the Great Postal Strike, top step carriers didn't even make \$9,000 a year. We've had carriers taking home more than that in one paycheck this past holiday season. I challenge anyone to find where they can make the pay and benefits that carriers enjoy in today's job market with the same education and experience.

I've seen carriers across the country working long hours and enjoying big paychecks. Please, take your extra earnings and put it into the TSP so you can enjoy it in retirement and have a comfortable lifestyle. Sacrifice now so you can enjoy it in retirement. It's sad that our work environment hasn't changed much over the decades. While it is nice to see wage increases, I'd like to see management held more accountable for their actions. Management should be held accountable for their decisions in how they treat workers. Management has failed to train those who deal with the workforce. Their management style is to punish all employees for the actions of the few. How is moving a carrier's starting time to later in the morning good for customer service? Wasn't automation supposed to be more efficient? Carriers used to start as early as 6 a.m. Now we have carriers starting at 9:30 a.m. with all of this automation. This validates my point that management is not being held accountable for their management style.

Let's get back to where providing service to the customer is our main focus and bonuses to management is the least of our worries.

Jim Raymond, Branch 4319

Boston, Massachusetts

As of April 8, the Boston District has had more than 1,180 positive cases of the coronavirus since Oct. 1. Prior to Oct. 1, there were 256 cases, for a total of 1,436 cases since this pandemic began. The weekly average is still around 28 to 30 cases per week. Management has stopped

providing the unions with a running total of cases, so those numbers are added from the daily totals provided by email to all union presidents in the Boston District. Massachusetts Gov. Charlie Baker has added postal workers to the vaccine eligibility list as of March 22, and a thank-you goes out from this office to MSLCA for its efforts to help sway this addition to the list. Management will still enforce a mask mandate even if the entire station is vaccinated. It will be nice to get back to a new normal, and we are currently beginning to book branch functions beginning on May 8, even though the majority of the COVID-19 MOUs remain in effect until June 4.

I would like to congratulate the 20 CCAs who converted to regular on March 27 in the Greater Boston District. Conversions now are taking 12 to 14 months to become a career employee. This is a much better place than we were only one year ago, when it was taking 30 months to be converted to a regular.

Additional congratulations go out to our recent retirees: Chris Baker, Ann Drolet, Daniel Heafey, John Maras, Dom Pinnelle, Nicholas Rideout, Richard "Rickey" Rose, Michael "Mike" Walsh and Lisa Weathers. Enjoy your well-deserved retirements; you have all earned it.

Condolences to the families of retired carriers David Cullen (Newtonville) and Paul McCarthy (Belmont). Rest in peace, our brothers.

Jerry McCarthy, Branch 34

Camden, New Jersey Merged

Amazon workers in Alabama rejected a union bid. How does this happen? Why do so many Americans have such negative opinions about unions? What are these workers afraid of? What are so many of us afraid of? What do we all think is going to happen if all of us working Americans stand up and say, "I deserve my fair share"?

We are so eager and willing to sell ourselves short. Why do we, as Americans, feel we don't deserve to have jobs with decent pay and benefits? Why are we so willing to give away almost all of our meager wages to fat-cat billionaires? Are we all really this stupid and gullible?

The U.S. has the largest economy in the world and the most wealth. Where does all this wealth come from and where does it all go? It comes from the common person, who then hands it all over to a small group of people for no other reason than, um...well, no reason, really. Just because we believe we don't deserve to share in the gains and prosperity of our toil and labor. The American worker needs to realize where the power truly lies.

We have the power from both ends, as workers and as consumers. As workers, it is we who are the engine of the business, and without us nothing gets done. As consumers, we provide the revenue, not the business owner. The business owner gets his money from us. The consumer is the job creator, not the business owner. The business owner is merely an overcompensated middleman. Let's encourage union organizing so that more Americans can enjoy the fruits of their labor and, as the true job creators, create more jobs.

Chuck Goushian, Branch 540

Carmel, Indiana

I called my homeowners association and told them I no longer wanted to be part of the HOA. They said I was required to pay because I got the same services as everyone else, so I had to pay my share. I told them I wanted the snow removal and other things for free and I shouldn't have to pay for them. The same comparison can be made with all non-members, because they get the same wages and benefits that we members pay for. Non-members don't have any skin in the game. It is amazing that almost all union stewards and officers voluntarily donate money to our political fund on top of paying our union dues.

There is absolutely not a valid reason that would justify any letter carrier not being a member. The USPS would love for all of us to be non-members and not have the NALC at all. One thing is for sure: We wouldn't have the pay and benefits we enjoy without our union negotiating for us since 1970.

The list is long, but how about our 10 holidays, 13 sick days, 26 annual days, 5 percent TSP match, \$65,000-plus salary, retirement, uniform allowance, cost-of-living adjustments, affordable health care with low deductibles, overtime, penalty overtime, night-shift differential, the right to file grievances and, best of all, if you know your rights, you can pretty much tell the boss what you are going to do!

We are blessed to be members of a union, and every single one of us should be a dues-paying member. If you are not happy, step up and become a leader and make a change for the better for your co-workers. The easy way out is to become a non-member and have the rest of us pay your way.

Knowledge is power!

Ronnie Roush, Branch 888

Charlotte, North Carolina

We here at Branch 545 would like to honor and wish all of the mothers in our branch and around the country a happy Mother's Day. We cannot express enough our sincere thanks for all that each and every one of you do to sacrifice and provide for each of your families. We want to let you know that your efforts do not go unnoticed—for you all are true inspirations to every one of us. We hope that all of you get some much-needed quality time and some good ol' pampering this Mother's Day, for you deserve it.

The branch would like to recognize and honor our fellow union members Frank Bauknight and Glen Kerns on their recent retirement. Frank retired from Idlewild Station with 30 years of service and Glen retired from Independence Station with 27 years of service. We would like to wish you both the best in the next chapter of your lives. Thank you so much for your dedication to the Postal Service and Branch 545.

The union leadership would also like to let everyone know that we are continuing to work within the parameters established by our local government leaders in regard to COVID-19. We are hopeful that we can resume in-person union meetings as soon as possible in accordance with established guidelines.

Justin Fraley, Branch 545

East Lansing, Michigan

I guess it's pretty bad when Congress thinks your boss is so vile that they literally pass a law against him. To erase any doubt that it's in fact their intent, they call it the "DeJoy Act," short for "Delivering Envelopes Judiciously On-time Year-round." They don't even try to hide their contempt for him. Although anyone whose first act as postmaster general was to get rid of perfectly good mail-sorting equipment and then claim this was somehow going to magically improve delivery time probably deserves our contempt. He certainly has contempt for our intelligence. And then so obviously doing everything in his power to delay mail-in voting to illegally sway the election for his buddy Donald Trump, he likely deserves to have legislation named against him. A similar conundrum as yet unexplained is exactly how DeJoy expects that lowering service standards from three to five days won't further drive away customers.

