

The Postal Record

Volume 139/Number 7

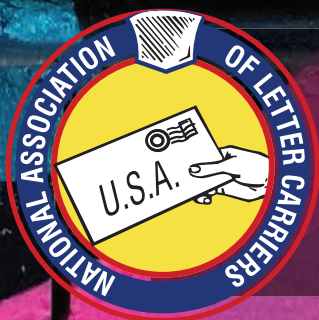
July 2026

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The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

LOS ANGELES



NALC 74TH BIENNIAL CONVENTION

AUGUST 3-7, 2026

—PAGES 24-30

Collective-Bargaining Conference gives members unprecedented insight into negotiations —PAGES 3-4



DOHERTY & DONELON SCHOLARSHIPS

Deadline: This form must be returned to NALC Headquarters no later than December 31, 2026.

Eligibility

- Applicant must be the son, daughter or legally adopted child of a letter carrier NALC member in good standing—active, retired or deceased. Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.
- Applicant's parent must be a member in good standing of NALC for at least one year prior to making application.
- Applicant must be a high school senior when making application and must submit the form provided at right, signed by the NALC member and an officer of the member's NALC branch. This form must be returned to NALC Headquarters by December 31, 2026.

Requirements

- All applicants must take the Scholastic Assessment Test (SAT) or the American College Test (ACT) in either their junior or senior year. A copy of the official scores from the administering organization must be received at NALC Headquarters by midnight, March 31, 2027. (Computer-generated print-outs of test scores will not be accepted.)
- All biographical questionnaires and secondary school reports must be received at NALC Headquarters by midnight, March 31, 2027.

Regulations

- Scholarship is to be used toward pursuing undergraduate

degree at an accredited college of recipient's choice.

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

Terms of awards

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

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

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

SCHOLARSHIP APPLICATION

Date _____ (PLEASE PRINT CLEARLY)

Please send instructions as to how I can compete for a scholarship award. I am a senior in the 2026-27 school year.

I am the ☐ daughter ☐ son ☐ active
☐ stepdaughter* ☐ stepson* ☐ retired
☐ granddaughter* ☐ grandson* ☐ deceased

letter carrier _____

of Branch No. _____ City _____ State _____

My name is _____

My address is _____

City _____ State _____ ZIP _____

Phone No. _____

Signature of NALC parent member
(or spouse if deceased)

Last 4 digits of Social Security No. _____

Signature of branch officer

Printed name of branch officer

Title _____ Date _____

This form must be returned no later than Dec. 31, 2026, to the NALC Scholarship Committee, in care of the National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

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

Meeting members where they are



**Brian L.
Renfro**

As I write this article, we are in a required 60-day mediation period in our contract negotiations with the Postal Service. Our current contract, which expired on May 22, remains in full force and effect until a new negotiated or arbitrated agreement takes effect. During this mediation period, negotiations continue, as they always do. Simultaneously, we are putting the final touches on our strong arbitration case, which has been in the works for months, in the event we decide to pursue interest arbitration.

Our round of negotiations for our last *National Agreement* made clear that our members wanted more insight and transparency into collective bargaining. The Executive Council and NALC Headquarters staff took this feedback seriously and have made it a priority to work together to meet our members' needs. During this round of collective bargaining, we made many enhancements to how we communicate about negotiations, including the creation of Rank-and-File Bargaining Committees, opening a collective-bargaining survey to all active members of the union, conducting membership polls, holding a day of action in conjunction with the opening of negotiations, publishing biweekly members-only updates during the bargaining period, hosting members-only video livestreams, and conducting a national collective-bargaining conference for branch and state leaders. The last two items on this list happened recently.

On May 22, I hosted a members-only livestream that focused on workroom rules that the Postal Service had proposed. Another members-only livestream followed on May 29, where I discussed the workroom rules proposed by NALC. The following week, 250 branch and state association presidents, or their designees, gathered in Washington, DC, for our first-ever NALC Collective-Bargaining Conference.

The conference was two full days of lengthy discussions about where we are in collective bargaining, economic and workroom rule updates, and our potential case in interest arbitration. The mics were open to all participants

during both full days, and we received thoughtful questions and ideas from branch and state representatives from across the country.

The way we are expanding our communications and member involvement in bargaining during this round of negotiations is just one of the numerous ways we continue working on reaching our members where they are.

While this magazine continues to thrive and win awards year after year, we know that we don't reach all our members through it. We've expanded our content on social media platforms Facebook, Instagram, X, BlueSky, Threads and YouTube to inform our members wherever they are. In recent years, we have produced more short-form videos than ever before, both to educate our members with contractual information as well as to explain our impact to the public.

Just like our jobs have changed in recent years, so have the ways we communicate. That's why we're working to constantly adapt and meet our members where they are in our evolving digital landscape.

An excellent example of this is the recent launch of NALC University, a new online learning system for training union representatives and members across the country. NALCU gives union representatives and members nationwide access to trainings on their own time and their own pace. Even better, these video courses are taught by real letter carriers who do this work every single day.

New modules will regularly be added to the platform, continuing to expand NALCU's training offerings. A well-informed union is a stronger union. I encourage all our members to take advantage of this resource and see what NALCU has to offer you. More information about NALCU is available on page 5.

Expanding our educational opportunities and communication methods never ends. As we gather next month in Los Angeles for our national convention, we will livestream the union's convention business for the first time ever. This will give our members real-time access into the business of the convention, which will chart the course of our union's efforts for the next two years. Leading up to the convention, check nalc.org for more information about the livestream.

Continuing to find new and unique ways to engage and educate our members remains a top priority as we work toward our collective goal of improving the working lives and retirements of every city letter carrier.

A handwritten signature in dark ink, appearing to read 'Brian L. Renfro'.



National Association of Letter Carriers, AFL-CIO

Since 1889, representing city letter carriers employed by the United States Postal Service.

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Collective-Bargaining Conference gives members rare insight into negotiations

One week after the expiration of the 2023-2026 *National Agreement*, NALC held the first of its kind two-day Collective-Bargaining Conference to give branch and state association presidents an insider's view on the state of negotiations as the process moves through the required 60-day mediation process. That agreement, which expired at midnight on Friday, May 22, 2026, remains in full force and effect until a new negotiated or arbitrated agreement takes effect. After the mediation period, any unresolved issues will be addressed through an interest

NALC President Brian L. Renfro explains the negotiation process to the conference attendees.



arbitration process, which would result in a final and binding decision on the contents of a new *National Agreement*.

The conference was held in Washington, DC, with an opening reception held on the evening of June 1 followed by two all-day sessions. More than 250 branch and state association presidents or their designees attended to ask questions, share feedback, and gather information to bring back to their members.

"The timing of this conference is intentional," NALC President Brian L. Renfro said at the start of the conference. "We're going to dive really, really deep over the next couple of days."

Day 1 covered the economic portion of negotiations. The second day focused on NALC's potential case in interest arbitration and proposed work rules changes, specifically related to Article 8, Hours of Work, and Article 15, Grievance-Arbitration Procedure. On both days, microphones were open to all members. Attendees were encouraged to ask questions and share their ideas and feedback.

President Renfro began by giving an insider's view into negotiations with the Postal Service. He said that negotiations have been ongoing since the opening of bargaining. "We have been bargaining with them weekly, in some cases multiple times a week, on different topics since we opened Feb. 25," he said.

He took a moment to thank the NALC officers and staff who have been working for months, and even years, on preparation for these negotiations. All of the proposed contract changes or additions were created by subcommittees of NALC Executive Council members and Headquarters staff after months of intensive preparation. The subcommittees developed our concepts and proposals after consideration of NALC's official bargaining positions adopted at national conventions, feedback from the first-ever Rank-and-File Bargaining Committees and member feedback at the national rap session in Cleveland, OH, last fall, an all-member survey, and more. With that information, NALC created and submitted bargaining proposals to the Postal Service.

NALC officers and staff have also spent time considering different bargaining scenarios and strategies for achieving the best possible agreement. "Based on all that information, I think we have a really good sense of what those scenarios look like," Renfro said. "As an Executive Council, we have spent hours and hours and hours over the last few months having conversations about how we prioritize different pieces in different scenarios, the things that we could potentially see playing out in bargaining."

"So, the conversations with the Postal Service on the economic front over the first couple of months of bargaining were of a general nature about, 'These are the things that we absolutely have to accomplish in any agreement,' " he said, while outlining specific economic provisions the union is considering.

The unprecedentedly transparent insight into the process was enlightening to even longtime members.



Many branch presidents asked the Executive Council that any tentative agreement benefit all members of the city letter carrier craft, the brand-new carriers, the top-step carriers and everyone in between, which Renfroe confirmed was part of NALC's consideration and laid out goals that would benefit all members.

Next, President Renfroe led a conversation on city carrier assistants (CCAs), part-time flexibles (PTFs) and the starting pay for new employees. While NALC has the standing goal of eliminating the non-career workforce and going exclusively to career, the president walked the attendees through several possible scenarios of raising pay for CCAs, raising pay for PTFs, or lowering the maximum time until CCAs are automatically converted to career.

Several members took to the microphones to speak about the CCA complement, saying that in addition to the pay, there are concerns that in some locations CCAs are being overworked because there aren't enough CCAs, and in other locations there are CCAs who can't get enough hours because there are too many CCAs in the installation. President Renfroe said that is a problem Headquarters is aware of and is working to fix.

Next, President Renfroe discussed proposals that the Postal Service has brought forward in negotiations, and

how NALC views those concepts. NALC has polled members on some of these concepts to see how letter carriers view these proposals, and many attendees took the opportunity to ask questions about the concepts and how they might go into effect.

The first day concluded with a preview of the NALC University online learning program (see article on page 5).

The second day shifted to potential interest arbitration hearings to obtain a new collective bargaining agreement, what NALC's case would look like and what NALC could expect from a case by the Postal Service. The conversation also included a consideration of the Postal Service's finances.

President Renfroe told attendees that the Executive Council has to consider what NALC reasonably thinks it could get through a tentative agreement versus what the outcome of interest arbitration likely would be.

"Balancing those two things and what the Postal Service is willing to do in negotiations ultimately is how the decision is made as to whether we're able to get a tentative agreement that our members can choose whether to ratify or not, which is always our preference if we're able to get there, or we use the interest arbitration process," Renfroe said.

More than 250 branch and state association presidents or their designees attended the conference.

The NALC president then discussed several work rule proposals from both sides having to do with Article 8, Hours of Work, and Article 15, Grievance-Arbitration Procedure, of the *National Agreement*. Several members took to the microphones to talk about the implications of the work rule proposals.

Finally, President Renfroe made time available for anyone to come to a microphone to comment or ask a question of him or any of the members of the Executive Council before closing the conference. This feedback will further help inform NALC's next steps in the bargaining process.

"I appreciate every branch and state leader who joined us for these two all-day sessions to learn more about where we are in the collective-bargaining process," President Renfroe said following the conference. "Your commitment, engagement and dedication make our union stronger. I look forward to these branch and state leaders taking their knowledge home and sharing it with our members."

Further updates will be provided on nalc.org, on the union's social media channels, in future issues of *The Postal Record*, and in the *NALC Bulletin* as the collective-bargaining process moves forward. **PR**

Introducing: NALC University Union launches online learning system

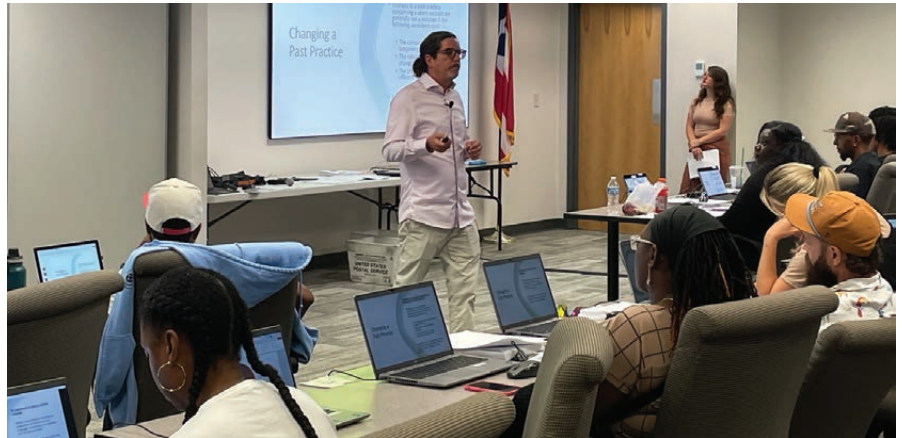
NALC has launched NALC University (NALCU), a new online learning system designed to deliver training to union representatives and members across the country. As explained in the March edition of *The Postal Record*, NALC has been developing NALCU in conjunction with Vocalmeet, a company that helps organizations like NALC build online education programs.

In addition to the development of NALCU, the union has created a standardized Informal Step A Training program to help shop stewards represent members on the workroom floor. The modules created for this program vary in length from 15 to 60 minutes and cover a variety of subjects NALC members and union representatives will find helpful. These modules include:

- *National Agreement* modules, which explain the articles of the contract. Some are covered in multiple modules.
- How to Grieve modules, which explain how to take the contractual language and file a successful grievance.
- Grievance Procedure modules, which explain how a steward can use the grievance-arbitration process effectively.
- General Education modules, which include other subjects a shop steward may need to be effective in their job.

A preview of the online training was presented at the Collective-Bargaining Conference on June 2.

“While our union has an excellent history of education—we do an absolutely great job around the country at all levels education-wise, and it’s something that we continue to try to



improve—we thought that it was important for us to utilize all the means that were available to us to provide those educational opportunities to our members,” President Brian L. Renfroe said. “The idea from the beginning was not in any way to replace what we do in the classroom, it was to supplement it, to augment, to offer more opportunities to our members.”

The nationwide launch of NALCU began on May 19 and rolled out weekly to more regions so the system wasn’t overwhelmed at any given point. It was available to every region by June 16.

NALCU is available at no cost to every member of the union. Members interested in taking the online courses just need to log into the Members Only portal of the NALC website. Once logged in, NALCU is found in the Members Menu. Simply bring up the menu on your device and select “NALC University” from the drop-down menu. You will be automatically directed to the NALCU website, where you can view all the modules available and begin taking classes.

Starting July 1, NALC will begin adding new modules every two weeks, so members should log in regularly to view any new content. **PR**

NALC University uses the same training modules as in NALC’s in-person training, but allows members to go through the training at their own speed and in the comfort of their own homes.

Correction: In the lists of contributors to LCPF (February 2026) and the MDA Honor Roll (May 2026), Harrisburg, PA Branch 500 was incorrectly listed as Allentown, PA.

News from Washington

NALC participates in second House Congressional Postal Caucus roundtable



On June 9, NALC participated in the House Congressional Postal Service Caucus's second stakeholder roundtable, which served as a follow-up to the first labor-focused roundtable in March that the union also took part in. NALC Chief of Staff Kori Blalock participated, bringing strategic guidance on the ways Congress can take action to support the nation's letter carriers, who are central to a strong, financially independent Postal Service network, now and into the future.

The Postal Caucus chairs, Reps. Nikki Budzinski (D-IL) and Jack Bergman (R-MI), were joined by fellow caucus members Reps. Maggie Goodlander (D-NH) and Derrick Van Orden (R-WI), who asked panelists to discuss the role of the Postal Regulatory Commission (PRC), the Delivering for America plan, and most importantly, the Postal Service's long-term outlook.

While the first roundtable was focused on labor priorities, this second roundtable comprised other stakeholders such as those from the PRC, EasyPost, Envelope Manufacturers, PostCom, C21 Postal Coalition and Postal Supervisors to discuss their views.

During the panel, Blalock emphasized the shared goal of all stakeholders in working to ensure a strong service-oriented postal network that serves 170 million delivery points six—and sometime seven—days a week. NALC strongly emphasized the direct correlation between service and financial stability, highlighting that protecting service begins with investing in the Postal Service's infrastructure—namely letter carriers and postal employees, vehicles and technology. NALC's cen-



NALC Chief of Staff Kori Blalock (far l) provided the union's point of view at the House Congressional Postal Caucus's second stakeholder roundtable.

tral focus was for stakeholders to work together on viable, bipartisan reforms, including a better investment strategy for USPS retiree health and pension funds, increasing the agency's borrowing authority and fairly recalculating USPS's Civil Service Retirement System pension obligations.

"If you want service to get better, we must collectively focus on legislation to address these core issues," Blalock said.

Blalock emphasized that NALC appreciates every opportunity to engage in these important conversations and is committed to continue leading the fight to pass meaningful, bipartisan financial reforms and will work with the House Committee on Oversight and Government Reform on the best path forward.

House subcommittee holds hearing on financial future of the Postal Service

On June 4, the House Subcommittee on Government Operations held a hearing with all four commissioners of the Postal Regulatory Commission (PRC). The commission currently has one vacancy. Commissioners Robert Taub, Ann Fisher, Thomas Day and Ashley Poling all discussed the current

financial situation facing the Postal Service and possible solutions.

In his opening remarks, Chairman Pete Sessions (R-TX) recognized the "conflicting and vaguely defined requirements and expectations" the Postal Service is forced to operate under. "It must deliver everywhere, not all the time, but darn close to it—regardless of how remote or resource-intensive such a delivery might be," he said. "Said another way, the Postal Service must act like a business and unlike a business simultaneously. Deciding what we want is going to require tough decisions—by everybody."

Ranking Member Kweisi Mfume (D-MD) recognized the recent challenges facing the Postal Service, referencing the last subcommittee's hearing on USPS where the agency mentioned its \$9 billion net loss and its serious risk of running out of cash soon. He emphasized that mail delivery is a public service that powers communities across all 50 states and territories. He explained the regulatory function of the PRC, and why the commissioners were invited to testify.

The PRC commissioners argued that to stabilize the Postal Service's financial condition, Congress and the Postal Service must define the uni-

versal service obligation (USO) and develop a new financial structure that ensures long-term self-sufficiency. To date, other than mandating six-day mail delivery in the Postal Reform Act of 2022 (Public law 117-108), Congress has largely left the USO open and undefined.

Commissioner Taub outlined certain principles whose scope they believe must be decided upon, including geographic scope, range of products, access to services and facilities, delivery frequency, affordable uniform pricing, service quality, and an enforcement mechanism. He stressed that only after these principles are defined can costs be assigned to them to establish a financial structure.

Commissioners Fisher, Day and Poling each voiced their agreement with Taub's testimony and highlighted other issues related to the PRC's role in improving the USPS financial condition, including a discussion of what rate authority should be granted to the agency and the importance of maintaining service quality.

Regarding ways to address the agency's finances, during the question-and-answer period, Rep. Gary Palmer (R-AL) asked about diversifying the Postal Service's retiree and health pension investments. "How much thought have each of you given to the recommendations given by the inspector general about diversifying retirement assets beyond securities?" he asked, and added, "We aren't going to let people who've spent their career delivering mail lose their retirement benefits."

Unfortunately, the commissioners minimized some of the commonsense reforms that would improve the Postal Service's financial condition and for

which NALC has long advocated. These reforms include the implementation of the recommendations of the Segal report to correct the long-term overallocation of pension liabilities on the Postal Service, allowing the Postal Service to invest its pension funds in a diverse portfolio of stocks and bonds to substantially increase its rates of return, and raising the agency's borrowing authority to an amount that allows the agency to modernize its network to meet today's needs. These reforms would bring immediate financial relief to the Postal Service and would not open the agency to a lengthy regulatory process that could result in changes to service that could be felt by the American public.

"NALC is disappointed in the commissioners using this hearing to minimize the most effective option to improve the Postal Service's finances," NALC President Brian L. Renfroe said. "As regulators, they should use their position to pursue any and all options to improve the agency's financial situation, not create further hurdles.

"NALC appreciates the subcommittee holding this hearing, but urges its members, and all of Congress, to focus on changes that will most benefit our members. Commonsense solutions to

address USPS's financial condition and measures to protect our members from violent crimes and assaults on the job are essential for our future and safety."

House passes bill making it easier to form unions

On June 9, the House passed the Faster Labor Contracts Act (H.R. 5408) by a bipartisan vote of 230-193. The legislation, led by Reps. Donald Norcross (D-NJ) and Pete Stauber (R-MN), would make it easier to form a union by preventing employers from stalling first contract negotiations with newly certified unions.

The bill ensures that when employees vote to form a union, the employer cannot drag out negotiations and prevent the collective-bargaining process. The legislation advanced in the House by a discharge petition, with every Democrat and 20 Republicans voting in favor of the bill. The bill now waits for consideration in the Senate.

While this bill does not directly affect letter carriers or postal employees, NALC supports this legislation and any congressional action that expands collective-bargaining rights and makes it easier for workers to join and form unions. **PR**





Asheboro, NC
Branch 2560

PUTTING IT ALL TOGETHER

Fulfilling a pledge made every second Saturday of May for more than three decades, letter carriers collect food and deliver hope to their communities during the Letter Carriers' Stamp Out Hunger® Food Drive.

In the 34 years since it began, the food drive has collected nearly 2 billion pounds of food for those in need, delivering that food to local food banks. **With 64 percent of branches reporting, this year's**

drive added 36,632,674 pounds to that total. Letter carriers collect bags of nonperishable items placed near their mailboxes and team up with other postal employees and community volunteers to provide donations to local food banks.

"Once again, letter carriers showed what they can do when everyone comes together," NALC President Brian L. Renfroe said. "Tens of millions of pounds of food collected in one day—nobody else could do that. I couldn't be more proud of the carriers, retirees and volunteers who made this food drive a success."

Nearly 1 in 7 Americans face food insecurity. The Stamp Out Hunger Food Drive comes at a critical time of the year for food pantries, when holiday donations are depleted and schools are closing for the summer.

"The food drive is so successful because letter carriers never shy away

from a hard job," Assistant to the President for Community Services Crystal Smith said. "Just as they work hard every day to serve those in their communities by delivering the mail, they deliver food to tables in communities across the country and U.S. territories."

"The Stamp Out Hunger Food Drive is proof that we can do anything if we do it together," President Renfroe said. "That's what a union is all about. Thanks to all the carriers, volunteers and sponsors for another great food drive."

Innovation at the branch level

Branches continued to work to boost their food drive results this year. Some experimented with new ideas. Others pounded the pavement to find new local sponsors and partners.

"Our big plan was printed bags and getting one or several companies to sponsor the bags," said **Michelle Paulsen**, who has worked as food drive coordinator for Central Iowa Merged Branch 352 for seven of her 10 years as a carrier. The branch's local food pantry partner, DMARC, "did some excellent work and got Renewal by Andersen to fund \$10,000 to purchase the bags," she said. "With that investment, we also decided to go with paper bags instead of plastic. After talking to customers and carriers, the paper bags made a big difference. It's difficult to ignore them."

Paulsen has pulled new partners into the mix, to help spread the word about



Seattle, WA Branch 79



Left: Princeton, NJ
Branch 268
Below: Peoria, IL
Branch 31

the food drive. She is a scoutmaster with Scouting America and convinced her local scouting council to combine its food drive with the NALC effort.

"This got Scouts in the community handing out flyers and collecting donations at stores," she said. "This is the first year we have gotten this partnership going, and I think we will see more involvement from the Scouts in future food drives."

"The past few years we have been working with and invited in other local unions to volunteer standing outside grocery stores on the Food Drive Day," she added. "This partnership has grown every year as we get more union members involved, and they even create their own competition to see which one brings in the most food."

"With everything we did this year, we tripled the amount of food that was collected," Paulsen said.

She had advice for other branches that want to improve their efforts: "Reach out to whatever community groups, programs, churches, schools, other local unions or clubs. If you give them ways to help, you will be surprised how many are willing to help."

Some branches worked to extend their support for their local food banks beyond food collection.

Kevin Boyer, president of Columbia, MO Branch 763, worked closely with the branch's partner, the Food Bank for Central and Northeast Missouri, to take advantage of the publicity and fundraising tools that the food bank already uses.

"Ever since we partnered with them, the amount that we were able to get, you know, just grew kind of exponentially over the years. We went from, you know, people knowing about it to people getting postcards, and then

people getting the bags and stuff," Boyer said.

"They're doing this all year, so we kind of deferred to them on whatever ideas that they would have," he added, "so if they have an idea about how to get more, we're going to defer to them. So we went from the bags, the paper bags, and then they went to plastic bags, like grocery bags."

As food coordinator for Hagerstown, MD Branch 443 since 2017, **James Gelwicks** guided his branch's food drive efforts through the pandemic and learned from the experience. Just when the in-person food drive resumed in 2022, the branch lost its bag sponsor.

"I was somewhat concerned, because we didn't have the bags, but I really didn't know how important the bags truly are," he said. He tried to boost participation through publicity, but without empty bags sent to postal patrons, the number of full bags on collection day dropped like a rock.

"Our turnout ended up being 7,000. So, we went from 25,000 pounds with bags to 7,000 pounds without. And being the food drive coordinator, I took that personally," he said.

The next year, Gelwicks did more publicity, running messages on digital billboards and running a 30-second video about the food drive in a local movie theater during the trailers, and did some collections there. He put magnet signs on some of the postal trucks, too.

"It was just to, you know, to build excitement and awareness up," he said. "And I really had high hopes, because I'm like... how is it not going to be way better? Well, that year, in 2023, we had 8,000 pounds. It really didn't



Amarillo, TX Branch 1037



Top 33 branches by size category *

Category 1 (2,000 or more members)

Los Angeles, CA Br. 24	1,005,500
New Jersey Mgd. Br. 38	780,000
Garden Grove, CA Br. 1100	600,921

Category 2 (1,500-1,999 members)

Central Florida Br. 1091	649,120
San Antonio, TX Br. 421	612,384
Buffalo-Western NY Br. 3	385,088

Category 3 (1,000-1,499 members)

Oklahoma City, OK Br. 458	1,337,470
Tampa, FL Br. 599	1,012,000
North Florida Br. 53	198,811

Category 4 (700-999 members)

Clearwater, FL Br. 2008	1,501,767
San Juan, PR Br. 869	396,000
Honolulu, HI Br. 869	344,002

Category 5 (500-699 members)

Ponce, PR Br. 826	546,600
Lexington, KY Br. 361	155,016
Fort Wayne, IN Br. 116	100,156

Category 6 (350-499 members)

Sun City, AZ Br. 6156	265,693
Lakeland, FL Br. 1779	262,000
Southwest MI Br. 246	219,139

Category 7 (200-349 members)

Columbia, MO Br. 763	673,118
Green Bay, WI Br. 619	290,382
Pensacola, FL Br. 321	207,508

Category 8 (100-199 members)

Southern Delaware Br. 906	331,635
Davenport, IA Br. 506	127,942
Billings, MT Br. 815	122,233

Category 9 (50-99 members)

Butte, MT Br. 621	157,224
Bettendorf, IA Br. 3811	136,070
Aiea-Pearl City, HI Br. 4682	131,580

Category 10 (26-49 members)

Staunton, VA Br. 513	80,845
Rochester, NH Br. 990	45,000
Vicksburg, MS Br. 94	24,500

Category 11 (1-25 members)

Lynden, WA Br. 4132	21,277
Ocean Springs, MS Br. 3827	20,000
Conway, AR Br. 1592	19,570

Kendallville, IN Branch 952



have much effect. And that's when I just said, 'Nothing else matters but the bags.' ”

By 2025, with bags sent out to patrons once again, Branch 443's food drive yield jumped to 35,000 pounds, and to 36,000 this year.

Gelwicks believes bags work because they stick out in a patron's mailbox.

“The bag in the mailbox is something totally different. We get postcards every year, and every customer gets a postcard every... other day of the week, and that's easy to dismiss,” he said. “But when they get something different in the mail, like a bag, every single customer, I darn near think, looks at that bag for at least a second. And then every single customer carries that bag in, and quite a few of them just sit it on the countertop, and then they fill it up a day or two later and throw it out at the mailbox.”

“I would rather have the bags than I would have another advertisement, like a paper advertisement, because I think the bags are so different,” Gelwicks added. “Bags, bags, bags. Yes, nothing is more important than the bags.”

Expressions of thanks

In media articles and on social media, food banks serving communities across the country reported the totals and expressed their gratitude:



Southeast Pennsylvania Merged Branch 725

“The results have been tabulated, and this year's Stamp Out Hunger food drive... brought in a MASSIVE 282,241 pounds of food! Thanks to your generosity, we can provide more than 235,200 meals for those in need. Thank you so much to our volunteers, our letter carriers, and everyone who donated.” —Food Bank of Eastern Michigan

“The NALC food drive 2026 was a huge success! On the day of the event, we counted more than 13,000 lbs. of food, and we're still weighing some final deliveries! Thank you so much to the National Association of Letter Carriers for hosting the event, and to every single person who left food by their mailbox to participate. Each and every pound of food that you raised will go towards feeding your neighbors and ensuring Food for All in Western North Carolina and beyond.” —MANNA FoodBank, Western North Carolina

“25,076 POUNDS OF FOOD! That's how much we've received this week from the Stamp Out Hunger Food Drive in partnership with the National Association of Letter Carriers.” —Chattanooga Food Bank, Chattanooga, TN

“Stamp Out Hunger provides much needed resources... Hunger continues to affect thousands of our neighbors, and we're so grateful for how the letter carriers continue to engage in this annual event... Rapid City: 13,900 pounds collected. Sioux Falls: 45,526 pounds collected.” —Jennifer Sten-

saas, Community Engagement Manager at Feeding South Dakota

"You all made 2026's Stamp Out Hunger a huge success for our community! 1,761 pounds of shelf stable food!!! Thank you to each of you who donated and to our amazing mail carriers. You all are rockstars!" —Texas County Food Bank Inc., Houston, MO

"During the May 9, 2026, Stamp Out Hunger food drive, Wake Forest community members donated 3,400 lbs. of non-perishable food items. A sincere thank you to everyone who contributed! Donations collected in Wake Forest will stay in Wake Forest—directly supporting local families." —Town of Wake Forest/Tri-Area Ministry Food Pantry

"Members of the National Association of Letter Carriers Branch 1726 of the El Centro Post Office announced that this year's Stamp Out Hunger Food Drive was a massive success. Thanks to the community's incredible generosity, the union collected over 1,500 pounds of food for our local food bank. Despite the Imperial Valley heat climbing past 100°F, dedicated carriers were honored to go the extra mile to support local families in need." —Imperial Valley Press, El Centro, CA

"Operation Hope announced the results of its ... Stamp Out Hunger Mail Carrier Food Drive conducted Saturday, May 9: 26,000 lbs. (13 tons) of non-perishable donations collected!" —Fairfield HamletHub, Fairfield, CT

"We have our collection total for the 2026 Letter Carriers' Stamp Out Hunger® Food Drive! With your support, we collected 68,265 pounds of food to

distribute to our community. Your donations are critical to providing the wide variety of food choices available in our pantries. Thank you all for your support!!

A huge thank you to our Letter Carriers, donors, volunteers, and food bank staff for another successful drive!" —Thurston County Food Bank, Olympia, WA

"Thanks to the incredible generosity of our community and the support of the National Association of Letter Carriers, 9,937 pounds of food were collected to help feed our neighbors across Northeast Louisiana. From all of us at the Food Bank, THANK YOU to everyone who donated and to the National Association of Letter Carriers for making this impact possible!" —Food Bank of Northeast Louisiana

"Tulahoma helped to stamp out hunger this month as citizens donated nearly 3,100 pounds of food to local pantries for the annual Stamp Out Hunger Food Drive.

Earlier this month, the National Association of Letter Carriers (NALC) held its 34th annual Letter Carriers' Stamp Out Hunger Food Drive to help fill the shelves of food banks across the state and county. Locally, the food drive benefited the food pantries at Community Cares Ministries/The Attic Outlet, Good Samaritan, Wesley Heights Methodist Church and First Christian Church." —*The Tullahoma News*, Tullahoma, TN

On the following pages is the list of branch totals received at NALC Headquarters by June 7.

St. Louis, MO
Branch 343



Roanoke, VA
Branch 524



Here is a list of branch totals received at NALC Headquarters by June 6, listed by state and then in branch numerical order.

Alabama

Montgomery Br. 106.....59,834
Anniston Br. 448..... 12,350
Huntsville Br. 462 51,029
Mobile Br. 46924,933
Birmingham Br. 53059,834
Florence Br. 892.....15,125
Gadsden Br. 1047..... 16,750
Decatur Br. 131419,500
Dothan Br. 163010,000
Jacksonville Br. 3344..... 11,546

Alaska

Anchorage Br. 4319 19,500

Arizona

Phoenix Br. 576.....230,346
Tucson Br. 704 340,197
Prescott Br. 859 11,000
Arizona Mgd. Br. 1902..111,308
AZ River Cities Br. 5850 ...8,705
Sun City Br. 6156.....265,693

Arkansas

Little Rock Br. 3546,545
Pine Bluff Br. 240 1,597
Fort Smith Br. 39925,495
Hot Springs Natl. Park Br. 543
.....78,000
Jonesboro Br. 1131.....8,914
Paragould Br. 1293..... 8,312
Clinton Br. 1592 19,570
Camden Br. 1802 789
Blytheville Br. 19221,890
Russellville Br. 1946..... 6,500
Osceola Br. 2756.....100
Springdale Br. 3671..... 30,000
Benton Br. 3706..... 18,325
Sherwood Br. 374544,794
West Memphis Br. 418956

California

Los Angeles Br. 24 ...1,005,500
Central CA Coast Br. 52.. 95,771
Sacramento Br. 133256,867
Santa Rosa Br. 183 61,091
Stockton Br. 213..... 31,834
San Francisco Br. 21435,026
Central CA Br. 231..... 62,000
Santa Barbara Br. 290.. 38,862
Eureka Br. 34838,872
San Bernardino Br. 411..16,500
Napa Br. 6275,232
Santa Ana Br. 73732,070
Bakersfield Br. 782 48,185
Visalia Br. 866 14,500

Garden Grove Br. 1100... 600,921
Modesto Br. 1291 15,648
Monterey Br. 1310 8,951
Merced Br. 1340 8,205
Santa Clara Br. 1427.....28,278
Ontario Br. 1439 8,000
El Centro Br. 17261,500
Burbank Br. 2086..... 40,000
Upland Br. 2168 8,628
Van Nuys Br. 2462..... 12,274
Escondido Br. 2525 33,701
Chatsworth Br. 2902121,767
Rialto Br. 3982 950
Camarillo Br. 4114 8,485
Lancaster Br. 44303,500
Santa Fe Springs Br. 4941... 2,201

Colorado

Denver Br. 47 333,545
Colorado Springs Br. 204 ..188,046
Pueblo Br. 229 19,500
Greeley Br. 324 28,155
Boulder Br. 642.....26,277
Fort Collins Br. 849..... 34,406
Grand Junction Br. 913...36,528
Northeast CO Br. 3631..... 721
Arvada Br. 4405 61,878
Craig Br. 5236 1,103
Centennial Br. 5996 76,145

Connecticut

New Haven Br. 19 34,809
CT Mgd. Br. 2076,425
Bridgeport Br. 32 30,000
Stamford Br. 6091,269
Hartford Br. 86165,289
Greenwich Br. 759 41,510
Fairfield Br. 231327,000
Essex Br. 5016.....1,295

Delaware

Wilmington Br. 19157,975
Southern DE Br. 906 ... 331,635
Newark Br. 1977 50,718
New Castle Br. 4015 10,001

District of Columbia

Washington Br. 142 21,053

Florida

North FL Br. 53198,811
Pensacola Br. 321..... 207,508
Tampa Br. 599..... 1,012,000
Key West Br. 818 2,938
Gainesville Br. 102566,148
Central FL Br. 1091.....649,120
Tallahassee Br. 117216,000

1. Central Florida Branch 1091
2. Hot Springs National Park, AR Branch 543
3. Boulder, CO Branch 642
4. Monterey, CA Branch 1310
5. Tampa, FL Branch 599

W. Palm Beach Br. 1690... 144,839
 Bradenton Br. 1753..... 75,285
 Lakeland Br. 1779..... 262,000
 Clearwater Br. 2008.. 1,501,767
 Spacecoast FL Br. 2689.. 198,110
 Panama City Br. 3367 .. 153,300
 Emerald Coast Br. 4559 .. 101,246
 Naples Br. 4716..... 58,743

Georgia

Atlanta Br. 73..... 9,863
 Augusta Br. 263 40,985
 Brunswick Br. 313..... 53,150
 Rome Br. 536 5,125
 Columbus Br. 546..... 55,000
 Savannah Br. 578..... 125,000
 Athens Br. 588..... 5,000
 Valdosta Br. 998 28,101
 Dublin Br. 1068..... 590
 Marietta Br. 1119 52,382
 Griffin Br. 1230 2,000
 Milledgeville Br. 1269 1,928
 Lilburn Br. 1537 3,603
 Dalton Br. 1833 720
 Decatur Br. 2225 2,187
 Albany Br. 4040 3,312
 Warner Robins Br. 4057... 5,743
 Forest Park Br. 4568..... 7,000
 Roswell Br. 4862..... 3,800
 Tucker Br. 6070 2,208

Hawaii

Honolulu Br. 860 344,002
 Hilo Br. 2932..... 27,893
 Aiea-Pearl City Br. 4682 ... 131,580
 Waipahu Br. 4683 35,518
 Wahiawa Br. 4837.... 106,980
 Kailua Kona Br. 5516 20,388
 Waianae Br. 5579 22,988