Meanwhile, President Biden has done his part by naming three Democratic candidates to fill out the nine-member postal Board of Governors, which *can* fire DeJoy. And their vetting and appointment is in the capable hands of Michigan Senator and Post Office friend Gary Peters. Hopefully, they'll act soon.

DeJoy baldly states, while citing no studies or advancing any reasoning whatsoever, that his proposed changes won't harm Post Office finances. Should we believe him? Hey, Louis, sold your \$70 million in UPS, J.B. Hunt and XPO Logistics stock yet? Can anybody say "multiple, massive conflicts of interest"? You said you'd take care of that little problem—change your mind? Oh well, Trump never divested anything, and we all know what a fine example he is. Maybe you're one of those QAnon folks who think ol' buddy Trump will be back any day now to save you? Ain't gonna happen. We don't want you! Resign, now.

Mark Woodbury, Branch 2555

Emerald Coast, Florida

With the conversions of city carrier assistants (CCAs) being promoted to part-time flexibles (PTFs) beginning on May 8, and the automatic conversion once you reach the 24-month period in accordance with the national MOU, I want to congratulate all of you for having made it. Saying all of this, you should always keep in mind that the hard work that you put in to get you to where you are should stay with you for your entire career. We *all* have gone down the path that you have traveled.

I have been approached by management concerning the actions and attitudes of some of the CCAs, not only in my office, but offices within the branch jurisdiction. I listen to them and have discussed the call with the stewards in that office. I will not beat up on the CCAs, but will remind you that you are a part of this team. You must perform your duties just like everyone else. I have heard that CCAs are complaining that they are carrying someone else's load, pointing out what they have done for the day, and that others need to do the same and refuse to follow the instructions of the supervisor and clock out and go home. I must say that this is

not a smart thing to do. It will cause you to explain your actions during a PDI. Should I remind to the meaning of CCA? (City carrier assistant.) Assistance is the *key*. You are supposed to be helping us, but we are helping you a lot. So, there is no "I" in "team." Remember that.



Cheyenne, WY Br. 555 honored Orville Cussins with a 50-year gold card.

The branch gives its condolences to the Pope, Gee, Treadway and Zimmerman families on their losses.

Percy Smith Jr., Branch 4559

Evansville, Indiana

By the time this article is published, we will all be in the midst of local negotiations. Our branch will be trying to improve on several parts of our current LMOU. It is unfortunate that the training of new employees is not one of the 22 items listed under Article 30.

I am not a fan of the currently agreed-upon training program, as I feel it does not give enough OJT time to our newly hired CCAs. I think most reasonable people would agree that working as a postal letter carrier is unlike any job that our new employees may have ever had, even if they previously worked for UPS or FedEx.

Back in the '70s, '80s and '90s (yes, I was an instructor then), we had a more enlightened management who understood that burning a few more hours for training today would pay off in the long run of the next 30 years. They understood that teaching new employees how to deliver the mail properly now would make for a better and more professional workforce of the future.

Back in the old days, I had an agreement with local postmasters that each new hire would receive five days of OJT after their initial week of classroom training. And if they struggled, additional training days with a different OJT instructor was available.

Three days of OJT is simply not sufficient for most new employees to thoroughly grasp the numerous and diverse aspects of what letter carriers do for a living, or for our OJT instructors to impart that information to them. And that spells poor service to our customers. It is shocking what some of our new employees don't know.

It may not be one of the 22 items, but we're going to try.

Al Griffin, Branch 377

Fresno, California

Most people and businesses not only want six-day mail delivery, they depend on it. It does not matter if there is a pandemic going on, or a freezing storm going through the state. Mail delivery is still depended on. Many insist on it. While it's been a difficult year for all, we did not need an outgoing president openly insulting and trying to privatize our Postal Service. So much so that he installed a wealthy loyalist of his as PMG.

The new PMG was quick to start sabotaging the Postal Service and delivery standards, with an emphasis on mail delivery service. The wants, needs of our patrons. Our economy, the middle class, working people, ability to vote by mail, and our ability to communicate by mail—all on the chopping block. All in the name of profit for the already wealthy.

Greed has no end. We must defend six-day mail delivery and door-to-door delivery. Those two are everyday things many take for granted. But they are a part of the fabric that keeps us going as a country. Be proud of the quality service you provide. Our country depends on it, and so do you.

Jesse Dominguez, Branch 231

Greensboro, North Carolina

On the eve of Trump's departure from the White House, he pardoned Steve Bannon, his former top campaign and White House strategist. Bannon was facing trial on fraud and money-laundering charges in Manhattan federal court for fleecing Trump's supporters! He apparently scammed \$1 million from donors to the "We Build the Wall" GoFundMe campaign. Trump's pardon of Bannon showed Trump's utter contempt for his own supporters.

Now this. The April 4 *New York Times* carried a front-page story titled, "Trump Steered Supporters Into Unwitting Donations." The piece showed how before, during and after the 2020 election, the Trump campaign, the Republican National Committee and "WinRed," the for-profit company that processed their shared online donations, used pre-checked boxes to get Trump supporters to unwittingly commit to recurring monthly, or even weekly, donations. (To avoid recurring charges, one would have had to un-check such boxes on the form.) Using such schemes, "all told, the Trump and party operation raised \$1.2 billion on WinRed, and refunded roughly 10 percent of it." The *Times* explained: "In effect, the money that Mr. Trump eventually had to refund amounted to an interest-free loan from unwitting supporters at the most important juncture of the 2020 race." Trump "was able to use tens of millions of dollars he raised after the election, under the guise of fighting his unfounded fraud claims, to help cover the refunds he owed."

The Democrats and their non-profit, "Act-Blue," apparently carried out a less bloodsucking hustle compared to WinRed. Yet the *Times* piece states: "...Democratic groups, including both congressional campaign committees, continue to pre-check recurring boxes..."

Clearly, the current bipartisan NALC approach is serving our members' interests far better than

Branch Items

the former policy that tended to subordinate the union's strategic interests to Democratic Party politics.

In solidarity—

Richard A. Koritz, Branch 630

Greenville, South Carolina

On June 3 at our regularly scheduled branch meeting, this branch will put up to auction, sale, give, trash or donate several branch items that are no longer of branch use. Among the items are several never-used bamboo blinds, several old and used horizontal blinds, safety vests, an old computer monitor, printers and various other computer-related items.