Idaho

Pocatello Br. 927..... 7,894
 Coeur d'Alene Br. 1260 ... 9,892
 Twin Falls Br. 1392..... 10,255
 Nampa Br. 1409 4,500
 Burley Br. 1857 1,160

Illinois

Chicago Br. 11 271,821
 Peoria Br. 31..... 61,200
 Springfield Br. 80..... 130,000
 Galesburg Br. 88..... 18,897
 Belleville Br. 155 15,636
 Pekin Br. 209 5,426
 Quincy Br. 216 13,800
 Aurora Br. 219 37,673

6. Burlington, IA Branch 222
7. Evansville, IN Branch 377
8. Van Nuys, CA Branch 2462
9. Bridgeport, CT Branch 32
10. Rockford, IL Branch 245

Freeport Br. 223 8,500
 Rockford Br. 245 31,890
 Milan Br. 292 14,167
 Joliet Br. 305 15,991
 Ottawa Br. 316 4,460
 Decatur Br. 317..... 12,000
 Moline Br. 318..... 21,501
 Kankakee Br. 407 7,700
 Bloomington Br. 522 32,700
 Oak Park Br. 608..... 4,003
 Macomb Br. 658 4,200
 Champaign Br. 671..... 18,124
 Dekalb Br. 706 10,000
 Urbana Br. 784..... 12,419
 Wilmette Br. 1107 1,700
 Granite City Br. 1132 3,800
 Naperville Br. 1151..... 39,000
 Southern IL Mgd. Br. 1197 ... 35,139
 Downers Grove Br. 1870 .. 8,317
 Des Plaines Br. 2076 7,300
 Hampshire Br. 2810 10,368
 Morton Br. 3980 2,500
 S. Suburban Mgd. Br. 4016..... 72,633
 Palatine Br. 4268 7,180
 Mundelein Br. 4364 5,189
 Wheeling Br. 4739..... 18,444

Indiana

Muncie Br. 98 26,175
 Fort Wayne Br. 116..... 100,156
 Columbus Br. 160..... 2,663
 Crawfordsville Br. 198 8,643
 La Porte Br. 200 12,073
 Richmond Br. 271..... 4,083
 Logansport Br. 323..... 8,099
 South Bend Br. 330 36,439
 New Albany Br. 367 6,500
 Frankfort Br. 368 1,429
 Evansville Br. 377 34,200
 Marion Br. 378 22,785
 Michigan City Br. 455 3,828
 Lafayette Br. 466..... 41,000
 Terre Haute Br. 479 22,098
 Anderson Br. 489..... 30,369
 Kokomo Br. 533..... 16,490
 Elkhart Br. 547 16,518
 Jeffersonville Br. 553 3,256
 Highland Br. 580 74,169
 Valparaiso Br. 753 12,786
 New Castle Br. 814 5,743
 Bloomington Br. 828..... 69,312
 Hartford City Br. 867..... 2,000
 Carmel Br. 888..... 75,015





1. Fort Wayne, IN Branch 116
2. Jefferson City, MO Branch 127
3. Kansas City, MO Branch 30
4. Ballwin, MO Branch 5050
5. Minneapolis, MN Branch 9
6. South Jersey Branch 908
7. Long Island Mgd., NY Br. 6000
8. Ann Arbor, MI Branch 434
9. Toms River, NJ Branch 2128
10. Brainerd, MN Branch 864

Kendallville Br. 9523,459
 Lawrenceburg Br. 13953,563
 Whiting Br. 1689 4,400
 Greenwood Br. 2421..... 4,551

Iowa

Sioux City Br. 69.....12,300
 Burlington Br. 222.....16,157
 Central IA Mgd. Br. 352..73,916
 Mason City Br. 471 3,942
 Davenport Br. 506..... 127,942
 Fort Dodge Br. 6453,630
 Waterloo Br. 719.....9,010
 Indianola Br. 1312 650
 Bettendorf Br. 3811 136,070

Kansas

Topeka Br. 10 46,500
 Wichita Br. 201..... 92,802
 Hutchinson Br. 48516,650
 Kansas City Br. 49942,221
 Coffeyville Br. 766 2,000
 Independence Br. 10357,157

Kentucky

Louisville Br. 14..... 34,353
 Owensboro Br. 23414,300
 Lexington Br. 361155,016
 Northern KY Br. 37423,458
 Paducah Br. 3833,850
 Henderson Br. 410 6,968
 South Cenral KY Br. 468 .. 11,480
 Ashland Br. 745.....4,700
 Hopkinsville Br. 836..... 1,250
 Madisonville Br. 1408 2,200
 West Somerset Br. 2039 .. 2,147
 Murray Br. 2156..... 3,751
 Cumberland Falls Br. 2242..14,791
 Elizabethtown Br. 3515... 6,326

Louisiana

New Orleans Br. 124..... 21,545
 Baton Rouge Br. 129.....27,500
 Monroe Br. 1369,937
 Shreveport Br. 197 47,650
 Lake Charles Br. 914..... 21,180
 Alexandria Br. 932 12,244
 New Iberia Br. 9883,568
 Lafayette Br. 1760 6,000
 Hammond Br. 2223..... 1,100
 Houma-Thibodaux-Lockport Br. 246446,910
 Gretna Br. 2730..... 700
 Marrero Br. 4323 3,156
 Ponchatoula Br. 4489945
 Bossier City Br. 4617.....8,150
 Breaux Bridge Br. 56091,200

Metairie Br. 6119.....4,769
 Mandeville Br. 63773,810

Maine

Maine Mgd. Br. 92 110,541
 Lewiston Br. 241..... 4,204

Maryland

Baltimore Br. 176 33,756
 Hagerstown Br. 443.....36,010
 Cumberland Br. 638.....2,045
 Annapolis Br. 651..... 2,000
 Eastern Shore Br. 9026,901
 Easton Br. 1052 413
 Havre De Grace Br. 1749 475
 Elkton Br. 20691,260
 Silver Spring Br. 26117,400
 Oakland Br. 2961250
 Laurel Br. 37558,100
 Rockville Br. 382516,829
 Kensington Br. 42661,200
 Glen Burnie Br. 44222,539
 Lanham Br. 4819..... 18,410
 Upper Marlboro Br. 6545... 665

Massachusetts

Framingham Br. 33410,800
 Walpole Br. 1800 500

Michigan

Detroit Br. 1..... 80,000
 Muskegon Br. 13 37,358
 Grand Rapids Br. 56184,000
 Saginaw Br. 7487,660
 Marquette Br. 95 4,500
 Lansing Br. 122 95,400
 Bay City Br. 187 37,280
 Jackson Br. 232 30,000
 Southwest MI Br. 246 ... 219,139
 Mid-Michigan Br. 256.... 58,437
 Battle Creek Br. 26230,059
 N. Oakland Co. Br. 320 ... 111,543
 Ishpeming Br. 386 2,341
 Iron Mountain Br. 395 8,568
 Ann Arbor Br. 434.....59,540
 Ironwood Br. 437.....4,318
 Escanaba Br. 43810,500
 Petoskey Br. 523 2,900
 Port Huron Br. 529..... 40,000
 Benton Harbor Br. 5607,000
 Calumet Br. 568 2,880
 Adrian Br. 579 13,873
 Holland Br. 601 26,000
 Traverse City Br. 618.....6,350
 Mount Clemens Br. 654... 54,953
 Sault Ste. Marie Br. 707 ...1,683
 Wyandotte Br. 7589,556

Niles Br. 775..... 22,060
 Bad Axe Br. 18172,025
 Western Wayne Co. Br. 2184
 164,185
 Midland Br. 2317.....38,485
 E. Lansing Br. 2555..... 10,156
 Royal Oak Br. 3126 68,405
 Newberry Br. 3785.....793
 S. Macomb Br. 4374171,550

Minnesota

Minneapolis Br. 9..... 81,459
 St. Paul Br. 28116,198
 Duluth Br. 11436,627
 St. Cloud Br. 388..... 22,992
 Red Wing Br. 401..... 4,200
 Austin Br. 717.....16,110
 Albert Lea Br. 718 10,073
 Brainerd Br. 8648,770
 Bemidji Br. 1092 4,848
 Hopkins Br. 2942 53,712

Mississippi

Vicksburg Br. 94..... 24,500
 Jackson Br. 217 24,000
 Natchez Br. 476 9,800
 Meridian Br. 487 17,000
 Hattiesburg Br. 938.....12,000
 Greenwood Br. 108010,000
 Clarksdale Br. 1195.....1,000
 Gulf Coast Mgd. Br. 1374.. 31,000
 Tupelo Br. 15935,218
 Pontotoc Br. 2202 1,700
 Ocean Springs Br. 3827.. 20,000

Missouri

Jefferson City Br. 12771,846
 Sedalia Br. 139.....18,466
 St. Joseph Br. 195.....19,638
 Springfield Br. 203 131,133
 St. Louis Br. 343..... 116,295
 Columbia Br. 763 673,118
 St. Charles Br. 98463,528
 Festus Br. 40506,100
 Ballwin Br. 5050.....52,500
 Grandview Br. 52672,975
 Hazelwood Br. 5847 8,179

Montana

Helena Br. 220..... 5,200
 Butte Br. 621.....157,244
 Great Falls Br. 650.....111,007
 Missoula Br. 701 12,552
 Billings Br. 815..... 122,233
 Bozeman Br. 1028.....1,789
 Lewistown Br. 1160 1,105
 Havre Br. 1425.....1,295

Nebraska

Kearney Br. 3124,350
 Grand Island Br. 3905,528
 McCook Br. 1278634
 Bellevue Br. 4128..... 8,000

Nevada

Las Vegas Br. 2502134,069
 Sparks Br. 2778 40,820

New Hampshire

Concord Br. 72 6,044
 Nashua Br. 230 48,717
 Keene Br. 5902,374
 Rochester Br. 990 45,000

New Jersey

NJ Mgd. Br. 38..... 780,000
 Elizabeth Br. 67.....3,348
 Paterson Br. 120 1,599
 Princeton Br. 268 4,715
 Atlantic City Br. 370.....13,375
 Trenton Br. 380 11,206
 Plainfield Br. 396 5,000
 Vineland Br. 53420,793
 Camden Mgd. Br. 540...127,832
 Cape Atlantic Br. 903 ...152,051
 South Jersey Br. 908 ...199,000
 Westfield Br. 14922,325
 Riverside Br. 1908.....13,000
 Toms River Br. 2128..... 66,250
 Brick Town Br. 5420..... 44,000

New Mexico

Albuquerque Br. 504 ...130,000
 Santa Fe Br. 989 41,756
 Roswell Br. 1069 7,325
 Silver City Br. 15091,890
 Las Cruces Br. 2905.....42,877
 Hobbs Br. 3727 2,940
 Lovington Br. 4538918

New York

Buffalo-Western NY Br. 3
 385,088
 Elmira Br. 2151,251
 Albany Br. 2918,950
 Oneonta Br. 97.....2,023
 Syracuse Br. 134.....105,200
 Rochester Br. 210.....272,100
 Flushing Br. 294.....14,320
 Northeastern NY Br. 358 ..165,250
 Yonkers Br. 387 6,000
 N. Tonawanda Br. 661 .. 30,000
 New City Br. 5229.....1,494
 Long Island Mgd. Br. 6000
287,000

North Carolina

Asheville Br. 248..... 52,196
 Durham Br. 382..... 60,500
 Raleigh Br. 459 43,000
 Winston-Salem Br. 461 ..33,394
 Charlotte Br. 54523,106
 Greensboro Br. 630..... 23,000
 New Bern Br. 780 15,545
 Goldsboro Br. 876..... 6,600
 Salisbury Br. 934..... 3,200





1. Memphis, TN Branch 27
2. Albany, NY Branch 29
3. Levittown, PA Branch 4973
4. North Sound, WA Branch 450

Statesville Br. 935	7,789
High Point Br. 936	21,561
Elizabeth City Br. 1127	1,452
Fayetteville Br. 1128	64,167
Hickory Br. 1250	1,050
Henderson Br. 1286	1,850
Rocky Mount Br. 1321	3,780
Gastonia Br. 1512	10,273
Greenville Br. 1729	3,095
Burlington Br. 2262	15,980
Asheboro Br. 2560	8,423
Chapel Hill Br. 2613	4,028
Kannapolis Br. 2794	1,750
Kings Mountain Br. 3145	10,200
Roanoke Rapids Br. 3331	1,350
Jacksonville Br. 3984	10,680
Roxboro Br. 4122	4,550
Havelock Br. 4970	9,323

North Dakota

Fargo-W. Fargo Br. 205	16,127
Bismarck Br. 957	26,775
Jamestown Br. 965	1,600
Minot Br. 1152	3,744

Ohio

Cleveland Br. 40	85,244
Cincinnati Br. 43	49,536
Springfield Br. 45	22,000
Zanesville Br. 63	35,312
Columbus Br. 78	27,000
Toledo Br. 100	183,606
Mansfield Br. 118	15,706
Ironton Br. 140	2,600
Dayton Br. 182	79,100
Elyria Br. 196	20,700
Canton Br. 238	38,470
Marion Br. 280	11,536
Newark Br. 281	6,668
Alliance Br. 297	4,113
Lancaster Br. 340	4,830
Fairfield Br. 426	9,256
Chillicothe Br. 452	2,965
Wooster Br. 480	4,858
Ashtabula Br. 482	14,666
Lorain Br. 583	39,500
Barberton Br. 897	45,200
Athens Br. 997	15,713
Barnesville Br. 1354	1,120
Cuyahoga Falls Br. 1629	13,800

Oklahoma

Oklahoma City Br. 458	1,337,470
Enid Br. 858	17,000
Muskogee Br. 1042	29,419
Lawton Br. 1123	536
Tulsa Br. 1358	161,000
Holdenville Br. 2040	569

5. Winston-Salem NC Branch 461
6. North Texas Branch 4065
7. Oklahoma City, OK Branch 458

Oregon

Portland Br. 82	13,607
Astoria Br. 295	2,200
Salem Br. 347	15,508
Eugene Br. 916	43,803
The Dalles Br. 954	2,068
Albany Br. 959	11,447
Corvallis Br. 1274	9,200
Grants Pass Br. 1349	13,216
Coos Bay Br. 1450	2,247
Lebanon Br. 2912	3,372
Newport Br. 4163	761

Pennsylvania

New Castle Br. 22	86,078
Williamsport Br. 50	4,800
Pittsburgh Br. 84	562,590
Wilkes-Barre Br. 115	29,600
Philadelphia Br. 157	46,579
Pittston Br. 162	6,300
Reading Br. 258	104,713
Lancaster Br. 273	27,600
Allentown Br. 274	25,312
Bradford Br. 293	1,380
Johnstown Br. 451	14,968
Harrisburg Br. 500	71,000
York Br. 509	24,114
Uniontown Br. 520	8,456
Norristown Br. 542	4,800
Southeast PA Mgd. Br. 725	37,792
Bux-Mont Br. 920	61,034
Lansdowne Br. 1929	2,150
Morrisville Br. 2572	31,000
Willow Grove Br. 2771	1,265
Port Allegany Br. 3034	145
Langhorne Br. 4931	26,153
Levittown Br. 4973	27,615

Puerto Rico

Ponce Br. 826	546,600
San Juan Br. 869	396,000

Rhode Island

Providence Br. 15	17,286
Pawtucket Br. 55	21,055
Newport Br. 57	15,804
W. Warwick Br. 2158	4,000
Warwick Br. 3166	9,300

South Carolina

Rock Hill Br. 1003	16,740
Anderson Br. 1871	26,551
Cayce-W. Columbia Br. 4616	3,973

South Dakota

Sioux Falls Br. 491	63,404
Yankton Br. 659	8,200

Deadwood Br. 724..... 400
Huron Br. 751 3,608
Rapid City Br. 1225 16,035
Madison Br. 1308.....4,100
Belle Fourch Br. 3124 1,875
Sturgis Br. 3597..... 3,651
Spearfish Br. 4711 6,169

Tennessee

Nashville Br. 4..... 45,000
Memphis Br. 27.....50,530
Chattanooga Br. 6233,936
Bristol Br. 8077,731
Knoxville Br. 1256.....20,933
Murfreesboro Br. 1402 ... 5,948
Cleveland Br. 1995 7,407
Kingsport Br. 1999 6,400
La Follette Br. 2332 950
Sweetwater Br. 2684..... 1,575

Texas

San Antonio Br. 421 612,384
Tyler Br. 4937,319
Abilene Br. 95018,850
San Angelo Br. 1203..... 23,000
Victoria Br. 1221 3,621
Wichita Falls Br. 1227 27,863
McAllen Br. 213018,902
New Braunfels Br. 2805... 24,546
Navasota Br. 3318 240
North TX Br. 406520,100
Richardson Br. 4784..... 500
Copperas Cove/Lampasas
Br. 5734..... 3,553

Utah

Provo Br. 88719,248
Logan Br. 970.....18,009
Price Br. 21717,992

Vermont

Bennington Br. 252 8,000
Rutland Br. 495 40,262
Burlington Br. 52124,823

Virginia

Tidewater Br. 247 11,800
Lynchburg Br. 325 31,599
Petersburg Br. 326 1,523
Norfolk Br. 4566,278
Richmond Br. 496 10,185
Staunton Br. 513 80,845
Charlottesville Br. 518 ... 34,015
Roanoke Br. 524.....88,704
Alexandria Br. 567..... 5,690
Danville Br. 595.....34,369
Newport News Br. 609 2,575
Fredericksburg Br. 685 22,429
Winchester Br. 694 38,561
Suffolk Br. 111210,500
Salem Br. 1605 4,871
Hopewell Br. 2153 3,550
Front Royal Br. 27271,000

Virginia Beach Br. 2819...6,278
Wytheville Br. 30051,446
Woodstock Br. 3376 1,524
Strasburg Br. 3379 2,400
Big Stone Gap Br. 3508...1,200
Northern VA Br. 3520.... 46,968
Galax Br. 3621..... 2,082
Blacksburg Br. 4276..... 4,009
Christiansburg Br. 4292 ... 4,500
Tazewell Br. 4575 498
Altavista Br. 4581 200
Richlands Br. 5457397
Woodbridge Br. 5921..... 5,817
Chesapeake Br. 6066.... 31,391

Washington

Seattle Br. 79283,210
Tacoma Br. 130..... 51,925
Olympia Br. 351.....70,224
Spokane Br. 442 19,016
Yakima Br. 852 6,800
Vancouver Br. 1104..... 194,507
Wenatchee Br. 1350 25,400
Kitsap Peninsula Br. 1414...40,700
Port Townsend Br. 1515.... 7,306
Pasco Br. 1528 9,000
Kent Br. 2038.....17,456
Lynden Br. 4132 21,277
Moses Lake Br. 4573 13,078
Oak Harbor Br. 5194 1,150

West Virginia

Wheeling Br. 66 7,750
Huntington Br. 359..... 80,000
Parkersburg Br. 481.....13,806
Charleston Br. 531..... 35,000
Morgantown Br. 783..... 5,792
Clarksburg Br. 817 7,360
Bluefield Br. 880..... 6,300
Fairmont Br. 910 6,000
Elkins Br. 11831,222
Beckley Br. 242013,489
Weirton Br. 3677 2,326
Thornton Br. 44585,500

Wisconsin

Sheboygan Br. 102 30,555
Racine Br. 436.....44,124
Madison Br. 507.....161,570
Janesville Br. 57224,166
Kenosha Br. 57461,209
Green Bay Br. 619..... 290,382
Eau Claire Br. 728.....86,033
Appleton Br. 822.....70,930
Beaver Dam Br. 944 6,300
Port Washington Br. 1222.. 1,400
New Holstein Br. 2965.... 2,860

Wyoming

Sheridan Br. 1006 8,300
Rock Springs Br. 1372..... 5,319
Casper Br. 1681..... 21,559
Green River Br. 6175 3,849



Part-time flexible questions and answers

Beginning in the 2019-2023 *National Agreement*, the Postal Service and NALC agreed to a Memorandum of Understanding (MOU) Re: City Carrier Assistants – Conversion to Career Status. This MOU, beginning on page 154 of the 2023-2026 *National Agreement*, provides automatic conversion to career for city carrier assistants (CCAs) who have not yet been converted to career status by the time they reach 24 months of relative standing in their installation. The agreement ensures that these employees are converted to part-time flexible (PTF) career status in their installation, rather than continuing as non-career employees. Prior to the 2019-2023 *National Agreement*, there were very few PTFs in the city carrier craft nationwide and the PTF classification was being phased out.