Michelle Splawn, Branch 439

Hagerstown, Maryland

A branch is only as strong as its members. The more people who are involved, the better positioned a branch is to represent its members. But it takes individuals who are willing to get involved, and when necessary, step into positions of need. Over time, people will move on, and more people will be needed to move into positions of responsibility. It is the cycle of life for any organization. Without new involvement, the whole thing falls apart. It is a mistake to believe that your rights and benefits will remain unchallenged without a strong network of people working to make sure of that. If you feel that you have something to offer, please step up and become involved in your branch. And please attend your local union meetings. It really does take all of us.

I would like to congratulate Luis Jaramillo-Lopez on his recent promotion to full-time regular carrier. Luis is as conscientious as he is a comedian, and he will make an excellent addition to the Northern Station. I would also like to congratulate Juan Velazquez, Tunisia Frazier, Danielle Burkett and James Roberts on their recent promotion to PTF carriers. They are the first of what I hope will be many to be promoted under the new MOU Re: City Carrier Assistants—Conversion to Career Status. The Hagerstown Post Office now has 26 former CCAs who have been converted to career status.

I would like to remind all Branch 443 members that union meetings are held on the second Wednesday of every month except for July and September. Meetings begin at 7:30 p.m. and are currently being held on Zoom. If you have not yet provided your email address to the branch, please send it to NALCBranch443@gmail.com. A link will be sent to you to join the meeting.

Larry Wellborn, Branch 443

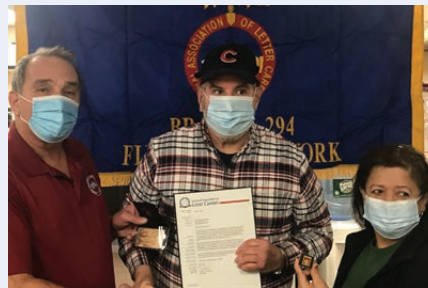
Knoxville, Tennessee

Hello, couriers of information! There are three individuals in society who are the most watched by our customers—a prostitute, a police officer and a city letter carrier. Besides our customers who watch a city carrier, we have management to watch carriers. Why? To see if a carrier is doing his job in a safe and efficient manner.

The arrival of the spring season means the conduct of street observations will be the norm for the rest of the year or until the arrival of winter, when supervisors will stay indoors to stay warm. Regardless, remember that management is still relentless in using street observations to issue discipline to carriers (e.g., not rolling up their windows or locking their door).

With the advent of virtual schooling, remember to watch out for mindless kids who do not watch out for you. Also, with spring showers, one will never win a battle with a telephone pole, particularly when their LLV/FFV hits one.

Be advised that management is required to conduct weekly safety talks as outlined in Section 1-7 of the *EL-801 Handbook*. Speaking of service talks—if management passes around a



Flushing, NY Br. 294 President Tony Paolillo (l) and Branch 294 Director of Retirees Clara Sarmiento (r) honored Manny Zepnick with a 50-year gold card.

roster for everyone to sign, do you have to sign it? No! Step 4 National Decision Letter M-01302 dated February 1998 states, "There is no requirement that a carrier sign that the subject information was received." If you have any questions, please contact your steward.

Tony Rodriguez, Branch 419

Monterey, California

Vaccinations are being administered at an accelerated rate, and it's looking like we might see a light at the end of the tunnel in the next few months. Experiencing this pandemic reminded me of the polio vaccination I got in the '50s. We waited in lines for hours for our turn. I had no clue how important that day would be, but learned the vaccine saved a lot of people from getting polio.

Our long-awaited non-compliance grievance was resolved through a pre-arbitration decision. Many thanks to James Henry and Chris Calica for their hard work and guidance to get us to this point. Solid solidarity! I don't have a lot of confidence that management will do it right, but we shall see. Three non-compliance grievances and lots of hours, but the integrity of the contract was upheld and the carriers were protected.

To those of you who aren't members of Branch 1310, but benefited from the hard work and expenses the union incurred during these four huge grievances, I hope you will step up, join the union and start paying your fair share. Enforcing the contract doesn't just happen without effort, knowledge and the will to take care of all of you. It's just not right.

As we approach Memorial Day, may we remember each of those who gave the ultimate sacrifice for our freedom and remember all of those we love whom we can no longer hug and spend time with.

Be safe, and to all of you who have lost a loved one to COVID-19, I hope this year will be better for all of us.

We wish Ruben Medina a wonderful retirement. Enjoy sleeping in, staying up late and having fun. Route 10 will miss you!

United we bargain; divided we beg.

Patty Cramer, Branch 1310

Norristown, Pennsylvania

Yo, what up? Can ya tell where I grew up? It's spring now and the weather is starting to get warmer and more bearable till we have the dog days of summer. Just wanted to take the time to welcome your new branch officers: new president, Frank Pavgouzas; vice president, Jey Coss; secretary, Jamal Griffin; treasurer, Joel Stimmler; sergeant-at-arms, Doug Avery; and trustees, Don Felice, Rich Farra and Gordon Stephens. Take the time to go over and thank one of these guys for their service; it takes a lot of personal time to do what needs to be done, and with all the OT we have been getting, it makes the window a little bit smaller, but we squeeze it in.

With COVID-19 still around, hopefully when everyone gets a shot we can go back to in-person meetings. Our office had a small makeover and is still in the process of reorganization, but will be up and running ASAP.

With vacation time creeping up, we still do not have enough people to cover routes comfortably. So it's gonna be a long summer working late. This is just a shout-out to management: Christmas is Dec. 25 this year, and with the boom of packages we have and people working from home ordering stuff on their lunch break, we may need a few more bodies to help us, and while you're (not) hiring CCAs, maybe we could get some more clerks so the custodian can maybe have time to do his job!

I had a carrier say to me that he hates walking in the door and seeing his name on the white board for OT. Said he just wants to do his eight and go home. Click your heels—maybe that'll work.

Stay safe!

Joel Stimmler, Branch 542

Oklahoma City, Oklahoma

With the appointment of three new members of the postal Board of Governors, things should bode better for letter carriers, but of course we still have to contend with Postmaster General DeJoy, whose 10-year plan appears to be more like simply another attempt to impede and dismantle the Postal Service than it does at improving and upgrading the Service. Delaying first-class mail as a means to austerity and the bottom line makes no sense unless you are trying to destroy rather than improve.

The Postal Service still has deep financial problems brought on by the onerous mandate placed upon it in 2006 by a lame-duck Congress. The ending of that piece of work would

go a long way toward solving our problems. But DeJoy isn't interested in improving the Postal Service and making it better; he is simply trying to destroy it.