This MOU applies to every office throughout the country, providing a light at the end of the tunnel giving additional rights and benefits, as well as peace of mind, to non-career carriers. As a result of this 24-month automatic conversion, offices throughout the country have seen the return of PTF letter carriers.

Also, beginning in May 2022, NALC and USPS signed three other MOUs, which also resulted in even more PTF letter carriers in our craft. The first agreement, MOU Re: City Delivery Staffing Adjustment – Conversion to Part-time Flexible and Full-time Regular Status (M-01985), created a one-time conversion of CCAs in select offices. The second agreement, MOU Re: City Delivery Staffing Adjustment – Hiring Part-Time Flexible City Letter Carriers (M-01986), was created as an effort in achieving and maintaining appropriate staffing levels in the carrier craft to aid

in providing quality service to customers. As a result of this agreement, all CCAs in certain installations were converted to PTF and all newly hired letter carriers in these offices were hired as PTFs, not as CCAs.

Since the signing of M-01986, the national parties have agreed to add more offices where letter carriers are hired directly to career PTF status, rather than CCA. The list of additional offices is found in the MOU Re: City Delivery Staffing Adjustment – Hiring Part-Time Flexible City Letter Carriers – Additional Installation (M-01988).

All three agreements, along with attachments listing the offices covered under each MOU, are in the Materials Reference System available as a quick-link on the home page of the NALC website or at nalc.org/mrs.

This article will point out differences between the PTF and CCA classifications and may help answer many questions for those making that transition. This article should also help those hired directly into the PTF position without spending any service time as a CCA.

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 (better known as TACS).

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

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, Section 8.C provides the same work-hour guarantees for PTFs as Article 8, Section 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 for career employees during their work lifetime. Career employees achieve protected status upon completion of six years of continuous service, which begins on the date an employee is converted from CCA to career or the date a newly hired career letter carrier is appointed. Time spent as a CCA does not count toward the six-year requirement. 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. The time limit to receive the protections are provided under Article 6.

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

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 *2025 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-1NC23559, 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 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 also 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 to career, the Postal Service will pay out any remaining earned annual leave.

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

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

PTF Q&A's (continued)

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

According to Section 510 of the *ELM*, career employees, including 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. However, since 2022, the Postal Service and NALC have agreed via MOUs on a year-by-year basis to increase the annual leave carryover maximum amount to 65 days, or 520 hours, per leave year. This carryover increase is not a permanent change to the *ELM* provisions, but rather an agreement made each year. Whether the Postal Service will continue the 520-hour carryover maximum or revert to the 440-hour maximum contained in the *ELM* has not yet been determined. If the parties make another agreement to increase the carryover amount for leave year 2027, NALC will post this information on the website and social media.

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. PTFs may carry over sick leave from year to year and there is 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 their 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 a pay status. Employees must have a minimum of 1,040 hours in the preceding fiscal year and paid military leave cannot exceed 80 hours annually. The time spent as a CCA does not count toward the 1,040-hour requirement.

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 **eleven (11)** holidays by basing the employee's regular straight time hourly rate on the employee's annual rate divided by **1,992** 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. (Emphasis added.)

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 a PTF is based on a 1,992-hour work year. The difference of 88 hours is approximately equivalent to a regular employee's pay for 11 holidays. 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.

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 156-161 of the 2023 *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, Section 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 60 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 *Handbook F-15, Travel and Relocation*. 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 on page 12-46 of the *JCAM*:

A CCA who is converted to career status is required to serve a lock-in period for transfers, just like any other newly hired career letter carrier is required to serve.

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 codified in the Memorandum of Understanding Re: Transfers on pages 187-190 of the 2023 *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 a 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.

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. PTF letter carriers are entitled to participate in the Postal Service Health Benefits (PSHB) Program. You have 60 days to enroll in a PSHB plan from the

For your information

Useful knowledge for new and not-so-new members

date you became a career employee. This 60-day limit applies to CCAs converted to PTF and letter carriers hired directly to career positions as a PTF. Recently converted CCAs should have received a package of information in the mail that included a brochure listing the available plans and their cost. Newly hired PTFs should have received this information during orientation. 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 72.0% in 2023, 2024, 2025, and 2026 of the weighted average bi-weekly premiums under the FEHB/ PSHB Program* as determined by the Office of Personnel Management. The adjustment begins on the effective date determined by the Office of Personnel Management in January 2023, January 2024, January 2025, and January 2026.

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 PSHB plan, the date your PSHB coverage begins, whichever is earlier. It is recommended that you enroll in the PSHB 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 healthcare 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 healthcare and dependent care expenses with pre-tax dollars. By using pre-tax dollars to pay for eligible healthcare 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, and those hired directly to career, 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,

the employee pays these additional premiums entirely. To enroll, you must submit a completed Life Insurance Election form (SF 2817) to your local personnel office within 60 days of either your conversion to career, or the date you were hired, if hired to a career position. 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 1999, 2004 and 2016. 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 entering career service, employees are enrolled in the Federal Employees Retirement System (FERS). FERS is comprised of 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 their base pay. Although participation in TSP is voluntary, letter carriers are automatically enrolled, and 5 percent of your base pay is deducted each pay period and deposited into your TSP account, unless you elect to change or stop the 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 for 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, Section 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 detailed to carrier technician positions under the provisions of Article 25, Section 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, UARs 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 assignment's scheduled day off. 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, Section 1.A.7, the employee may voluntarily choose to end the hold-down and assume the new assignment at any time. This right is explained in the MOU Re: Opting Duration found on pages 227-228 of the 2023 *National Agreement*.

While PTFs deliver mail in the same manner as CCAs, there are many differences between the two classifications. PTFs are career employees, thus they are entitled to increased benefits and subjected to different rules. New PTFs should review the points above and refer to the *NALC Letter Carrier Resource Guide* for more information. NALC's *Veterans Guide* is also a good reference for additional rights and benefits provided to letter carriers who are also military veterans. The *Letter Carrier Resource Guide* and the *Veterans Guide* are both available on the NALC website at nalc.org/workplace-issues/resources. **PR**

PROPOSED AMENDMENTS TO THE *NALC CONSTITUTION*

The following proposed amendments to the *NALC Constitution* will be considered by the 74th Biennial Convention in Los Angeles, CA.

Strikethrough indicates proposed language to be deleted. Proposed new language is printed in **bold**. The *Constitution* is available on the NALC website at nalc.org/constitution.

NALC CONSTITUTION

Officers and Elections

Amend Article 6, Section 11 as follows:

Sec. 11. All regular members shall be entitled to one vote for each office to be filled. The voter shall indicate their **single choice or ranked** choice for each of the officers by following the procedure established by the National Election Committee as set forth in the ballot instructions. The voter shall then seal the ballot in the smaller envelope, enclose this envelope within the large one, and mail it to the post office box printed on the larger envelope. Write-in votes shall not be valid. No markings shall be made on the ballot or the smaller envelope other than as indicated in this Section.

*Branch 18, Middleboro, MA
Branch 334, Framingham, MA*

Officers and Elections

Amend Article 6, Section 11 as follows:

Sec. 11. All regular members shall be entitled to one vote for each office to be filled. **Whenever more than two candidates are nominated for any national office, with the exception of the National Trustee election, the voter shall rank the candidates for that office in order of preference, marking their first choice as 1, their second choice as 2, and continuing in order for as many candidates as they wish to rank.** ~~The voter shall indicate their choice for each of the officers by following the procedure established by the National Election Committee as set forth in the ballot instructions.~~ **No member shall be required to rank all candidates, and any ballot ranking at least one candidate shall be considered valid. Whenever only two candidates are nominated for an office, or in the election of National Trustees, the voter shall indicate their choice by follow-**

ing the existing procedure established by the National Election Committee. The voter shall then seal the ballot in the smaller envelope, enclose this envelope within the large one, and mail it to the post office box printed on the larger envelope. Write-in votes shall not be valid. No markings shall be made on the ballot or the smaller envelope other than as indicated in this Section.

Flatirons Branch 642, Boulder, CO

Officers and Elections

Amend Article 6, Section 11 as follows:

Sec. 11. All regular members shall be entitled to one vote for each office to be filled. The voter shall indicate their choice **or choices** for each of the officers by following the procedure established by the National Election Committee as set forth in the ballot instructions. The voter shall then seal the ballot in the smaller envelope, enclose this envelope within the large one, and mail it to the post office box printed on the larger envelope. Write-in votes shall not be valid. No markings shall be made on the ballot or the smaller envelope other than as indicated in this Section.

John Grace Branch 825, Oak Brook, IL

Officers and Elections

Amend Article 6, Section 13 as follows:

Sec. 13. The ballots shall be counted by the balloting association, under the supervision of the National Election Committee. Each candidate shall be entitled to have one observer present during the counting of ballots. Observers present for each respective candidate at the counting of ballots shall not be permitted to interfere in any manner with the counting and recording of same. Observers shall abide by all policies and rules adopted by the Balloting and Election Committees. In elections for all offices, the candidate (or candidates, where the election is for a **group of identical offices**) receiving the largest number of votes, **as provided by Section 18**, shall be declared elected. The final tabulations shall be certified by the balloting association to the National Election Committee; said results shall be promptly certified by the National Election Committee to the incumbent Secretary-Treasurer; and the results of the election shall be officially announced by the

Secretary-Treasurer in the next edition of *The Postal Record*.

Branch 18, Middleboro, MA

Officers and Elections

Amend Article 6, Section 13 as follows:

Sec. 13. The ballots shall be counted by the balloting association, under the supervision of the National Election Committee. Each candidate shall be entitled to have one observer present during the counting of ballots. Observers present for each respective candidate at the counting of ballots shall not be permitted to interfere in any manner with the counting and recording of same. Observers shall abide by all policies and rules adopted by the Balloting and Election Committees. In elections for all offices, the candidate (or candidates, where the election is for a **group of identical offices multi-seat office such as the Board of Trustees**) receiving the largest number of votes, **as provided by Section 18**, shall be declared elected. The final tabulations shall be certified by the balloting association to the National Election Committee; said results shall be promptly certified by the National Election Committee to the incumbent Secretary-Treasurer; and the results of the election shall be officially announced by the Secretary-Treasurer in the next edition of *The Postal Record*.

Branch 334, Framingham, MA

Officers and Elections

Amend Article 6, Section 13 as follows:

Sec. 13. The ballots shall be counted by the balloting association, under the supervision of the National Election Committee. Each candidate shall be entitled to have one observer present during the counting of ballots. Observers present for each respective candidate at the counting of ballots shall not be permitted to interfere in any manner with the counting and recording of same. Observers shall abide by all policies and rules adopted by the Balloting and Election Committees. In elections for all offices **in which only two candidates are nominated**, the candidate (or candidates, where the election is for a **group of identical offices**) receiving the largest number of votes shall be declared elected. **In elections for any office in which more than two candidates**

are nominated, ranked-choice voting shall be used to determine the winner as follows: (a) In the first round, only first-choice votes shall be counted. If a candidate receives a majority of first-choice votes cast, that candidate shall be declared elected. (b) If no candidate receives a majority of first-choice votes, the candidate receiving the fewest first-choice votes shall be eliminated. All ballots cast for the eliminated candidate shall be redistributed to the remaining candidates based upon the next-ranked choice indicated on each such ballot. (c) Following redistribution, if a candidate has achieved a majority of votes among the remaining active candidates, that candidate shall be declared elected. (d) If no candidate has yet achieved a majority following redistribution, the elimination and redistribution process shall continue in successive rounds until one candidate achieves a majority and is declared elected. (e) In the event of a tie for the fewest votes between two or more candidates subject to elimination in any round, the National Election Committee shall determine the eliminated candidate by lot using a documented and publicly witnessed random process. (f) All rounds of ballot counting shall be fully documented and publicly reported to the membership. The final tabulations shall be certified by the balloting association to the National Election Committee; said results shall be promptly certified by the National Election Committee to the incumbent Secretary-Treasurer; and the results of the election including all rounds of counting shall be officially announced by the Secretary-Treasurer in the next edition of *The Postal Record*. Notwithstanding the foregoing, the election of National Trustees shall not be subject to ranked-choice voting. The three candidates receiving the largest number of votes in the National Trustee election shall be declared elected under the existing plurality procedure, as three positions are filled simultaneously in that election.

Flatirons Branch 642, Boulder, CO

Officers and Elections

Amend Article 6, Section 13 as follows:

Sec. 13. The ballots shall be counted by the balloting association, under the supervision of the National Election Committee. Each candidate shall be entitled to have one observer present during the counting of ballots. Observers present for each respective candidate at the counting of ballots shall not be permitted to interfere in any manner with the counting and recording of same. Observers shall abide by all policies and rules adopted by the Balloting and Election Committees. In elections for all offices, the candidate (or candidates, where the election is for a group of identical offices) receiving the largest number of votes, as provided by Section 18,

shall be declared elected. The final tabulations shall be certified by the balloting association to the National Election Committee; said results shall be promptly certified by the National Election Committee to the incumbent Secretary-Treasurer; and the results of the election shall be officially announced by the Secretary-Treasurer in the next edition of *The Postal Record*.

John Grace Branch 825, Oak Brook, IL

Officers and Elections

Amend Article 6, Section 15 as follows:

Sec. 15. In elections conducted under the existing two-candidate procedure, in the case of a tie vote for a particular office, another election for that office shall be held among the candidates for whom an equal number of votes is cast. In elections conducted under ranked-choice voting, tie votes between candidates subject to elimination in any round shall be resolved by lot using a documented and publicly witnessed random process overseen by the National Election Committee, as provided in Section 13(e) of this Article. A new election shall only be required in the event of a final tie between the last two remaining candidates after all rounds of elimination and redistribution have been completed. In the election of National Trustees, in the case of a tie for the final qualifying position among candidates receiving an equal number of votes for the third seat, another election for that position shall be held among the tied candidates under the existing plurality procedure. In the event of the death of a nominee for any office, the incumbent Executive Council shall be empowered, in its own discretion, to take such action as it deems necessary, including the holding of new nominations and elections for the affected office or offices.

Flatirons Branch 642, Boulder, CO

Officers and Elections

Add a new Article 6, Section 18 as follows:

Sec. 18. (a). The tabulation of ballots to determine which candidate or candidates have received the largest number of votes shall be provided by this Section. If there are two candidates for any single-seat office, tabulation shall be conducted by single-choice plurality voting, in which voters are allowed to select which of the two candidates they prefer, the candidate with the largest number of votes shall be elected, and tabulation shall be complete. If there are three or more candidates for any single-seat office, tabulation shall be conducted by ranked choice voting. In a ranked choice voting election, members shall be provided a ballot on which they have the option to rank the candidates in

order of preference (first choice, second choice, and so on), and the ballots shall be tabulated in rounds.

(b). In a single-seat ranked choice election, each round shall begin by counting each ballot as one vote for its highest-ranked candidate that has not been eliminated. If more than two candidates remain, the candidate with the fewest votes shall be eliminated and a new round shall begin. If exactly two candidates remain, the candidate with the largest number of votes shall be elected, and tabulation shall be complete.

(c). The Secretary-Treasurer shall ensure ballots and tabulation systems are compatible with ranked choice voting and are conducted transparently, fairly, and in accordance with Department of Labor standards.

Branch 18, Middleboro, MA

Officers and Elections

Add a new Article 6, Section 18 as follows:

Sec. 18. (a). The tabulation of ballots to determine which candidate or candidates have received the largest number of votes shall be provided by this Section. If there are two candidates for any single-seat office, tabulation shall be conducted by single-choice plurality voting, in which voters are allowed to select which of the two candidates they prefer and the candidate with the largest number of votes shall be elected, and tabulation shall be complete. In all other elections not declared by consent under the provisions of Section 2, tabulation shall be conducted by ranked choice voting. In a ranked choice voting election, members shall be provided a ballot on which they have the option to rank the candidates in order of preference (first choice, second choice, and so on), and the ballots shall be tabulated in rounds.

(b). In a single-seat ranked choice election, each round shall begin by counting each ballot as one vote for its highest-ranked candidate that has not been eliminated. If more than two candidates remain, the candidate with the fewest votes shall be eliminated and a new round shall begin. If exactly two candidates remain, the candidate with the largest number of votes shall be elected, and tabulation shall be complete.

(c). In a multi-seat ranked choice election, an election threshold shall be calculated by dividing the total number of valid votes in the first round by the number of seats to be filled, rounding down to the nearest whole number, then adding one. If the number of votes received by a candidate equals or exceeds the threshold, that candidate shall be elected, and the excess part of each vote received by that

candidate counts instead for that ballot's next-ranked remaining candidate. If the number of remaining candidates is equal to the remaining number of seats to be filled, all remaining candidates shall be elected, and the tabulation shall be complete. If no remaining candidate equals or exceeds the threshold and seats remain to be filled, the candidate with the fewest votes shall be eliminated and a new round shall begin.

(d). The Secretary-Treasurer shall ensure ballots and tabulation systems are compatible with ranked choice voting and are conducted transparently, fairly, and in accordance with Department of Labor standards.

Branch 334 Framingham, MA

Officers and Elections

Add a new Article 6, Section 18 as follows:

Sec. 18. (a). The tabulation of ballots to determine which candidate or candidates have received the largest number of votes shall be provided by this Section. For any single-seat election with fewer than three candidates and for any multi-seat election with any number of candidates, tabulation shall be conducted by plurality voting. In plurality voting, voters are allowed to select as many candidates as there are seats, and the candidates with the largest number of votes shall be elected.

(b). If there are three or more candidates for any single-seat office, tabulation shall be conducted by ranked choice voting. In a ranked choice voting election, members shall be provided a ballot on which they have the option to rank the candidates in order of preference (first choice, second choice, and so on), and the ballots shall be tabulated in rounds. Each round shall begin by counting each ballot as one vote for its highest-ranked candidate that has not been eliminated. If more than two candidates remain, the candidate with the fewest votes shall be eliminated and a new round shall begin. When exactly two candidates remain, the candidate with the largest number of votes shall be elected.

(c). The Secretary-Treasurer shall ensure ballots and tabulation systems for plurality voting and ranked choice voting are conducted transparently, fairly, and in accordance with Department of Labor standards.

John Grace Branch 825, Oak Brook, IL

Duties of Officers

President

Amend Article 9, Section 1 (a) as follows:

Section 1 (a). The President shall preside at all meetings of the National Association and enforce all laws thereof, they shall have the general superintendency of its affairs

with power to grant dispensations when, in their judgment, the good of the Union may require it; they shall have the authority to assign National Business Agents and other representatives for the purpose of engaging in organizational activities, policing collective bargaining agreements, investigating and settling grievances, unfair labor practices, and labor disputes, and related activities, as the needs of the Union from time to time may require. **Prior to any assignment, all positions along with salary and benefits will be posted in the Members Only portal for 10 days so that all members can express interest and request consideration for the position.**

Branch 458, Oklahoma City, OK

Duties of Officers

President

Amend Article 9, Section 1 (c) as follows:

(c). The President shall fill all vacancies occasioned by death or otherwise **within 45 days** with person duly qualified until the next election be held; between meetings of the Executive Council, authorize the expenditure of all funds they deem necessary and appropriate to furthering the aims and purposes of this Union; sign all orders on the Secretary-Treasurer drawn as provided by law; and sign all documents and papers that require their signature to properly authenticate them.

Pioneer Branch 2, Milwaukee, WI

Duties of Officers

President

Amend Article 9, Section 1 (c) as follows:

(c). The President shall fill all vacancies occasioned by death or otherwise with person duly qualified until the next election be held; **a vacancy of the executive council shall be filled within 60 days of the vacancy, except when a longer time is agreed by the executive council;** between meetings of the Executive Council, authorize the expenditure of all funds they deem necessary and appropriate to furthering the aims and purposes of this Union; sign all orders on the Secretary-Treasurer drawn as provided by law; and sign all documents and papers that require their signature to properly authenticate them.

Branch 709, Reno, NV

Branch 2502, Las Vegas, NV

Branch 2778, Sparks, NV

Duties of Officers

President

Amend Article 9, Section 1 (e) as follows:

(e). The President shall have the authority and responsibility for carrying out the collective bargaining duties of the Union: they may

designate such members of the bargaining committee as they choose and take all steps they deem necessary and proper to enforce the rights of the Union and its members under all collective bargaining agreements, including the determination of referral of all matters to arbitration; and they shall appoint a Ballot Committee pursuant to Article 16 hereof. **The President shall keep a written record of all collective bargaining proposals. In the event the President is unable to perform collective bargaining duties, the Executive Vice President will be provided with such written record in order to continue the collective bargaining process with the members of the bargaining committee.**

Pioneer Branch 2, Milwaukee, WI

Duties of Officers

President

Amend Article 9, Section 1 (e) as follows:

(e). The President shall **serve as the chief spokesperson in all collective bargaining negotiations on behalf of the National Association of Letter Carriers. A five-member committee, composed of the President, Executive Vice-President, Vice-President, Director of City Delivery, and Director of Safety and Health, shall work collaboratively in the negotiation of the collective bargaining agreement. All members of the negotiating committee shall have equal access to information and deliberative processes throughout the course of negotiations. In the event a tentative agreement is reached, the executive board will vote on it, and a majority approval is required, before sending to the membership for ratification. The committee will have the authority and responsibility for carrying out the collective bargaining duties of the Union; they may designate such members of the bargaining committee as they choose and take all steps they deem necessary and proper to enforce the rights of the Union and its members under all collective bargaining agreements, including the determination of referral of all matters to arbitration. ; and they** **The President** shall appoint a Ballot Committee pursuant to Article 16 hereof.

Branch 3, Buffalo/Western NY

Duties of Officers

President

Amend Article 9, Section 1 (e) as follows:

(e). The President shall have the authority and responsibility for carrying out the collective bargaining duties of the Union, **and in doing so will act in the best interests of the membership;** they may designate such members of the bargaining committee as they choose and take all steps they deem necessary and proper to enforce the rights of the Union

and its members under all collective bargaining agreements, including the determination of referral of all matters to arbitration, **subject to the provisions of Article 16**; and they shall appoint a Ballot Committee pursuant to Article 16 hereof.

*New Hampshire Merged Branch 44
Branch 230, Nashua, NH*

Duties of Officers

President

Amend Article 9, Section 1 (e) as follows:

(e). The President shall **serve as the chief spokesman in all collective bargaining negotiations on behalf of the National ASSOCIATION OF Letter Carriers. A five-member committee composed of the President, Executive Vice President, Director of City Carrier, and Director of Safety and Health, shall work collaboratively in the negotiation of the collective bargaining agreement. All members of the negotiating committee shall have equal access to information and deliberative processes throughout the course of negotiations. In the event a tentative agreement is reached, the executive board will vote on it, a majority approval is required before sending it to the membership for ratification. The committee will have the authority and responsibility for carrying out the collective bargaining duties of the Union; they may designate such members of the bargaining committee as they choose and take all steps they deem necessary and proper to enforce the rights of the Union and its members under all collective bargaining agreements, including the determination of referral of all matters to arbitration; and they shall appoint a Ballot Committee pursuant to Article 16 hereof.**

Branch 370, Atlantic City, NJ

Duties of Officers

President

Amend Article 9, Section 1 (e) as follows:

(e). The President shall **serve as the chief spokesperson in all collective bargaining negotiations on behalf of the National Association of Letter Carriers. A five-member committee, composed of the President, Executive Vice President, Vice President, Director of City Delivery, and Director of Safety and Health, shall work collaboratively in the negotiation of the collective bargaining agreement. All members of the negotiating committee shall have equal access to information and deliberative processes throughout the course of negotiations. In the event a tentative agreement is reached, the executive board will vote on it, a majority approval is required, before sending to the membership for ratification.**

~~The committee will have the authority and responsibility for carrying out the collective bargaining duties of the Union; they may designate such members of the bargaining committee as they choose and take all steps they deem necessary and proper to enforce the rights of the Union and its members under all collective bargaining agreements, including the determination of referral of all matters to arbitration; and they shall appoint a Ballot Committee pursuant to Article 16 hereof.~~

Branch 709, Reno, NV

Duties of Officers

President

Amend Article 9, Section 1 (e) as follows:

(e). The President shall, **together with the Executive Council**, have the authority and responsibility for carrying out the collective bargaining duties of the Union; they may designate such members of the bargaining committee as they choose and take all steps they deem necessary and proper to enforce the rights of the Union and its members under all collective bargaining agreements, including the determination of referral of all matters to arbitration; and they shall appoint a Ballot Committee pursuant to Article 16 hereof. **Under no circumstances will they negotiate any agreement without the final acceptance or rejection of the proposed National Agreement by the members.**

John Grace Branch 825, Oak Brook, IL

Duties of Officers

President

Amend Article 9, Section 1 (e) as follows:

(e). The President shall have the authority and responsibility for carrying out the collective bargaining duties of the Union; they may designate such members of the bargaining committee as they choose; **that each member of the Executive Council (or their designee) shall be part of this bargaining committee and be present and/or briefed during any negotiations with the Employer;** and take all steps they deem necessary and proper to enforce the rights of the Union and its members under all collective bargaining agreements, including the determination of referral of all matters to arbitration; and they shall appoint a Ballot Committee pursuant to Article 16 hereof.

J. Carlton Sauer Branch 2076, Des Plaines, IL

Duties of Officers

President

Amend Article 9, Section 1 (h) as follows:

(h). The President ~~is authorized to appoint~~ **shall propose appointment or removal of** Regional Administrative Assistants in such

established NALC Regions in accordance with the needs of each respective NALC Region. **This action will be confirmed by majority vote of the Executive Council.**

They shall establish and appoint full-time Regional Administrative Assistants based on the request of the National Business Agents, who must document and support their need, and such other organizers, representatives, assistants, counsel, accountants, industrial engineers and other professional administrative personnel as they may require to assist them in the operation of the Union and to fix their compensation, subject to the approval and ratification of the Executive Council. The President may also employ an expert accountant or audit company to audit the books and records of the Union or any of its subsidiaries at any time when, in their discretion, it may be deemed necessary; and said expert accountant or audit company shall give satisfactory bond as to the accuracy and correctness of the audit.

Branch 79, Seattle, WA

Duties of Officers

President

Amend Article 9, Section 1 (h) as follows:

(h). The President is authorized to appoint Regional Administrative Assistants in such established NALC Regions in accordance with the needs of each respective NALC Region. They shall establish and appoint full-time Regional Administrative Assistants based on the request of the National Business Agents, who must document and support their need, and such other organizers, representatives, assistants, counsel, accountants, industrial engineers and other professional administrative personnel as they may require to assist them in the operation of the Union and to fix their compensation, subject to the approval and ratification of the Executive Council. **The intent to fill or create additional positions along with salary and benefits will be posted on the members only portal so that all members can express interest and request consideration for the position. Prior to any full-time NALC employee being removed from their position, they will receive notification in writing explaining the reason for the decision and the right to appeal their removal with a fair hearing before the Executive Council.** The President may also employ an expert accountant or audit company to audit the books and records of the Union or any of its subsidiaries at any time when, in their discretion, it may be deemed necessary; and said expert accountant or audit company shall give satisfactory bond as to the accuracy and correctness of the audit.

Branch 458, Oklahoma City, OK

Duties of Officers

President

Amend Article 9, Section 1 (m) as follows:

(m). For the faithful performance of the above duties, they shall receive the sum of **180% of top step full time carrier technician pay (\$152,953.20 as of March 7, 2026)** ~~\$253,461.92~~ per annum, payable weekly, effective ~~August 9, 2024~~ **January 1, 2027**, provided, that future salary adjustments will be made with the same percentage given top grade letter carriers in their salary increases. They shall be entitled to the same sick and annual leave provisions of letter carriers, and they shall be scheduled for three weeks of annual leave each year.

Branch 701, Missoula, MT

Duties of Officers

Executive Vice President

Amend Article 9, Section 2 (d) as follows:

(d). For the faithful performance of the above duties, they shall receive the sum of **175% of top step full time carrier technician pay (\$148,704.50 as of March 7, 2026)** ~~\$213,208.85~~ per annum, payable weekly, effective ~~August 9, 2024~~ **January 1, 2027**, provided, that future salary adjustments will be made with the same percentage given top grade letter carriers in their salary increases. They shall be entitled to the same sick and annual leave provisions of letter carriers, and they shall be scheduled for three weeks of annual leave each year.

Branch 701, Missoula, MT

Duties of Officers

Vice President

Amend Article 9, Section 3 as follows:

Sec. 3. The Vice President shall assist the Executive Vice President in the performance of their duties. They shall exercise direct, immediate supervision over the National Business Agents and other representatives, insofar as their duties relate to their duties. They shall perform such other duties as may be assigned to them by the President. They shall make a complete report of their acts at each Convention. For their services, they shall receive the sum of ~~\$206,910.74~~ **170% of top step full time carrier technician pay (\$144,455.80 as of March 7, 2026)** per annum, payable weekly, effective ~~August 9, 2024~~ **January 1, 2027**, provided, that future salary adjustments will be made with the same percentage given top grade letter carriers in their salary increases. They shall be entitled to the same sick and annual leave provisions of letter carriers, and they shall be scheduled for three weeks of annual leave each year.

Branch 701, Missoula, MT

Duties of Officers

Secretary-Treasurer

Amend Article 9, Section 4 (o) as follows:

(o). The Secretary-Treasurer shall perform such other duties as the laws require, and as the President may from time to time assign them. For their services, they shall receive the sum of ~~\$206,910.74~~ **165% of top step full time carrier technician pay (\$140,207.10 as of March 7, 2026)** per annum, payable weekly, effective ~~August 9, 2024~~ **January 1, 2027**, provided, that future salary adjustments will be made with the same percentage given top grade letter carriers in their salary increases. They shall be entitled to the same sick and annual leave provisions of the letter carriers, and they shall be scheduled for three weeks of annual leave each year.

Branch 701, Missoula, MT

Duties of Officers

Assistant Secretary-Treasurer

Amend Article 9, Section 5 as follows:

Sec. 5. The Assistant Secretary-Treasurer shall serve as Secretary-Treasurer in the absence of the Secretary-Treasurer. They shall be under the direct supervision of the President and shall perform such duties as may be assigned to them from time to time by the President. They shall serve as Secretary of the Executive Council when it is in session. They shall be bonded in a good and sufficient sum to be determined by the Executive Council, which bond must be deposited with the Executive Council. For their services, they shall receive the sum of ~~\$206,910.74~~ **165% of top step full time carrier technician pay (\$140,207.10 as of March 7, 2026)** per annum, payable weekly, effective ~~August 9, 2024~~ **January 1, 2027**, provided, that future salary adjustments will be made with the same percentage given top grade letter carriers in their salary increases. They shall be entitled to the same sick and annual leave provisions of the letter carriers, and they shall be scheduled for three weeks of annual leave each year.

Branch 701, Missoula, MT

Duties of Officers

Director of City Delivery

Amend Article 9, Section 6 (f) as follows:

(f). For their services, they shall receive the sum of ~~\$206,910.74~~ **165% of top step full time carrier technician pay (\$140,207.10 as of March 7, 2026)** per annum, payable weekly, effective ~~August 9, 2024~~ **January 1, 2027**, provided, that future salary adjustments will be made with the same percentage given top grade letter carriers in their salary increases. They shall be entitled to the same sick and annual leave provisions of the letter carriers,

and they shall be scheduled for three weeks of annual leave each year.

Branch 701, Missoula, MT

Duties of Officers

Director of Safety and Health

Amend Article 9, Section 7 (b) as follows:

(b). For the faithful performance of the above duties, they shall receive the sum of ~~\$206,910.74~~ **165% of top step full time carrier technician pay (\$140,207.10 as of March 7, 2026)** per annum, payable weekly, effective ~~August 9, 2024~~ **January 1, 2027**, provided, that future salary adjustments will be made with the same percentage given top grade letter carriers in their salary increases. They shall be entitled to the same sick and annual leave provisions of the letter carriers, and they shall be scheduled for three weeks of annual leave each year.

Branch 701, Missoula, MT

Duties of Officers

National Business Agents

Amend Article 9, Section 8 as follows:

Sec. 8. There shall be fifteen (15) National Business Agents, who shall devote full time to their duties. Subject to the ultimate direction of the President, and the immediate direction of the Executive Vice President and the Vice President in their respective spheres of authority, they shall perform duties relating to organizing, contract administration and interpretation, and the processing of grievances and unfair labor practices. Their functions shall include, but not be limited to, assisting in organization campaigns, gathering evidence for legal proceedings, assisting in the preparation of grievances and arbitration hearings, assisting in the mediation and conciliation of labor disputes, advising members and local officers upon practice and procedure, assisting in all activities relating to legislation; conducting training and educational seminars; and all other functions relevant to their duties. In the performance of their duties they may be assigned by the President in such numbers and to such functions and localities as they deem fit and necessary. They shall have such control and authority over other representatives as the President shall determine. They shall be members of the Executive Council. For their services, they shall receive ~~\$147,853.70~~ **the sum of 165% of top step full time carrier technician pay (\$140,207.10 as of March 7, 2026)** per annum, payable weekly, effective ~~August 9, 2024~~ **January 1, 2027**, provided, that future salary adjustments will be made with the same percentage given top grade letter carriers in their salary increases. They shall be entitled to the same sick and annual leave provisions of the letter carriers, and

they shall be scheduled for three weeks of annual leave each year.

Branch 701, Missoula, MT

Duties of Officers

Director of Retired Members

Amend Article 9, Section 9 (c) as follows:

(c). The salary of the Director of Retired Members shall be ~~\$206,910.74~~ **165% of top step full time carrier technician pay (\$140,207.10 as of March 7, 2026)** per annum, payable weekly, effective ~~August 9, 2024~~ **January 1, 2027**, provided, that future salary adjustments will be made with the same percentage given top grade letter carriers in their salary increases. They shall be entitled to the same sick and annual leave provisions of the letter carriers, and they shall be scheduled for three weeks of annual leave each year.

Branch 701, Missoula, MT

Duties of Officers

Executive Council

Amend Article 9, Section 11(e) 2 as follows:

(2) establish and order compliance with such rules, regulations, or procedures, consistent with this Constitution, as are required for the effective management of the affairs of the Union **and post rules, regulations, or procedures on the Members Only page;**

Branch 458, Oklahoma City, OK

Duties of Officers

Executive Council

Add a new Article 9, Section 11 (f) as follows:

(f). The Executive Council shall, together with the President, have the authority and responsibility for carrying out the collective bargaining duties of the Union.

John Grace Branch 825, Oak Brook, IL

Removal of Officers

Amend Article 10 as follows:

In case of neglect of duty or violation of this Constitution on the part of any officer of this Association or a State Association, the Executive Council shall have power to remove them from office, impose such other penalty as it may deem proper, or suspend such State Association after a fair hearing, subject to appeal to the National Convention. Any member may file with the Executive Council a charge that an officer of the National Association or a State Association has been guilty of neglect of duty or violation of this Constitution. Upon the filing of such charge, the President or Executive Vice President (or the Vice President if the charge is against both the President and Executive Vice President) shall, ~~as soon as practicable;~~ **within 30 days** (a) send, by registered mail,

a copy of the charges to the officer or officers charged, and (b) appoint a member, who is not involved in the charge, to investigate the same and to make a report in writing within 30 days to the Executive Council on the results of their findings. A copy of such report shall be sent by mail to the charging member and to the officer against whom the charge was filed. The Executive Council shall determine whether a substantial charge is presented by the report and, if so, shall direct a hearing thereon before a panel of three disinterested members, excluding the investigator. The panel shall make a report with recommendations to the Executive Council which shall be served on the accused officer and charging member, who may, within 15 days, file with the Executive Council objections or comments thereon. If the Executive Council finds the officer guilty, it shall be empowered to remove them from office, or impose such other penalty as it may deem proper. Any member aggrieved by such decision of the Executive Council shall have the right to appeal to the National Convention.