Letter carriers and postal employees have performed above and beyond during the COVID-19 pandemic with little reward save a new contract. Letter carriers have done great work while putting their lives on the line. But I don't think the postmaster general is interested in that. He is simply continuing to do what the Grand Old Party has failed to do, and that is to destroy this nation's most effective form of mass communications.

With a new administration that looks to labor unions to help rebuild this nation's infrastructure, the Postal Service is a vital part of that infrastructure. We finally have a president who understands that. We should be able to work with his administration and the Labor Department, now headed by a union member.

Bob Bearden, Branch 458

Phoenix, Arizona

Howdy from Arizona! Hoping your area is pushing through this COVID stuff OK. We are making headway in Arizona as more and more people get vaccinated.

I and my wife, Marilynn, got our shots and did not experience any adverse effects. We got the Pfizer shots.

Most businesses and people are still practicing mask-wearing and social distancing to help keep a handle on the spreading. That is in spite of a governor (Republican) who has once again "jumped the gun" to open up businesses and ignore the advice of the health care professionals.

My wife and I supervised three young grandchildren through the online schooling until they returned to the classroom in February. What an ordeal! I take my hat off to the teachers who went through that with us. I also sympathize with the children who tried to stay focused while working on a computer at home.

I applaud my wife and her sister who helped us, and all of you parents, grandparents and others who stepped up and worked with the kids and teachers. May we never have to do this again!

Al Linde, Branch 576

Pittsburgh, Pennsylvania

While it's not been an occurrence in my particular installation, regulars being forced to work Amazon Sundays has become prevalent within a lot of the offices that comprise Branch 84.

My station only gets the overflow from Amazon as the company began home delivery service late last year. You will not see one Amazon truck on the days we get bombed from them, then we only get large, heavy parcels that could potentially cause a workers' compensation case on the days that we don't. Amazon drivers are just delivering the padded envelopes (that would fit in the mailbox, BTW) and getting their fingernails buffed while we do the heavy lifting. I'm surprised that there's not more feces in

Amazon bags on the side of the road with how much they drive having the doors wide open.

The opposite is true in the places mentioned above. Regulars are being forced weekly, and most sign off of the overtime desired list in hopes that it will change, and it doesn't. I know it stinks, but you must obey now and grieve later. If it is a non-maximization issue, file the grievance or call a branch officer. If the overtime desired list is being utilized properly, it is possible that there is not a grievance. In this case, take time to make sure that management is forcing in juniority order on a rotating basis. Control what you can control.

Some of you are being scheduled up to a month in advance. Even worse, some are called that morning and told that the "volume doesn't dictate" being needed. These are also issues that you should speak to your steward about or, if not, call the hall.

Understanding your rights is equally as important as knowing your responsibilities, so even though it's tiring, control what you can control.

John Conger II, Branch 84

Providence, Rhode Island

As we approach the warmer months of the year here in New England and throughout the country, it's important to remember to not let your guard down in regard to coronavirus. Thankfully, for those of us who would like to get vaccinated, we will hopefully all have the opportunity in the coming months, leading to help get our lives back to as close to normal as possible.

We still have to do our part in helping to slow the virus by continuing basic things like mask-wearing, physical distancing, frequent hand washing, cleaning frequently touched objects and surfaces, and staying home if feeling sick! We've made it this far in the pandemic; let's not jeopardize a year-plus of hard work when it comes to being diligent about keeping safe from coronavirus.

Congratulations to the recently converted CCAs in the Providence area. I encourage you to keep up to date on postal matters on the NALC website until our monthly meetings resume, hopefully soon.

Anthony Turcotte, Branch 15

Racine, Wisconsin

With COVID vaccines hitting the streets in increasing numbers, it's not a stretch to wonder why, necessary as it is, the urgency at this moment of the rollout of new vehicles rather than USPS to vaccinate its employees. As word came down that the USPS would not be entering the vaccination game, employees were given the "save yourself" speech.

The real culprit here is the lack of information disseminated to front-line, essential USPS employees. Information is the name of the game in our business. Apparently it's just fine to cancel Pepé Le Pew because he's shortsighted and blind to see that it's a cat with a stripe he's chasing, but relaying vital information like vaccinations should be a priority. All day, carriers walk a fine line jockeying for scarce free time

between work and home. We're high-wire acts balancing work, home, parenting, school and play time. We manage our time despite being spoon-fed inaccurate DOIS numbers every day, despite the fact that we will never meet management's expectations. Everything looks rosy from a computer monitor; executing that plan on the street is much different. We give management our entire day and yet still wanting more or it's not good enough.



Wayne Wharton, outgoing president of New Orleans, LA Br. 124 (I) administers the oath of office to new Branch President Steve Ancar.

Over a year has passed since COVID upended daily routines. We take stock in what we have lost and what we have gained. We take stock and remember the passing of more than 550,000 of our countrymen, family, friends and neighbors. As we emerge from our bunkers and squint in the daylight, we take stock not of the things in life but the people in our life. As letter carriers, our story doesn't end here. Our story of strength, patience and self-sacrifice were qualities we already possessed. Our journey continues.

Chris Paige, Branch 436

Rockville, Maryland

We recently won a major arbitration out of our Gaithersburg installation. Arbitrator Stanton ruled that management must comply with the policy that pay adjustments be completed within 28 calendar days (meaning money in hand within 28 days.) In Gaithersburg, we now have seven arbitrations within the last 16 months reaffirming the 28-calendar-day policy. Arbitrator Drucker issued four arbitration decisions, and she paid our branch \$200 in each arbitration due to the amount of repeat violations of this policy. The total was \$800 to our branch.

Arbitrator Saltzman also ordered management to comply with the money-in-hand-within-28-calendar-days policy, and she paid our branch \$200. Arbitrator Roberts paid our branch \$2,500 due to repetitive violations of the 28-calendar-day policy, and that case was a representative case for three other grievances. So, the total paid to our branch from arbitrator Roberts was \$10,000! And now, we just won in arbitration again with the Stanton award. Seven arbitrations within 16 months in the same city and the same issue!

A special thank-you goes out to our vice president, Charles Clark, for appealing this case and for his expert testimony. We also wish to thank the NALC advocate for this case, Walter Brum-

Branch Items

mage, for the fine job he did in arbitrating this case.

On April 7, we had our first union meeting via Zoom where business was actually conducted. All said, the meeting went well. Thank you, Chuck Clark, for setting up this Zoom meeting.

Please visit our website set up by Union Brother Chuck Clark at nalc3825.com. We now have more than 314,930 hits! We have important information concerning COVID-19 and lots of information on CCA rights and benefits. We have escalating remedy settlements from all steps of the grievance/arbitration procedure.