To perfect such appeal to the National Convention, the aggrieved member must, no later than sixty (60) days prior to the National Convention, file with the Chairperson of the Executive Council, by registered mail, notice of appeal, together with a full written statement of the reasons why the appeal should be granted; if the adverse decision of the Executive Council is not rendered until sixty-five (65) days or less prior to the National Convention, the notice to appeal and statement of reasons must be filed as soon after receipt of the decision as is reasonably possible.

Branch 458, Oklahoma City, OK

Resolutions

Amend Article 12 as follows:

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

Branch 79, Seattle, WA

Resolutions

Add a new Article 12, Section 2 as follows:

Sec. 2. Reconsideration. Resolutions previously proposed and adopted by majority vote of the delegates of the Association assembled in convention shall after five conventions or ten (10) years be available to the members for reconsideration to the delegation for new discussion and vote if not already implemented or enacted upon.

A year prior to the National Convention, the national secretary-treasurer shall publish a list of any resolution(s) and the resolved clauses that would be up for reconsideration at the National Convention for possible resubmission and reconsideration.

Resolutions that fail to secure a majority vote of the delegates of the Association assembled in convention will be removed from the Resolutions and Amendments report and the list of official positions of the NALC.

North Sound Branch 450, Bellingham, WA

Collective Bargaining

Amend Article 16, Section 1 as follows:

Section 1. Every member, by becoming or remaining a member of the Association, appoints the Association as their exclusive bargaining representative for purposes of entering into collective bargaining agreements with their employer, and for the resolution of any grievances or claims arising under such agreement. Each member agrees not to bring any action against the Association or any officer or representative thereof, for any act or omission by it in the exercise of its responsibility as their exclusive bargaining representative; provided, that such suit may be brought against the Association, or an officer or representative, if the Association or that officer or representative has been guilty of a deliberate breach of trust injuring the suing member.

Any tentative agreement reached by the Union must be presented to the Executive Council for review, and be accepted by a majority vote of such, prior to submission to the membership for ratification.

The determination of the matters to be referred to arbitration by the President shall be subject to review of the Executive Council, with any member of the Executive Council having the right to petition for any matter or matters to be included or excluded from referral or stipulation. Any such petition will be subject to a vote of the Executive Council, and enacted upon reaching a majority vote of the same. A record of individual votes cast under this provision shall be made available to the general membership upon request of any NALC member.

The President shall appoint a Ballot Committee composed of fifteen (15) members from Branches in not less than fifteen (15) states.

Ratification shall be a mail referendum vote, and the ballot shall be mailed only to regular members of the NALC, as defined in Article 2, Section 1(a), excluding retirees, OWCP departees, and non-letter carrier regular members, as shown by the records of the National Secretary-Treasurer as of ninety (90) days prior to the date that the proposed agreement is reached. The ballot shall provide only for the acceptance or rejection of the entire proposed agreement.

The Ballot Committee shall be called to National Headquarters by the National President, commencing with the conclusion of negotiations for the sole purposes of monitoring and observing the dispatch, receipt, and tabulation of the Ratification Ballot, and to determine the validity of challenged ballots, and of any objections to the conduct of the election.

Membership acceptance or rejection of a proposed National Agreement shall be by majority of valid ballots returned by the voters. When such majority votes to accept a proposed agreement, no other action shall be required of the Union membership. Suitable and timely notice of such results shall be made and certified to the membership by the Ballot Committee through *The Postal Record* and/or the *NALC Bulletin*. When a majority of valid ballots returned by the voters rejects the proposed agreement, the Ballot Committee shall: (a) cause suitable and timely notice of such results to be furnished and certified to the membership through the pages of *The Postal Record* and/or the *NALC Bulletin*; and (b) furnish and certify the same information to the National President.

When the majority of total votes cast is for rejection, the NALC negotiators shall inform the USPS and reopen negotiations within five (5) days after the vote is tallied. If negotiations are not reopened, the NALC negotiators shall determine if there will be binding arbitration, an immediate work stoppage, or a designated job action. If negotiations are reopened, they will not exceed a period of fifteen (15) calendar days, at which time a second ballot shall be mailed to each member for ratification or rejection. If the membership rejects this second ballot, then the National President will determine if there will be binding arbitration, an immediate work stoppage, or a designated job action.

*New Hampshire Merged Branch 44
J. Carlton Sauer Branch 2076, Des Plaines, IL*

Collective Bargaining

Amend Article 16, Section 1 as follows:

Section 1. Every member, by becoming or remaining a member of the Association, appoints the Association as their exclusive

bargaining representative for purposes of entering into collective bargaining agreements with their employer, and for the resolution of any grievances or claims arising under such agreement. Each member agrees not to bring any action against the Association or any officer or representative thereof, for any act or omission by it in the exercise of its responsibility as their exclusive bargaining representative; provided, that such suit may be brought against the Association, or an officer or representative, if the Association or that officer or representative has been guilty of a deliberate breach of trust injuring the suing member.

The President shall appoint a Ballot Committee composed of fifteen (15) members from Branches in not less than fifteen (15) states.

Ratification shall be a mail referendum vote, and the ballot shall be mailed only to regular members of the NALC, as defined in Article 2, Section 1(a), excluding retirees, OWCP departees, and non-letter carrier regular members, as shown by the records of the National Secretary-Treasurer as of ninety (90) days prior to the date that the proposed agreement is reached. The ballot shall provide only for the acceptance or rejection of the entire proposed agreement.

The Ballot Committee shall be called to National Headquarters by the National President, commencing with the conclusion of negotiations for the sole purposes of monitoring and observing the dispatch, receipt, and tabulation of the Ratification Ballot, and to determine the validity of challenged ballots, and of any objections to the conduct of the election.

Membership acceptance or rejection of a proposed National Agreement shall be by majority of valid ballots returned by the voters. When such majority votes to accept a proposed agreement, no other action shall be required of the Union membership. Suitable and timely notice of such results shall be made and certified to the membership by the Ballot Committee through *The Postal Record* and/or the *NALC Bulletin*. When a majority of valid ballots returned by the voters rejects the proposed agreement, the Ballot Committee shall: (a) cause suitable and timely notice of such results to be furnished and certified to the membership through the pages of *The Postal Record* and/or the *NALC Bulletin*; and (b) furnish and certify the same information to the National President.

When the majority of total votes cast is for rejection, the NALC negotiators shall inform the USPS and reopen negotiations within five (5) days after the vote is tallied. **The members will be informed weekly of progress during which no stipulated agreement shall be made without members voting for ratification or rejection.** If negotiations are not reopened, the NALC negotiators **will not engage in stipulated agreements but**

shall determine if there will be **full** binding arbitration, an immediate work stoppage, or a designated job action. If negotiations are reopened, they will not exceed a period of fifteen (15) calendar days, **during which members will be informed weekly of proceedings and NALC Negotiators will not engage in stipulated agreements without members ratification or rejection**, at which time a second ballot shall be mailed to each member for ratification or rejection. If the membership rejects this second ballot, then the **NALC Negotiators will adhere to the will of the membership to begin full binding arbitration, or determine if** National President will determine if there will be binding arbitration, an immediate work stoppage **is necessary**, or a designated job action.

John Grace Branch 825, Oak Brook, IL

Referendum and Amendments to the Constitution

Add a new Article 19, Section 7 as follows:

Sec. 7. Reconsideration. Resolutions previously proposed and adopted by majority vote of this Association in convention shall after three conventions or six (6) years be available to the members for resubmission to the delegation for new discussion if not already implemented or enacted. The National Secretary-Treasurer shall print in bold type the header or title of any resolution(s) available for re-enactment in the Resolutions and Amendments report provided to delegates to the National Convention.

Branch 79, Seattle, WA

CONSTITUTION AND GENERAL LAWS OF THE UNITED STATES LETTER CARRIERS MUTUAL BENEFIT ASSOCIATION

General Laws

Law 1

Qualifications of Applicants for Membership

Amend General Law 1 as follows:

Section 1. An applicant for admission to membership in the MBA must be a letter carrier or other non-supervisory employee of the Postal Service who is a member in good standing of the NALC, or the spouse, child, step-child, grandchild, step-grandchild, great grandchild, step-great grandchild, **niece, great niece, nephew, great newpew**, parent or legal guardian (up to the age of 80) of a member of the NALC. Employees of the NALC and its subsidiaries, their spouse, and children are also eligible applicants for membership in the MBA.

Long Island Merged Branch 6000



Veterans Group

For more information, go to nalc.org/veterans.

House passes legislation expanding veterans' benefits

Before Congress adjourned for the Memorial Day recess, the House of Representatives, by a vote of 235-179, passed legislation to significantly expand support for catastrophically wounded veterans and Gold Star families. The legislation also expands the Department of Veterans Affairs (VA) home loan eligibility for thousands of National Guard and reserve members.

The Sharri Briley and Eric Edmundson Veterans Expansion Act will expand benefits for more than 7,000 severely disabled veterans and a half-million Gold Star families. The legislation increases monthly benefit rates for disabled veterans who suffered service-connected disabilities such as traumatic brain injuries or other severe disabilities by offering an additional \$10,000 annually for those who require regular, in-home medical care. The bill also provides a 1.5 percent increase from the Dependency and Indemnity Compensation program, and aids in the purchase of new homes by expanding the eligibility requirements for National Guard members and reservists from 90 days of active-duty service to 14 days of qualifying service.

While the Sharri Briley and Eric Edmundson Veterans Expansion Act faces uncertainty in the Senate, in May the Senate introduced legislation to increase certain VA benefits. The Veterans' Compensation Cost of Living Adjustment Act of 2026, S. 4487, will increase VA benefits such as disability compensation, clothing allowances, and dependency and indemnity compensation for surviving spouses and children. S. 4487 was introduced with 15 original bipartisan co-sponsors.

Tracking legislation affecting veterans

Several bipartisan bills remain in Congress that address several critical issues, such as access to quality healthcare, safeguarding earned benefits, and mental health issues that include suicide prevention. Below is a list of the bills that were first reported in January.

Protect Veteran Jobs Act—H.R. 1637/S. 914

Introduced in February in the House by Rep. Derek Tran (D-CA) with 45 original co-sponsors, and in March in the Senate by Sens. Tammy Duckworth (D-IL) and Andy Kim (D-NJ), this bill seeks to restore employment protections for veterans affected by recent federal workforce reductions. It provides reinstatement eligibility for veterans who were involuntarily removed or dismissed without cause from civil service positions between Jan. 20, 2025, and the date of enactment. Eligible veterans must be reinstated to their former positions or to other civil service roles for which they qualify. This legislation directly addresses the thousands of veterans affected by layoffs under the Trump administration. In March, Duckworth and Kim introduced the measure as an amendment to the Republican-led continuing resolution, but it was blocked from passage.

Housing Unhoused Disabled Veterans Act—H.R. 965/S. 1415

Introduced in February in the House by Reps. Brad Sherman (D-CA) and Monica De La Cruz (R-TX) and passed by voice vote, this bill was introduced in the Senate in April by Sens. Alex Padilla (D-CA) and Dave McCormick (R-PA). The legislation would permanently exclude veterans' disability

compensation from being counted as income when determining eligibility for housing assistance under the Department of Housing and Urban Development's Veterans Affairs Supportive Housing (HUD-VASH) program. This bill would help ensure that disabled veterans do not lose access to housing support due to benefits intended to compensate for service-connected disabilities. H.R. 965 was passed by voice vote in the House on Feb. 10, 2025. The House-passed bill was sent to the Senate, where it is awaiting action.

Saving Our Veterans Lives Act—H.R. 1987/S. 926

Introduced in March in the House by Reps. Chris DeLuzio (D-PA) and Brian Fitzpatrick (R-PA) and in the Senate by Sens. Angus King (I-ME) and Tim Sheehy (R-MT), this legislation builds on a version from the 118th Congress. It would authorize the VA to implement a program providing free firearm lockboxes to veterans. Research has shown that limiting access to firearms for individuals at risk can significantly reduce deaths by suicide. The bill represents a targeted suicide prevention strategy grounded in evidence-based public health policy.

Dennis and Lois Krisfalusy Act—H.R. 1344/S. 1127

Introduced in April in the House by Reps. Chris DeLuzio (D-PA) and Guy Reschenthaler (R-PA) and in March in the Senate by Sens. John Fetterman (D-PA) and Dave McCormick (R-PA), this bipartisan legislation would allow a memorial headstone or marker to be provided through the VA for an eligible spouse or dependent child of a veteran interred in a national, state or tribal veterans cemetery—regardless of the date of death. Currently,

Veteran legislation (continued)

only those who died between Nov. 11, 1998, and Oct. 1, 2024, are eligible. The bill would eliminate this restriction and extend the benefit beyond 2024 for an additional eight years, ensuring equitable and lasting recognition for veterans' families.

VetPAC Act of 2025—S. 787

Introduced in February by Sens. Bill Cassidy (R-LA) and Mazie Hirono (D-HI), this legislation would establish the Veterans Health Administration Policy Advisory Commission (VetPAC). The commission would be charged with conducting a transparent, expert-led review of Veterans

Health Administration (VHA) operations. Its goal is to improve the efficiency and quality of healthcare services delivered to veterans, ensuring that VHA policies are driven by best practices, data and accountability. On Dec. 18, 2025, S. 787 passed the Senate by unanimous consent. It awaits action in the House.

Rural Transportation to Care for Veterans Act—H.R. 1733/S. 784

Introduced in February in the House by Reps. Marie Gluesenkamp Perez (D-WA) and Juan Ciscomani (R-AZ) and in the Senate by Sens. Jon Ossof (D-GA) and Susan Collins (R-ME), this

legislation would expand eligibility for the VA's Highly Rural Transportation Grant Program. The program provides grant funding to veteran service organizations and state veterans service agencies to offer transportation at no cost for rural veterans traveling to VA health facilities. This expansion would increase access to vital healthcare services for veterans in underserved rural communities.

For updates on legislation and other congressional action that affects our veteran members, check the "Government Affairs" section on nalc.org.

Veteran profile: Charlie Balmos

Charlie Balmos, a retired letter carrier from Camden, NJ Merged Branch 540, spent 32 years carrying mail, from March 1989 until July 2021. During this time and after retirement he has been heavily involved in the union, serving as shop steward for 31 years and health benefits rep roles for about 13. He still helps his local branch by meeting with carriers and helping cover for shop stewards who are unavailable. But before his postal career, he spent four years in the Navy, from March 1984 to March 1988.

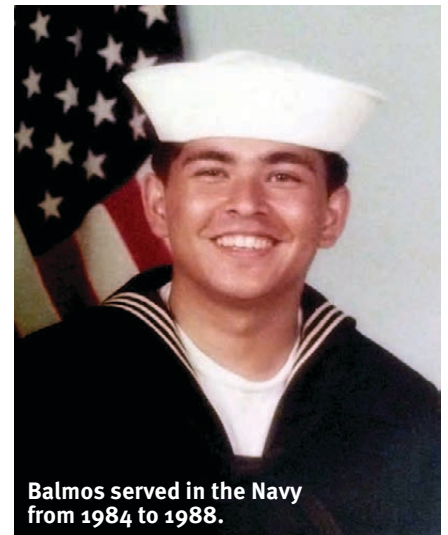
Balmos joined the Navy when he was 19 with his best friend, Steven Oliva, because they wanted more direction in life and thought the military would provide that. They chose the Navy because it was the branch that would take them the fastest.

After boot camp in Orlando, FL, Balmos trained as a storekeeper, specifically a supply specialist, and was assigned to the Navy Seabees in the Naval Mobile Construction Battalions. Rather than serving

aboard ships, he worked supporting land-based construction operations. His job involved ordering, tracking and managing materials needed for military construction projects, including lumber, electrical supplies, plumbing materials, vehicle parts and other equipment. He was responsible for ensuring that construction crews had everything necessary to complete projects without delays.

That sometimes led to difficult work, having to work long hours and arrive at construction sites about a month to a month and a half early to have everything set up before construction began.

The highlight of his military service was his deployment to Camp David in Maryland in 1987, where his battalion built barracks for Marines assigned there. After the project was completed, he and his fellow Seabees met the president and first lady of the United States at the time, Ronald and Nancy Reagan. The president personally thanked the crew.



Balmos served in the Navy from 1984 to 1988.

"He was very down to earth, very humble, nice guy," Balmos said. "He was shaking our hand, getting a picture with you, just, you know, because he was appreciative of what we did."

Aside from the work, Balmos enjoyed military field exercises, where he qualified as an expert with the M60



Balmos meets President Ronald Reagan while deployed to Camp David.

machine gun and a marksman with the M16. He was deployed to Italy and Guam for nine- to 11-month periods and traveled through Germany. He also played softball and formed lasting friendships with fellow service members from around the country,

military service, he worked in construction for about 10 months before his letter carrier encouraged him to apply to the Postal Service. He spent his entire postal career working in Willingboro, and lives about a 15-minute drive away.

some of whom he still talks to today.

After his four years were up, he planned to reenlist in the Navy. He was supposed to be assigned to Australia to work in an E5 rank, a promotion, but he was bumped from the orders before he was able to sign. Balmos was instead assigned to Brooklyn, NY, in a position that did not appeal to him, so he decided not to reenlist and instead returned to his hometown of Willingboro, NJ.

After finishing his

Although he found it difficult to think of many similarities between being in the Navy and working as a letter carrier, he said, "In the military, we had a job to do. We'd get it done. Same thing in the Post Office. You come to work, you get it done, and you went home."

Despite the positive experiences he had in the Navy, he said his decision not to reenlist "was a blessing, 'cause I met my wife delivering the mail."

She was a doctor at an office that Balmos delivered to on his route. Their first date was June 4, 1994. They got married on March 2, 1996, and have one daughter.

Other than meeting his wife on his route, he found many reasons to like being a letter carrier.

It provided him with a good pension and early retirement, allowing him to retire at 56. By going to the NALC national conventions, he was able to travel more, visiting Florida; Minnesota; Detroit, MI; Boston, MA; Chicago, IL; Philadelphia, PA; and Atlantic City in his home state.

"For me, it was the perfect job," Balmos said.

Join the NALC Veterans Group

The NALC Veterans Group is designed to provide NALC members—both active and retired letter carriers—who are also military veterans the ability to connect with fellow NALC veterans and stay informed on issues of importance to letter carrier veterans. It is free to join.