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

If the effects of the global pandemic have taught us anything, it is the importance of saving and investing for the future. The Federal Reserve reported that before the pandemic, nearly 4 in 10 households did not have the cash on hand to cover an unexpected \$400 expense.

By last October, more than half of all workers in the U.S. were reporting reduced hours, lower pay, a layoff or other hits to their employment situation. A third of all Americans had taken a loan or an early withdrawal from a retirement plan. Many workers were caught off guard and showed the weakness in their safety net.

As employees of the USPS and members of NALC, we skirted the layoff effects that affected many Americans. In fact, we were one of the few companies that continued to work and even thrive in the throes of the pandemic. But that luck should serve to remind all of us of the importance of saving for the future.

For all employees of the Postal Service, and especially the new hires, it is imperative to contribute as much as possible to your Thrift Savings Plan. The Postal Service matches up to 5 percent of your basic salary, which is free money, but that shouldn't be your only contribution to your TSP. Most economists agree that if you intend to enjoy a comfortable lifestyle in retire, you should invest 40 percent of your earned income in a federally secured retirement plan. That requires leading a frugal lifestyle, and with a spouse and children, nearly impossible. But you should make every effort to invest as much as possible in your TSP account, and the best way to do that is with payroll deduction. What you don't see, you don't miss, and that translates to a comfortable retirement.

Tom Schulte, Branch 343

Seattle, Washington

Solidarity: It didn't take me long to figure out who had my back and who was trying to stick a shiv in it. Listening to liars is a hotbed for hypocrisy, bad for democracy and terrible for workplace camaraderie. My basic rule was not to let the rumor mill be my information pipeline. You make your own judgment here, but you have to ask yourself—how many people have access to everyone on the workroom floor? Who has all this extra-extra time on their hands, access to job performance data, and a hidden agenda which is served by spreading misinformation? Opportunity and motive—that's how crimes are solved.

Carriers need to ask themselves: Who most benefits from spreading unwarranted half-truths concerning job performance, route size, sick leave usage, attendance, and other need-

less basic personnel information? Who profits most from sowing seeds of discontent? Divide and conquer. Pitting the workers against one another by and large is not conducive for increasing job production, but if, say, you want to stick someone in the crosshairs, if you want to make someone a target for recrimination, then



Above: Apopka, FL Br. 5192 member Faith E. Robinson lost her life to lung cancer. Below: Bergen County Merged, NJ Br. 425 remembers retiree Andrew Badami, who died after more than 65 years as a member.



to babble and wrangle on about workplace minutia can work wonders.

As a shop steward, I had much too much on my plate to ever want to busy myself with other people's job performance—except when handling grievances—so I would eliminate the steward as a probable culprit. Choose not to listen to the rumor mill. Choose to use a pen and paper whenever management wants to impart some salacious gossip about another worker. Ask them to repeat it, slowly. Jot it all down, whatever it is they want to pass along—then pass it along to your shop steward. There are always two sides to every story. Choose wisely. Choose solidarity!

Don Nokes, Branch 79

Silver Spring, Maryland

I recently had a phone conversation with a fellow carrier. Earlier, he had dropped off a CA-17 to his supervisor concerning a work injury that sidelined him the past month. He was surprised by a prompt call informing him that he was due to report to work the next day. He had not bothered to analyze the CA-17 to see that he was cleared for duty with a 10-pound lifting restriction. While speaking with him, I discovered that he had not been paid Continuation of Pay (COP) even though it was requested on his injury claim; his annual and sick leave was used instead. This carrier has been regular for a couple of years now, so I was surprised when he

asked my advice if he should resign and go to work for a sub-contractor of Amazon, since they pay a comparable wage.

These are multiple issues to address, but it is clear that the carrier does not possess the skills necessary to navigate treacherous postal waters. The OWCP violation concerning pay is rather obvious, but the carrier demonstrates no knowledge of his rights or benefits whatsoever. More worrisome is the fact that this carrier represents the status quo.

Please don't expect your union representative to know clairvoyantly if your rights are being violated. Make nalc.org your one-stop shop. Everything about injuries and illnesses, on and off the job, are there. It is vital to download the *Letter Carrier Resource Guide*. It explains what USPS and NALC are, everything (the dangers and pitfalls) about working as a letter carrier, the rights/benefits of a CCA and the multitude of rights/benefits you acquire when you turn regular. The important decisions a carrier makes are so much more effective when they are educated, knowledgeable ones.

Lee Taylor, Branch 2611

Southeast Pennsylvania Merged

Many thanks to President Les Dillman. He is the first to never want the attention placed on him for doing the job that he was elected to do. But I feel that life must be put in perspective. This unprecedented time has caused all of us union leaders to become "jugglers."

We all have strengths and weaknesses. But one of Les's strengths is his ability to handle many problems concurrently. First, we had/have the pandemic. Les had to ingest all the daily memorandums and rules pertaining to COVID-19. Then, there were daily teleconferences at night to get everyone on the same page (both union telecons and management telecons separately). On top of that, there were daily calls from human resources to notify us of which offices had positive tests and the protocols that would follow (cleaning of the office, next-day office stand-up talks).

Another strength of Les is his patience when taking calls from the membership. He has a keen ability to reassure the members while being straightforward with them.

Fast-forward and our building encounters problems. The hot water heater goes, and water is "everywhere." We suffer damage. Next, our roof goes. This results in damage to the extent of almost \$40,000. But thank God that our branch has insurance. The next picture is Les calling us and doing business from his truck as the building is gutted for rehabilitation. But his "juggling" skills had already been strengthened. Thank you, Les. We are lucky to have you.

Now take that same premise and thank every shop steward and executive board member who sees the big picture. We came into this job with great union leadership. And now we moved forward stronger and more prepared only because of this great union.

#BeCarefulWhatYouTakeForGranted

Eric Jackson, Branch 725

Springfield, Ohio

Postmaster (PM): I'm not approving your 3996 for an hour-and-a-half overtime. You get 30 minutes.

Me: I can't get it done in 30 minutes. What do you want me to do?

PM: Deliver your route.

Me: Yes, but when I can't get it done, do you want me to bring the mail back, pull the mail now, send me help, or call in? What are my instructions?

PM: We wouldn't be having this conversation if you left when you were told to leave. What time were you told to leave?

Me: She didn't tell me when to leave, she gave me a projected leave time.

PM: What time was that?

Me: I don't know and don't care. I leave when I'm done pulling down.

PM: You go ask her right now when you were supposed to leave.

I walk to the supervisors' office, with the PM following right behind me, and ask the supervisor what my projected leave time was.

Me: 8:25, but now I'm going to be even later because of the time I'm wasting talking to you.

PM: I'm the postmaster and I don't waste time. You are a letter carrier and if I tell you to stand here for eight hours, you'll stand here for eight hours.

Me: Do you want me to stand here for eight hours?

PM takes my 3996 and writes "FINISH THE ROUTE" in big letters.

PM: I hope you learned a lesson so we don't do this again like we're in the second grade.

I'm just an ignorant letter carrier, so I'm sure I'll be repeating second grade real soon.

Branch meetings are the second Thursday of each month in Room 221. Meeting at 6:30 p.m. Show up. Listen. Ask questions. Knowledge is power.

Brian Gourilis, Branch 45

Syracuse, New York

For more than a year now, the majority of us have been coming to the office working side by side, wearing our masks, washing our hands, keeping our distance and probably a host of other measures to stay safe. It is a shame that our leadership is not doing the same thing. From Headquarters to the district level, postal management is failing this organization. We need to hold them accountable if we want any future. We should be looking for ways to get things done instead of finding excuses *not* to do things. Our younger members, who make up more than half of us now, need to be taught the basics of service. Ask your new members if they know what the sanctity of the mail means. If we don't protect our brand now, it will be gone forever. That goes for our postal institution as well as our union.

Parcel growth has been ignored by the Postal Service, weak excuses are being given for not conducting inspections, and special inspections and the routes continue to be out of adjustment. Grievance activity is at an all-time high, along with backlogged B-team decisions (which just end up getting impassed) and then backlogged arbitration schedules as well. It is time for everyone to get back to work. We have ongoing delayed OWCP issues, delayed bids, ineffective labor relations and the worst hiring process in my 27 years. With retention still around 50 percent, we need to lead by example. Show up and do your job every day with the professionalism that the American public deserves and expects. Have you been taking "shortcuts," skipping your lunch and breaks, stop, drop, and run with your parcels? Then you are contributing to the problem. For all of those of us who have been showing up day in and day out, thank you!

Tom Dlugolenski, Branch 134

Toledo, Ohio

Sadly, we marked one year since our last in-person branch meeting. Depending on what Gov. DeWine and the Ohio Health Department



Syracuse, NY Br. 134 carriers in the Liverpool, NY, post office delivering for Amazon on Easter Sunday enjoyed a visit from a special delivery agent.

do about lifting restrictions on gatherings, we're hopeful to be able to resume our monthly meetings in the near future. We are tentatively beginning to make plans for our Labor Day picnic.

The Postal Service has begun hiring more CCAs, but at a very slow pace. Better late than never. It will undoubtedly be a long time before the hiring process alleviates any of the stress and exhaustion of the past year. This branch went to management in the early fall of 2020 and strongly suggested that the Postal Service hire 75 to 100 employees; the Postal Service didn't see the need. At present time, carriers are being forced daily to work the maximum overtime allowed and the Postal Service still struggles to deliver the mail.

On top of a drastic shortage of carriers and clerks, the processing plant in Detroit, MI, in another postal district and another state, just received the lowest score for making delivery standards in the nation! Toledo City Council sent another letter to USPS pleading that the Toledo processing plant be reactivated. The postal spokesperson said there are no plans to reopen the Toledo plant.

Not only are the machines gone, the plant is now home to carriers from five stations pre-

viously housed in neighborhood post offices. It will take an act of Congress before anything happens.

As the daily forced overtime persists, our Formal A process has come to a standstill. Grievances are stacked everywhere. It is going to take a monumental effort, if we are ever to catch up.

Things are starting to look up. Get your vaccination and let's get back to something that resembles normal.

Ray Bricker, Branch 100

Westchester Merged, New York

I would like to thank and salute Fred Rolando, and our negotiating team, for a job well done in successfully negotiating a new national working agreement. I can only imagine the challenges they met through these tough COVID times.

Now it is our job to ensure trust and confidence in our customers. The first thing I think of is pride in our jobs. We work for USPS, the best mail delivery service in the world. We must be in uniform, on time, exhibiting confidence in our service. Treat our customers with courtesy and respect, and show them that we are the premier delivery service.

On recent Zoom sessions, I have heard President Rolando speak of mentoring new employees. That is exactly what is needed from our veteran carriers today. We need stewards to introduce themselves and offer guidance to our new CCA workforce. Show them the right way to do things. Being fast is most often not the safest way to work. We need to address supervisors who are intimidating and harassing. We need to greatly improve our retention rates and training methods. More hands-on methods are required. Taking time and patience to get it done right.

Local branches need to find time and methods to reach our members, to keep them informed and aware of all reorganizational plans and our roles in carrying out efficient mail delivery. Many proposed changes are coming—trucks, scanners, reduction of districts, and probably route adjustments. Our branch welcomes new ideas and strategies and our new carriers. Let us stay strong and together. Continue to wear masks and follow social-distancing guidelines.

Yours in unionism—

Rich Montesarchio, Branch 693

COLA: Cost-of-living adjustment

- ▶ Following the release of the March consumer price index (CPI), the fourth cost-of-living adjustment (COLA) under the 2019-2023 National Agreement is projected to be **\$562 annually**. This COLA is based on the change in the CPI from the base index month to July 2021, with the previous six COLAs subtracted. The third COLA will be effective Feb. 27, 2021, the second full pay period following the release of the January 2021 CPI. All three COLAs will be paid retroactively to their contractual effective dates.
- ▶ The 2022 projected COLAs for the Civil Service Retirement System (CSRS) and

the Federal Employees Retirement System (FERS), which are based on the CPI's increase between the third quarter of 2020 and third quarter of 2021, is **2.2 percent** and will be finalized with the publication of the September 2021 CPI in October 2021.

- ▶ The 2022 projected COLA under the Federal Employees' Compensation Act (FECA) is **1.9 percent** following the release of the March CPI. This COLA is based on the change in the CPI between December 2020 and December 2021.

Visit nalc.org for the latest updates.