Members receive a pin as a symbol of gratitude for your military service and membership in NALC.

If you are interested in joining the group, complete the sign-up card at right and mail it to the address included. A fillable version is also available at nalc.org/veterans.



You continue to serve your country—
THANK YOU!

NALC Veterans Group

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

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

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

Free
to join

Every member deserves a branch



**Paul
Barner**

The National Association of Letter Carriers (NALC) currently consists of 1,482 branches representing approximately 194,000 active letter carriers and just over 94,000 retired members. Branches range in size from single-member branches to branches with several thousand members. The members who make up those branches are the heart and soul of NALC. As was the case with our retired members when they were forging their careers on the workroom floor, the active members of NALC should expect quality representation regard-

less of branch size or dynamics.

Branches are where NALC members get information about local and national issues, voice their opinions, meet regularly and coordinate union activities. Each branch is run entirely by letter carriers and relies heavily on volunteer union activists who give their time to help fellow carriers and at times do good work in the community.

Sometimes branches around the country require assistance providing member representation. This could be a branch needing temporary assistance due to some unanticipated event or a branch needing more ongoing relief. There are many factors that may contribute to an ongoing need, and as a result, merging resources with another branch is often the best answer.

The merger of two functioning branches is a voluntary procedure. The requirements for effecting a merger of branches can be found in Article 2, Section 3 of the *NALC Constitution*. Both branches must vote to approve a proposed merger agreement by setting forth the details of the merger. After the vote is approved, an application signed by the president and secretary of each branch must then be submitted to the national president of the NALC for approval.

Apart from the merger process, there are separate procedures that may result in the transfer of active members to another branch. For example: On occasion, reports are received that a branch has ceased to function and is not capable of fully representing its

members. A branch could be declared defunct if it is not presently functioning as an NALC branch and appears incapable of representing the letter carriers in their own home office.

Typically, in such situations, there are no officers or stewards and there have been no meetings for an extended period of time. In such circumstances, the membership of the letter carriers in these non-functioning branches is transferred to another functioning branch nearby. Prior to this determination, the national business agent (NBA) from the respective region will contact potential functioning branches located near the non-functioning branch. The goal is to determine if the branches are able to take over responsibility for representing the letter carriers in need. Before a decision is made, the current views of the branch membership and alternative solutions are researched. Once the NBA has identified a branch that would accept the letter carriers for the branch in need, a meeting to discuss all the issues that have been raised is necessary.

“The members who make up those branches are the heart and soul of NALC. As was the case with our retired members when they were forging their careers on the workroom floor, the active members of NALC should expect quality representation regardless of branch size or dynamics.”

Branches considered non-functioning are given an opportunity to object to the proposed transfer. The proposed transfer is held for 30 days in order to give each member an opportunity to submit any objections or additional comments.

Many branches do an outstanding job representing their membership and it does not go unnoticed. The work needed to continually run an effective branch is a difficult task and help is not always easy to come by; combining resources is not always a bad idea. Always keep in mind that the union is “U,” and every member counts when building and maintaining a strong house.

Move forward



James D. Henry

When I was younger, often I was advised to have a global view in my life when I was only looking straight ahead. As I considered this idea, I began to see the truth in that wisdom. I started to see a familiar pattern of only seeing what is directly in front of me, whether it was a difficult decision to make, a task to be performed or a challenge to overcome.

While there are several theories on experience and perspective, a common theme is that each phase of life changes us. Often the learning and transformation come from looking back and recognizing how

we are different now and how we've grown. What if we decided to take ownership of our growth by observing today? What if we asked ourselves what we can do to live a more fulfilling life right now?

Most letter carriers would believe one end to a means of having a more fulfilling life right now would include having a living wage and hostile-free work environment. As do I. This is having a global view from the perspective of pursuing a career, rather than just working any job while looking only at each day as it approaches.

Life is long, but life is short. When I was a young man, I told my father that I wanted to change the world. His only sage advice was, "Life is long, but life is short." This nugget of wisdom has stayed with me throughout my life, but it recently came to the forefront of my consciousness due to an array of unforeseen events over the last couple of years. Life is indeed short. It's unpredictable. It shouldn't freak us out, but this knowledge could be the catalyst for living in a way that is beneficial for us. We need to do things that are meaningful and have a positive impact not just on the present, but on our future as well. We should surround ourselves with those who are encouraging us, make us think, and help us be better people.

If life is short, then our careers are even shorter. Most of us work to make money so that we can have a home, clothes on our backs, food on the table, have medical care... you get it. The majority of letter carriers spend more time at their jobs than with their families.

Our careers need to be something that not only pays the bills, but also feeds our souls in some way. The latter for me has been representing letter carriers in one form or another for the past 38 years. For others it could be whatever it is that makes you feel your efforts are appreciated and worthy of your time.

We are all extremely different, and there is a cause that fits every individual. Finding our path does take hard work and time. Finding where we fit in is worth it. I believe that is why most of us really enjoy being a letter carrier...feeling like we fit in the communities we serve and being members of the National Association of Letter Carriers.

"Our careers need to be something that not only pays the bills, but also feeds our souls in some way. The latter for me has been representing letter carriers in one form or another for the past 38 years."

Gratitude helps me define what I want in life. If I'm grateful for my job, then I'm going to work harder to secure it. If I'm grateful for my family, then I will be kinder and more giving. It's a chain of events that starts with a thought and results in decisive action that causes me to strive for what I want in my life.

Despite disappointments, obstacles that form and ever-present naysayers, we must always decide to move forward. How do we move forward in a way that adds more to our lives, our careers and our union? I do not want to just move forward. I want to move forward with purpose! This can happen by being intentional with your actions, being involved in our union, being engaged in what is happening around us, stopping to think about what's best and observe all. Learning from where we've been, enjoying where we are, and deciding where we are going. Recognizing the importance of time often comes when it's gone—because ultimately, it's a long life and career, but it's also a short life and career.

Next stop, Los Angeles



Nicole
Rhine

As you know, the 74th Biennial Convention of the NALC will be held this August in Los Angeles.

What you may not know is that ever since our founding meeting held in Milwaukee in August of 1889, NALC members have met in national convention to set the policy and direction of the national union. The first national convention was held in Boston in 1890 and, at the time, NALC held annual national conventions. It wasn't until 1903 that the convention went to a biennial format.

It was in 1946 that the NALC went to even-numbered years for the biennial convention. The 1946 convention was held in Detroit and was three years after the 1943 convention held in Denver. As you may have already guessed, the NALC skipped one year during World War II.

Biennial conventions have been held every two years like clockwork from the 1946 convention in Detroit to the 2018 convention in Detroit until the 2020 convention had to be canceled because of the COVID-19 pandemic.

This will be the third time that the national convention has been held in Los Angeles, which previously hosted national conventions in 1941 (the 33rd biennial convention) and 2016 (the 70th biennial convention).

I can attest that many employees at Headquarters, as well as officers and members of Branch 24 in Los Angeles, the convention's host branch, have been working very hard for many months now to put together the convention.

I want to remind all delegates of a few important items concerning the national convention:

Registration—The registration procedure at the national convention will be the same format as the last four conventions. As was reported in the Convention Call sent to all branches and state associations last fall, all delegates to the national convention will be required to register individually. All delegates will also be required to show a photo ID when they register.

Registration of delegates will be held at the Los Angeles Convention Center on Saturday, Aug. 1, from noon to 5 p.m.; Sunday, Aug. 2, from 9 a.m. to 5 p.m. and Monday, Aug. 3, from 8 a.m. to 10 a.m. There will be signs at the Los Ange-

les Convention Center directing delegates to the registration area.

As has been the practice in the past, once the registration area closes on Monday, delegates may still register at the NALC Headquarters office located in the convention center.

Delegates—Delegates are reminded that the credential cards sent to branch secretaries must be signed by both the branch president and branch secretary before being presented at registration. Delegate-at-large credential cards must also be signed by the state president and state secretary before being presented at registration.

Branch secretaries (or another branch officer if the secretary is not attending the convention) should also bring their delegate eligibility list and any correspondence related to delegate registration with them to the convention.

Alternate delegates who replace registered delegates need to bring to the convention their letters of authorization to be presented at registration. Under the *NALC Constitution*, before an alternate delegate is registered as a replacement for a regular delegate, written evidence must be presented stating that the duly elected delegate they are replacing is unable to attend the convention.

Article 4, Section 3 of the *NALC Constitution* reads in part:

An alternate delegate before being admitted to the National Convention shall present either their certificate of election or written evidence from the Secretary of their Branch, or from the delegate for whom they are elected alternate, that the elected delegate is unable to attend the meeting of the National Association.

Convention sessions—Business sessions of the national convention are scheduled at the Los Angeles Convention Center from 10 a.m. to 3 p.m. Monday through Thursday, and then 8 a.m. to noon on Friday.

Workshops—Workshops are held at the Los Angeles Convention Center from 7:30 a.m. to 9 a.m. Monday through Thursday prior to the business sessions and from 3:15 p.m. to 4:45 p.m. Monday through Thursday after the business sessions.

General wisdom—If it will be your first national convention this summer, welcome! You should know that most delegates dress casually at the convention. But be aware that it can sometimes get cold on the convention floor and in workshops, so you may want to think about bringing along a light jacket, sweatshirt or sweater with you to sunny L.A. Also, seasoned delegates will tell you to wear comfortable shoes, as you will do a lot of walking.

The *Constitution* and bylaws



**Mack I.
Julion**

As a member of the Committee of Laws, on a regular basis I find myself assisting branches and state associations with various provisions of their bylaws. As the committee chair, I have the duty of making the initial assessment of submissions prior to passing my recommendations on to the other two members: our director of the Mutual Benefit Association, James Yates, and our director of safety and health, Manny Peralta. I make myself available because there are usually common errors that could be avoided, which would make the process easier for both the committee and the members who engage in the arduous task of updating or amending their by-

laws. I have written and advised in the past about using the *Constitution for the Government of Subordinate and Federal Branches (CGSFB)* or the *Constitution for the Government of State Associations (CGSA)* as a guideline. I have also assisted branches by providing a template for those who ask.

Although I have written about it in the past, it is apparent that I need to be more descriptive in how to utilize the *Constitution* as a guide in creating or amending bylaws. One could literally use those two constitutions, verbatim, with personalization for their respective branch or state association that would not conflict with the *Constitution*. It is the “personalization” part that some have missed in using the *Constitution* as a guide. We have seen some submissions that leave out key components that would provide the necessary information, which the *Constitution* intends to be filled in with the appropriate bylaws. This includes provisions where the *Constitution* leaves a blank that needs to be filled in by the branch or state association. Although that is the intention, we have received some submissions with the “blank” intact. There are also other provisions that indicate information that should be provided, yet the submission just copies that provision without the suggested information.

For example: Article 3, Section 1 of the *CGSFB* states:

The regular meeting of the branch shall be held not less than once a month, at such time and place as may be designated in the branch by laws. Each branch, with prior approval of its membership, shall have the option of only ten (10) times per year.

And Article 3, Section 4 states:

The Branch shall be called to order at the time prescribed in the by-laws if a quorum be present.

If those two provisions are copied word for word, and no other information provided related to that content, it would be in conflict because it has not provided a day (i.e., first Tuesday of the month) and a time for the meetings. It also does not indicate if there are any meetings skipped, up to two months, if that is the intention of the branch. Likewise, we have seen a similar mistake with Article 5, Sections 4 and 5, which should indicate which meeting or “time” the election or nominations of officers will take place. That information needs to be provided by the branch, otherwise it tells you nothing more than what should take place. Sometimes just referring to certain provisions, such as Article 6, Duties of Officers for the branch officers in the *CGSFB*, is a convenient catch-all. But keep in mind that if there is compensation for those duties, it should be spelled out somewhere in your bylaws, much like it is in the *CGSA*.

All of this may seem obvious to some, but it is not to everyone. There is no shame in not knowing; none of us had special courses in writing bylaws before coming to the Postal Service—we are all just letter carriers. That’s why I make myself available to assist. I intend to go over this, and how to use the portal in the Members Only section of our website at the national convention in Los Angeles. So, if you are in the process of amending or creating bylaws, I hope to see you there; or you can always give me a call or send me an email!

CBTU honors

On May 4, the Chicago chapter of the Coalition of Black Trade Unionists honored me with the Robert T. Simpson Award, named after the longtime chapter president and a Chicago labor legend. He was responsible for getting me involved with the constituency groups as well as encouraging our involvement with the Chicago Federation of Labor, where letter carriers now have a presence and a seat on board. Special thanks to all who came out to support the recognition and contribution of city letter carriers in the Chicago labor movement!



Previous pilot tests, initiatives and concerns, Part 2



Christopher Jackson

This month's column will be Part 2 of my previous *Postal Record* article on revisiting previously mentioned pilot tests, initiatives or concerns that conflict with postal handbooks and manuals and our collective-bargaining agreement.

Parcel Delivery Photo Verification—pilot test

In a letter dated Feb. 3, 2026, NALC was notified that the Postal Service will be testing a new feature, MDD-TR Parcel Delivery Photo Verification, on the Mobile Delivery Devices (MDD and MDD-TR). The pilot test allows carriers to take photos while

delivering parcels as a method for proof of delivery.

This pilot began in February and is being tested across 103 city routes in the following areas and districts: Westpac, AZ-NM, Atlantic, New York 1, Central, MN-ND, and Southern, Texas 1.

This update is in conflict with postal handbooks and manuals, specifically *Handbook M-39, Management of Delivery Services* and *Handbook M-41*.

Non-DOIS offices

In February, NALC was notified that the Postal Service will be adding 465 non-Delivery Operations Information System (DOIS) offices into DOIS. USPS indicates that these additions will assist offices in maintaining historical data through technology and make assignments easier to perform and track.

USPS did not provide when these additions will take place, just that it will be conducting a multiphased approach until all offices have been converted to DOIS.

As agreed between NALC and USPS, in an interpretive step settlement (M-01664), DOIS is a management tool for estimating a carrier's daily workload. However, projections from this tool are not the sole determinant of a carrier's leaving or return time, or daily workload. Additionally, management is responsible for accurately recording volume and other data in DOIS.

Even with this new addition in these offices, the reporting requirements by carriers, as outlined in *Handbook M-39* and *Handbook M-41*, have not changed.

GoPro cameras

In a letter dated Nov. 4, 2025, NALC was notified that the Postal Service would be using GoPro cameras to showcase holiday readiness and start of peak season. USPS states that carriers from the pilot locations will wear GoPro cameras to capture "day in the life" footage, including facility arrival and casing, vehicle loading, and package and mail delivery. The letter lists several locations that will participate in this pilot.

The use of GoPro cameras while carriers are in performance of their duties is inconsistent with postal handbooks and manuals, specifically the *Administrative Support* and the *Employee and Labor Relations Manual (ELM)*. I have requested a meeting and informed USPS that NALC is not in agreement with the use of GoPro cameras on city letter carriers.

If this is occurring to you, request to speak with your local steward or branch officer and request that a grievance be filed on your behalf.

eLRA, stand-up talk and postcard

In September 2024, NALC received notification that USPS had updated the Enterprise Leave Request Application (eLRA). The eLRA is an online application employees can use to request unscheduled leave in the event of an emergency or unexpected absence. The update includes a feature for adding an electronic signature to the PS Form 3971, Request for or Notification of Absence generated from the leave request. Employees will only become aware of this new feature by reading a brief message that pops up on the application just before they complete the leave request (at right).

This update affects every employee and conflicts with postal handbooks and manuals. Section 142.32.d of *Handbook F-21, Time and Attendance*, along with Sections 512.412 and 513.332 of the *ELM* require employees to complete their PS 3971 upon their return from an unscheduled absence. If any supervisor or manager instructs you to sign the form electronically, request a shop steward and file a grievance.

My staff and I met with the Postal Service to discuss this update. I explained my concerns regarding the new feature. The Postal Service acknowledged that applying an electronic signature is now a requirement when using the

By clicking Submit, you are authorizing your electronic signature on this 3971 and confirming the information you provided is accurate and complete. Upon clicking Submit, this 3971 will be submitted for your supervisor's review.

← Prev

Submit ✓

Cancel

(continued on page 44)

Do we have the right to refuse dangerous work?



Manuel L. Peralta Jr.

In many conversations through my years, I have been asked if an employee had the right to refuse to work under dangerous conditions. The answer is not cut and dry.

The home page for the Occupational Safety and Health Administration, osha.gov, provides a number of worker rights educational items. From this main page you click on “Topics,” which opens up a drop-down menu revealing “Worker Rights,” which is the second item listed. Clicking that link takes you to many worker information items. Scroll down to the “Frequently Asked Questions” and the second item opens up the following:

Workers’ Right to Refuse Dangerous Work

If you believe working conditions are unsafe or unhealthy, we recommend that you bring the conditions to your employer’s attention, if possible.

You may file a complaint with OSHA concerning a hazardous working condition at any time. However, you should not leave the worksite merely because you have filed a complaint. If the condition clearly presents a risk of death or serious physical harm, there is not sufficient time for OSHA to inspect, and, where possible, you have brought the condition to the attention of your employer, you **may** (emphasis added) [JK1.1][MS1.2] have a legal right to refuse to work in a situation in which you would be exposed to the hazard. (OSHA cannot enforce union contracts that give employees the right to refuse to work.)

Your right to refuse to do a task is protected if all of the following conditions are met (Emphasis added.)

- * Where possible, you have asked the employer to eliminate the danger, and the employer failed to do so; and
- * You refused to work in ‘good faith.’ This means that you must genuinely believe that an imminent danger exists; and
- * A reasonable person would agree that there is a real danger of death or serious injury; and
- * There isn’t enough time, due to the urgency of the hazard, to get it corrected through regular enforcement channels, such as requesting an OSHA inspection.

You should take the following steps:

- * Ask your employer to correct the hazard, or to assign other work;
- * Tell your employer that you won’t perform the work unless and until the hazard is corrected; and
- * Remain at the worksite until ordered to leave by your employer.

If your employer retaliates against you for refusing to perform the dangerous work, contact OSHA immediately. Complaints of retaliation must be made to OSHA within 30 days of the alleged

reprisal. To contact OSHA call 1-800-321-OSHA (6742) and ask to be connected to your closest area office. No form is required to file a discrimination complaint, but you must call OSHA.

So, with the above, there must be a responsible approach to a dangerous hazard.

Note that the first statement in the above excerpt is a recommendation that you bring the hazard to the attention of your employer and the advice goes on to have you ask your employer to correct the hazard. Fill out and submit a PS Form 1767, keeping a copy for your records.

The advice continues by indicating “your right to refuse is protected if **all** of the following conditions are met... .”