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2	Men's Raglan Sleeve Sport Shirt	MD_LG_XL_2X_3X		
3	Men's Embossed Pattern Sport Shirt (Black)	MD_LG_XL_2X_3X		
4	Men's White Retiree Shirt	MD_LG_XL_2X_3X		
5	Ladies' Slub Pique Sport Shirt (White)	SM_MD_LG_XL_2X_3X		
6	Men's Tiger Stripe Sport Shirt (Blue)	MD_LG_XL_2X_3X		
7	Men's Black Fade Sport Shirt	MD_LG_XL_2X_3X		
	Men's Blue Fade Sport Shirt	MD_LG_XL_2X_3X		
8	Men's Charcoal Basket Weave Sport Shirt	MD_LG_XL_2X_3X		
9	Ladies' Tiger Stripe Sport Shirt (Blue)	SM_MD_LG_XL_2X_3X		
10	Ladies' Black Fade Sport Shirt	SM_MD_LG_XL_2X_3X		
	Ladies' Blue Fade Sport Shirt	SM_MD_LG_XL_2X_3X		
11	Cotton Mock Turtleneck (White)	MD_LG_XL_2X_3X		
	Cotton Mock Turtleneck (Navy)	MD_LG_XL_2X_3X		
12	Men's 1/4 Zip Slub Pullover Jacket (Navy)	MD_LG_XL_2X_3X		
	Men's 1/4 Zip Slub Pullover Jacket (Black)	MD_LG_XL_2X_3X		
13	Sweatshirt (Extreme Heavyweight, Navy)	MD_LG_XL_2X_3X		
14	Microfiber Sport Jacket	MD_LG_XL_2X_3X		
15	Ladies' White Zip	SM_MD_LG_XL_2X_3X		
16	NALC Winter Cap			\$10.00
17	Navy Cap with Fashion Red Sandwich Visor			\$15.00
18	Gold Medallion Pocket Watch			\$110.00
19	Men's Medallion Watch w/ Steel Link Bracelet			\$85.00
	Ladies' Medallion Watch w/ Steel Link Bracelet			\$85.00
20	Men's Black Medallion Watch w/ Exp. Bracelet			\$85.00
	Ladies' Black Medallion Watch w/ Exp. Bracelet			\$85.00
21	Ladies' Charm Bracelet (Silver or Gold Finish)	SILVER_____GOLD_____		\$20.00
22	Veteran Challenge Coin			\$10.00
23	Money Clip			\$15.00
24	NALC Earring			\$15.00
25	Veteran Drawstring Backpack			\$10.00
26	Veteran Window Static Decal			\$1.00
27	NALC Trailer Hitch Cover			\$10.00



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Cythensis Lang
President

National Auxiliary Board

News and updates from the officers



Cynthia Martinez
Vice President



Crystal Bragg
Secretary



Linda Davis
Asst. Secretary



Pam Fore
Treasurer

From the Auxiliary Board

Greetings, union brothers and sisters. This month, we celebrate 116 years of partnership with NALC.

The following is a list of 50-year members of the National Auxiliary, as well as the years of service of your national board members.

The NALCA Board

NALCA 50-year members

California

Aux. #361
Aux. #1814
Aux. #1814

Jeanette Meyer
Peggy Jones
Kay Marcy

Colorado

Aux. #79
Aux. #444
Aux. #444
Aux. #444
Aux. #444
Aux. #444

Barbara Shepard
Pat Agy
Corrine Anders
Dorothy Kohtz
Edith Pottenger
Esther Yamaguchi

Florida

Aux. #181
Aux. #2621

Joyce Keller
Naomi Kesling

Illinois

Aux. #21
Aux. #21
Aux. #313
Aux. #313
Aux. #739
Aux. #739
Aux. #739
Aux. #739
Aux. #739
Aux. #739

JoAnn Flesch
Patsy Mester
Delores Butler
Judy Carter
Maxine Dill
Sue Patrick
Connie Rehg
Jeanette Thouvenot
Pat Wright

Iowa

Aux. #129
Aux. #129
Aux. #129
Aux. #129
Aux. #129
Aux. #193
Aux. #193
Aux. #193
Aux. #193
Aux. #193
Aux. #193
Aux. #193
Aux. #193
Aux. #193
Aux. #213
Aux. #213
Aux. #213

Alice Hebbel
Evelyn Keller
Marlene Long
Marilyn Sersig
Elaine Verdon
Betty Abernathy
Patricia Halferty
Kathy Miller
Vera Peters
Corrine Sentelik
Edith Travajjakis
Mickey O'Conner
Peggy Walsh
Erma Williamson

Kansas

Aux. #82

Gertrude Calderwood

Aux. #82
Aux. #82
Aux. #82
Aux. #177
Aux. #177
Aux. #177
Aux. #245
Aux. #351
Aux. #351
Aux. #351

Kentucky

Aux. #470

Maryland

Aux. #47
Aux. #47

Michigan

Aux. #1274
Aux. #1274

Minnesota

Aux. #100
Aux. #100
Aux. #758
Aux. #758
Aux. #758
Aux. #987

Missouri

Aux. # 106

Nebraska

Aux. #78
Aux. #78
Aux. #85

New Mexico

Aux. #698
Aux. #698

North Carolina

Aux. #624
Aux. #1868
Aux. #1868
Aux. #1868
Aux. #1868

Oklahoma

Aux. #141
Aux. #1248

Oregon

Aux. #1
Aux. #367
Aux. #367

South Dakota

Aux. #256

Louise Crow
Maxine Lowe
Thelma Moody
Reba Bryant
Peggy Burnett
Marie Ice
Joan Spero
Marilyn Boetz
Irene Nelson
Wenona Woodson

Peggy Zeil

Mamie Foster
Lillian Rau

Carol Haskins
Rose Ann Holka

Jessie Dezie
Therese McRae
Geraldine Mueller
Helen Reedy
Carol Yauch
Isabelle Wenner

Melinda Stansbury

Laura Beth Turner
Barbara Walsh
Joyce Klamm

Gertrude Boyer
Cordie Cuellar

Jean Garner
Ernestine Dawkins
Betty Howell
Julian LeVander
Peggy Smith-Reske

Janice Jones
Helen Burchfield

Milnee Elmers
Beverly Hugdahl
Sharon Rowlett

Jean Ashoft

Texas

Aux. #16
Aux. #16
Aux. #28
Aux. #28
Aux. #28
Aux. #28
Aux. #28
Aux. #28
Aux. #90
Aux. #111
Aux. #111
Aux. #123
Aux. #391
Aux. #1974
Aux. #2557

Virginia Holmes
Mary Ann Tyler
Shirley Cook
Wauldine Felder
Vivian Hill
Peggy Morris
Ann Koerth
Judy Arldt
Peggy Roberts
Rosalie Miller
Marjorie Harper
Myrtle Bartosh
Dolores Luedke

Virginia

Aux. #1200
Aux. #1513

Judith Drew
Gladys Fitts

Washington

Aux. #99
Aux. #99
Aux. #99
Aux. #202
Aux. #202
Aux. #202
Aux. #202
Aux. #202
Aux. #308

Linda Heib
Evelyn McCafferty
Frances Bonaker
Jean Bock
Terry Norris
Lois Peterson
Bea Reda
Bob James

Wisconsin

Aux. #144
Aux. #144
Aux. #413
Aux. #413
Aux. #413
Aux. #413
Aux. #413
Aux. #413
Aux. #413
Aux. #413
Aux. #829
Aux. #829
Aux. #829

Alvira Budda
Lynn Jester
Pat Destache
Marilyn Deviley
Peggy Flaten
Ione Heupal
Mona Jahnke
Carol Nooyen
Jackie Roffers
Barbara Melby
Patricia Novak
Virginia Rehberg

National Auxiliary Board members

Cythensis Lang of AL Aux. #2517—31 years
Cynthia Martinez of AZ Aux. #377—30 years
Crystal Bragg of IL Aux. #153—24 years
Linda Davis of WA Aux. #194—8 years
Pamela Fore of FL Aux. #2621—10 years

Mutual Exchanges

CA: Stockton (5/04) to Sparks/Reno, NV or surrounding area. Stockton is located in the San Joaquin Valley. It is centrally located: 2.5 hours to Tahoe, 1.25 hours to San Francisco and 1.5 hours to Napa Valley. Lots of OT available. Monica, 209-327-8375 (text) or monig8375@gmail.com.

CA: Studio City (1/95) to North Las Vegas/Henderson, NV. Great office with nice routes. OT if desired. Moving to be with spouse who resides there. Richard, 323-630-9446 or lakersaiz@gmail.com.

CO: Denver (5/05) to Orlando, FL or surrounding areas. More than 20 bidding stations available in the metro and surrounding areas. Small to large offices to choose from. More than 300 days of sunshine, with all four seasons present. Regulars only. Friendly people and a strong union. A growing and thriving city. Plenty of OT available. Looking to

swap due to family reasons. Trinh, 303-594-3814.

CT: New Haven (1/88) to Vero Beach, Sebastian, Melbourne, Fort Pierce, FL areas. An exchange with me lets you keep all of your seniority. Eleven different stations and suburbs in bidding cluster. Overtime available. On the coast. Home of Yale University. Short drive to NYC, Boston and Providence, RI. Andrew, 203-500-5505.

FL: Fort Lauderdale (6/93) to Lynchburg, VA; Michigan City, IN or surrounding areas. Large office with OT. John, 561-329-0944 or jetorres01@yahoo.com.

FL: Seminole (10/14) to Sebring/Avon Park, FL area. 15 minutes from beaches, awesome office, awesome people. Friendly. Lots to love out here. Lots of OT. Judy, 863-273-4087 or gidget6868@yahoo.com.

IL: Chicago (9/93) to Fort Lauderdale,

FL or surrounding areas. Regular carriers only. Large office with lots of overtime, if wanted. Northside of Chicago. 15 minutes from downtown. Great routes. Tanny, 773-742-1197 (text or call) or renae2@hotmail.com.

NV: Las Vegas (5/18) to Raleigh, NC or surrounding areas. Regular carriers only. No state tax. Large bidding area. For family reasons. John, 970-405-9193 or jdp91665@skybeam.com.

NY: Oakdale (5/99) to Apex, NC or surrounding areas. Regular city carriers only. Good office and area with OT, if desired. Omar, 516-524-0179 or omarronero17@hotmail.com.

OR: Portland (1/14) to Eugene/Springfield, OR. Regular carriers only. Great station; I am an eight-hour carrier but OT is available. Moving to be closer to family. Allegra, 503-358-6980 or allegrarainbow@gmail.com.

RI: Newport (8/16) to Denver/Boulder,

CO or surrounding suburbs. Carry in beautiful Newport, RI. Enjoy the island life! High on the seniority list with a date of 2016. Friendly place to be. OT available if desired. Brandon, 401-318-4366 (text or call).

TN: Kingsport (12/19) to Suncoast District, FL. Large office with plenty of OT. Good work environment with great union/management rapport. Robert, 423-617-4327 or rjgerner4@gmail.com.

WA: Bellingham (11/09) to Lakeland, FL or surrounding areas. Two bidding stations. Four seasons; a nature lover's dream. Lots of lakes for fishing. Lots of hiking and biking trails. Plenty of OT available. Regulars only. Kelly, 360-371-5848.

WA: Seattle (3/07) to Lewiston, ID. Regulars only. Large station with three zones. OT if desired. Lots of bidding stations. Mild weather all year. Billie Jo, 206-617-9295 (text).

How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month.

Ads must be received by the 5th of the month preceding the month in which the ad will appear, e.g., May's deadline is for the June 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. Ads without endorsements

will be returned.

Include your name, address and branch number. Ads must be received in the same format and wording as they will appear in the magazine. Begin each ad with your state abbreviation, city and seniority date.

Ads should be typed in upper/lower case (or, if this is not possible, printed clearly) on a full sheet of 8.5 x 11" paper. Make certain the numerals 0 (zero) and 1 (one) can be distinguished from the letters O and I in e-mail addresses.

Note: 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

HELP BRING ME HOME

NCMEC: 1414726

Kishe Banks-Jones



Missing Since: Mar 3, 2021
Missing From: Kalamazoo, MI
DOB: Mar 12, 2006
Age Now: 15
Sex: Male
Race: Black
Hair Color: Black
Eye Color: Brown
Height: 5'4"
Weight: 124 lbs

Kishe may still be in the local area. He may go by the nickname Shay.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-8435678 (1-800-THE-LOST®)

Kalamazoo Police Department (Michigan) 1-269-488-8911



MISSING

HELP BRING ME HOME

NCMEC: 1114976

Sha Bae Pyo



Missing Since: Feb 22, 2021
Missing From: Milwaukee, WI
DOB: Aug 3, 2005
Age Now: 15
Sex: Female
Race: Asian
Hair Color: Brown
Eye Color: Brown
Height: 5'1"
Weight: 110 lbs

Sha Bae was last seen on February 22, 2021.

DON'T HESITATE!

ANYONE HAVING INFORMATION SHOULD CONTACT

CALL 911 OR

1-800-8435678 (1-800-THE-LOST®)

Milwaukee Police Department (Wisconsin) 1-414-933-4444



social media

Join the conversation!

Follow NALC HQ's social media accounts to get the latest letter carrier news and updates straight from the source. Follow our pages; interact with us by liking, commenting and sharing content and encourage others to do the same. For suggestions and photo/video submissions, please use social@nalc.org.



@nalc.national



@NALC_National



@lettercarriers



**National
Association of
Letter Carriers
(NALC)**



@ThePostalRecord



**NALC Member App
(iTunes, Google Play)**

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**