You must be able to establish that your refusal was based on “good faith.” You must be able to establish that you genuinely believe that an imminent danger exists and that a reasonable person would agree that the condition there is a real danger (does the condition clearly present a risk of death or serious physical harm?).

We should be speaking to our co-workers and union stewards/officers to form an opinion on their reaction. I emphasize this as you are taking a great risk when you refuse to work under conditions that you have determined to be dangerous.

The section closes with a link to the relevant OSHA regulation, which reads as follows:

29 CFR §1977.12(b)(2)

However, occasions might arise when an employee is confronted with a choice between not performing assigned tasks or subjecting himself to serious injury or death arising from a hazardous condition at the workplace. If the employee, with no reasonable alternative, refuses in good faith to expose himself to the dangerous condition, he would be protected against subsequent discrimination. The condition causing the employee’s apprehension of death or injury must be of such a nature that a reasonable person, under the circumstances then confronting the employee, would conclude that there is a real danger of death or serious injury and that there is insufficient time, due to the urgency of the situation, to eliminate the danger through resort to regular statutory enforcement channels. In addition, in such circumstances, the employee, where possible, must also have sought from his employer, and been unable to obtain, a correction of the dangerous condition.

Remember, you—and you only—are the one who will be making the decision to refuse if the above conditions are met. If the employer in turn takes action that you believe to be retaliatory (discipline or discharge), then you have the right to file a complaint with OSHA, a grievance through Article 15 and, if necessary, file an OSHA Whistleblower Complaint. Management’s safety message throughout the USPS is “Safety depends on you.” Be responsible with the above, but be aware of this right.

Keep an eye on each other.

The home stretch



**Dan
Toth**

This article will focus on the final three to six months prior to retirement. If you are in this home stretch and have not done so already, you should call the USPS Human Resources Shared Service Center (HRSSC) at 877-477-3273 (TTY 866-260-7507) and ask to start your online retirement application (ORA) and for them to send you an annuity estimate. You will provide your personal email address to the agent and receive an email from the HRSSC confirming that it is setting up your ORA. In three to five business days, you will get a second email. This time, it will come from the Office of Personnel

Management (OPM). This second email contains a link to start filling out the ORA. While awaiting the second email, you will need to sign up for a login.gov account, unless you already have one.

Shortly after receiving the second email from OPM, you should call HRSSC again to schedule your retirement counseling, or schedule it on LiteBlue. At this point you should have carefully reviewed and understood everything in your annuity estimate, including your special annuity supplement eligibility and amount (if applicable), the reduction for a survivor annuity, and most importantly, the amount of your Federal Employees Retirement System (FERS) basic benefit.

I recommend that prior to counseling you complete as much of the application as you can. Simply skip the sections you do not understand and jot down your questions. During your counseling, you can get answers and complete your application with confidence.

As detailed in the June 2022 Contract Talk, employees are entitled to individual retirement counseling. The general practice from HRSSC is to conduct group counseling sessions. This works for many letter carriers, but some need an individual session because they have numerous questions, or the questions include private details that they'd rather not share with strangers. If you need or want an individual session, be sure to request it and provide sufficient time prior to your intended retirement to fit it in.

In order to understand your complete retirement picture, you also need to review and understand the other two legs of your retirement, the Thrift Savings Plan (TSP) and your Social Security benefit.

Whether or not you plan to tap into your TSP immediately,

you will want to review your withdrawal options and learn how to obtain the appropriate forms. One TSP publication that will help provide guidance is *Distributions*. I would be remiss if I didn't mention my previous article regarding financial planners (see the October 2023 *Postal Record*). Before making decisions to move your funds from the TSP to another company, you should be fully aware of your decision and ensure that your financial interest is the priority.

If you haven't already, you can create a Social Security account online at ssa.gov/onlineservices. This portal allows you to see your earned benefits, review your earnings history, make address changes, set up or change direct deposit, and print 1099s. As mentioned earlier, you will want to review your Social Security benefits and determine how and possibly when you will start your benefit.

There are some considerations when picking your retirement date. If you separate at the end of a pay period, you will earn your sick and annual leave for that period. Employees whose separation is effective prior to the last Friday of a pay period do not receive leave credit or terminal leave payment for the leave that would have accrued during that pay period. Another way to maximize your benefits is by taking advantage of the terminal leave payout. When the Postal Service calculates the terminal leave payment, they project your earned annual leave balance out from the date of separation, and any holidays that fall within the terminal leave period are also paid.

FERS employees start earning their annuity on the first day of the month following their separation. In practice, the vast majority retire at the end of the month and don't sweat the small considerations like finishing a pay period or projecting terminal leave to incorporate holidays.

Plan your income for the first few months after retirement. Once you submit your ORA, the HRSSC reviews it and compiles your service history. Lately, members are reporting that this is happening one month or more after their retirement date has passed! Once it is done, you will receive an email notifying you to certify the ORA. After your certification, the ORA is sent to OPM for processing. Although OPM has a goal to start interim payments as soon as possible, you will only receive a portion of your annuity and may be receiving these "interim" payments for months. Plan to have some money saved so you can weather the temporary shortfall. The terminal leave payment from the Postal Service is also not being paid out right after the retirement date, because of the aforementioned delay in HRSSC's review process. When you retire, you'll receive a payment for your earned annual leave balance. But by the same token, if you retire with a negative balance, you will be liable and should plan accordingly.

The last step is to enjoy your hard-earned retirement!

MBA term life—Four great policies



**James W.
“Jim” Yates**

The Mutual Benefit Association (MBA) offers four term life insurance policies to city letter carriers who are NALC members and their families. Term life insurance policies offer affordable insurance protection over a defined period of time.

Term life insurance policies are designed to be a low-cost option compared to whole life insurance. They do not build a cash value that may be borrowed against in the same way as MBA's whole life products.

The MBAs term life insurance is offered in a five-, 10- or 20-year term, or term to age 65. Each insurance plan provides the protection and convenience of having life insurance at a reasonable cost. As with our whole life insurance, our term policies are available for the NALC member, their spouse, children, stepchildren, grandchildren, step-grandchildren, great-grandchildren, step-great-grandchildren, and even the parents of the NALC member. The proposed insured at the time of purchase must be between the ages of 17 and 70 for the 10-year term and between 17 and 60 for the other three options. Insurance on any one individual may be up to \$150,000.

The 5-Year Renewable and Convertible Term Life plan provides insurance protection for a period of five years as long as premiums are paid on the policy. After each five-year term, the policy owner may choose to renew for an additional five-year term without providing evidence of insurability or taking a medical exam. The premium will re-rate at the time of renewal based on the insured's current age (premiums will generally increase). The policy is renewable until age 80.

The 10-Year Renewable and Convertible Term Life plan provides insurance protection for a period of 10 years as long as premiums are paid on the policy. After each 10-year term expires, the policy owner may choose to renew the policy for an additional 10-year term. As with the five-year policy, the insured may renew the policy without providing evidence of insurability or taking a medical exam. The premium will re-rate at the time of renewal based on the insured's current age. The policy is also renewable until age 80.

Coverage for both the five- and 10-year plans terminate on the policy anniversary date after the insured's 80th birthday.

The 20-Year Term Life plan offers insurance protection for a period of 20 years. The premium rate is based on the current age of the proposed insured and the amount of life insurance coverage. The premium rate will never increase over the entire 20-year period. As long as the premiums are paid on the policy, the insured is guaranteed life insurance for the 20-year period. At the expiration of the 20-year term, the policy owner will have to reapply if they would like another 20-year term.

The Term to Age 65 plan offers insurance protection until the insured reaches age 65. Regardless of the issue age of the insured, the policy will remain in force until the policy anniversary date after the insured reaches age 65, as long as the premiums are paid on the policy. Like the 20-Year Term, the premium rate is based on the current age of the proposed insured and the amount of insurance desired. The premium rate will never increase during the lifetime of the policy. This plan of term insurance is especially valuable to those individuals who will not need additional insurance during their retirement years.

All four term life options are convertible to whole life insurance policies until the insured reaches the age of 65 without providing evidence of insurability or taking a medical exam. Premium rates will change to a whole life premium at the insured's current age at the time of conversion. The face value of the new whole life policy cannot be greater than the existing term policy.

For more information about the term policies offered by the MBA, including rates and applications, please see the MBA website at nalc.org/mba. You may also call the MBA office at 202-638-4318 Monday through Friday, 8 a.m. to 3:30 p.m. Eastern time.

When filling out an application, please make sure that you circle the type of policy that you want and indicate the amount of coverage desired. Florida, South Dakota and California residents, please make sure you use the application specific to your state.

Changes brought on by the Postal Service Health Benefits Program



**Stephanie
Stewart**

This month I want to focus on a few items that changed with the creation of the Postal Service Health Benefits (PSHB) Program. I'll also discuss how they affect our members, and how these changes also created a limitation on the Plan's ability to provide assistance. I recognize this will be a repetitive subject for some, but it is my hope that branch leaders will work in partnership with the Plan to help share the message.

First and foremost, I want to start with an issue where many letter carriers have experienced reasonable frustration—eligibility updates or changes to your policy. In the

past, a simple call or written letter sent to the Plan was adequate. However, now that letter carriers are covered under the PSHB Program, the Office of Personnel Management (OPM) is the designated keeper of the records. This means OPM is the responsible party charged with making these changes and the Plan cannot make changes without OPM's approval to do so.

Without proper documentation from the OPM, these are items the Plan cannot take action on:

- Address changes
- Removing or adding dependent(s)
- Changing the plan code (example: Self Only to Self and Family)
- Processing or refunding Health Benefit Plan premiums
- Establishing marriage or divorce updates
- Cancellation of health benefit coverage

If you need to make any of these changes, they must now be addressed through the employment office, which would be the Human Resource Shared Service Center for active carriers and OPM retiree services for annuitants. I can assure you that the Plan shares your frustration with this process, but this is a requirement of the PSHB we must follow.

Medicare Part D—Beginning in 2025, all eligible annuitants and their eligible family members enrolled in Medicare A or Medicare A and B *must* be enrolled into their PSHB insurance carrier's Medicare Part D program.

If members or eligible dependents choose to opt out or disenroll from the Part D program, they will not have access to the prescription drug benefits of their PSHB plan for the remainder of the plan year. In summary,

members will continue to be enrolled in their health plan, continue to pay the same premium, however, they will not be eligible to retain prescription drug coverage.

Our Plan offers two Medicare Part D options, giving members the flexibility to choose which option better suits their needs for no additional premium cost:

- **Option 1 is the Plan's designated default option**—Our SilverScript Prescription Drug Plan (PDP). This plan combines a Medicare Part D formulary with the Plan's current year prescription coverage and is available for members with Medicare Part A or Medicare Part A and B.
- **Option 2 is a choice you can select in lieu of Option 1, the NALC High Option Plan**—Aetna Medicare Advantage. This plan offers enhanced level of benefits for High Option annuitants who have Medicare Parts A and B.

It is very important to understand that if you choose to disenroll or opt out from the Plan's Medicare Part D programs, the Plan will not be able to make any enrollment exceptions or provide an alternate prescription coverage.

We continue to speak with members who have been disenrolled from the Plan's Part D options without fully understanding how this decision will affect their health and prescription needs, and we don't want more members to find themselves in this situation.

Now that we've covered Plan limitations or decisions that may affect members in an adverse way, I want to shift the subject to positive resources that are available.

Let's start with HealthEquity. Receive up to \$600 per eligible High option member and eligible dependents, for participating in the SilverScript PDP. That's right, up to \$600 for you and \$600 for each eligible member.

All you need to do is fill out some information and provide documentation showing proof of your original Medicare Part B premium payments.

TASC card—Have you received a TASC debit card? Make sure you and your eligible family members aged 18 and older are taking advantage of the valuable health savings you can earn by participating in our wellness incentive programs. These rewards are loaded on a debit TASC card, which can be used for eligible medical expenses not covered by insurance.

Last but not least, we extended our core business hours last fall to better serve you. If you have any questions about any of the above topics, please contact us Monday through Friday between 8 a.m. to 6 p.m. Eastern time.

Article 29—Driving privileges

From time to time, letter carriers may have their driving privileges at work suspended or revoked.

Article 29 of the *National Agreement* explains how management's rights are limited when suspending or revoking an employee's ability to drive on the job. Article 29 also defines the rights and protections NALC has negotiated to protect the rights of letter carriers when this occurs.

Page 29-2 and 29-3 of the 2025 *Joint Contract Administration Manual (JCAM)* outlines the circumstances that could lead to a letter carrier having their driving privileges revoked or suspended. As explained in the *JCAM*, one situation is when a letter carrier has their state-issued driver's license suspended or revoked outside the workplace. When this occurs, the letter carrier's driving privileges at work are also suspended or revoked; however, once the state restores the letter carrier's driver's license, their on-the-job driving privileges are also reinstated. The second situation is when management can prove that the on-duty record of the letter carrier demonstrates that the employee is an unsafe driver. Finally, management may, but is not required to, temporarily suspend the letter carrier's driving privileges following a vehicle accident.

Article 29 provides strong protection for letter carriers, regardless of the reason and length of time they have lost their on-duty driving privileges. Article 29 provides in part:

Every reasonable effort will be made to reassign such employee to non-driving duties in the employee's craft or in other crafts.

This means that even if the Postal Service's decision to suspend or revoke a letter carrier's driving privileges is proper, it is management's responsibility to find work for a carrier. This requirement is not contingent upon a letter carrier making a request for nondriving duties. Rather, it is management's responsibility to seek to find suitable work.

In addition to the strong provisions found in Article 29, carriers have arbitral precedent to uphold their rights. In national-level award 194N-41-D 96027608, April 8, 1998 (C-18159), Arbitrator Carlton Snow stated the following, with emphasis added in bold:

Article 29 of the agreement with the National Association of Letter Carriers **requires the Employer to make temporary cross-craft assignments to provide work for carriers whose occupational driver's license has been suspended or revoked.** The Employer is required to do so in a manner consistent with the APWU collective bargaining agreement. In instances where it is impracticable to fulfill its contractual obligation under both agreements, **the Employer is without contractual authority to remove such employee. Such individuals shall be placed on leave with pay and reinstated to working status as soon as work is available by**

placing the employee in a position which will not violate the collective bargaining agreement of either party.

In accordance with Arbitrator Snow's award, when letter carriers temporarily lose driving privileges, management should first attempt to provide non-driving letter carrier craft duties within the installation on the carrier's regularly scheduled days and hours of work. If sufficient carrier craft work is unavailable on those days and hours, management should attempt to place the employee in carrier craft duties on other hours and days, anywhere within the installation. If sufficient work is still unavailable, a further attempt should be made to identify work assignments in other crafts, as long as placement of carriers in that work would not be to the detriment of employees of that other craft. If there is such available work in another craft, but the carrier may not perform that work in light of Arbitrator Snow's award, the carrier must be placed on leave with pay.

As stated earlier, when a letter carrier's state-issued driver's license is suspended or revoked outside the workplace, it will affect their driving privileges at work. Article 29 is clear that:

An employee's driving privileges will be automatically revoked or suspended concurrently with any revocation or suspension of State driver's license and restored upon reinstatement.

When letter carriers' driving privileges are suspended or revoked by the state, they should immediately inform their supervisor. An employee who fails to notify management of the suspension of their state-issued driver's license runs the risk of receiving corrective action up to and including discipline. Because of the strong protections in Article 29, letter carriers should not hesitate to notify management if they have lost their off-duty driving privileges. Letter carriers should also let management know when their driver's license has been restored so they can have their on-duty driving privileges reinstated.

There is an exception to the automatic revocation of a letter carrier's on-duty driving privileges when their state-issued license is suspended. This exception is found in Section 421.22 of *Handbook EL-804, Safe Driver Program*, which states:

c. If the suspension or revocation states that the employee may operate a vehicle for employment purposes, then Postal Service driving privileges must not be suspended or revoked automatically.

This provides an opportunity for letter carriers to retain on-duty driving privileges if the state allows them the privilege to do so. However, when management is

(continued on next next page)

Article 29—Driving privileges (continued)

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considering the suspension, revocation or reissuance of an employee's driving privileges based on the on-duty driving record, conditional suspension or revocation of a state driver's license may be considered in making the final determination.

If an employee is involved in a motor vehicle accident, there are no provisions that allow management to automatically suspend an employee's driving privileges based solely on the fact that the employee was involved in a motor vehicle accident. This protection is in the Memorandum of Understanding (MOU) Re: Reinstatement of Driving Privileges, found beginning on page 219 of the 2023-2026 *National Agreement*. This MOU states in part:

2. The mere fact that an employee was involved in a vehicle accident is not sufficient to warrant automatic suspension or revocation of driving privileges or the automatic application of discipline.

Management must assess the circumstances surrounding each individual accident to determine whether a denial of driving privileges should be an option. The supervisor may temporarily suspend the employee's driving privileges pending completion of an investigation; however, to do so, there are specific criteria and time limits to which management must adhere. Section 3 of the MOU explains:

3. When an employee's driving privilege is temporarily suspended as a result of a vehicle accident, a full review of the accident will be made as soon as possible, but not later than fourteen (14) days, and the employee's driving privileges must either be reinstated, suspended for a specified period of time not to exceed sixty (60) days, or revoked as warranted. If the decision is to suspend or revoke the employee's driving privileges, the employee will be provided, in writing, the reason(s) for such action.

As indicated on page 29-4 of the *JCAM*, management's decision to suspend or revoke the driving privileges of an employee must be made according to the criteria specified in Section 42 of *Handbook EL-804*.

At any time, a carrier can request that management reinstate their revoked or suspended driving privileges, unless it was due to the loss of the employee's state-issued driver's license. Management should review the request and decide as soon as possible, but no later than 45 days from the date of the employee's request. If management decides to deny the request, they must provide the employee with a written decision stating the reasons for the denial. Items that must be considered in management's written decision can be found in the MOU Re: Reinstatement of Driving Privileges.

The application and enforcement of the provisions listed in Article 29 of the *National Agreement* can be difficult. Shop stewards should consider citing Arbitrator Snow's award (C-18159) in any grievance related to the loss of driving privileges. Arbitrator Snow made it very clear that management lacks the contractual authority to remove a letter carrier from the Postal Service because the carrier loses occupational driving privileges.

A copy of Arbitrator Snow's award is available online in NALC's Materials Reference System (MRS), which can be found on the NALC website at nalc.org/mrs. Also, members can find a full explanation of Article 29 on pages 29-1 through 29-5 of the *JCAM*, which can be found at nalc.org/jcam. Both the *JCAM* and the *MRS* are also available as quicklinks on the NALC website home page.

Letter carriers with questions related to the denial of driving privileges should contact their local union representative or national business agent (NBA). Contact information for the NBA who covers your region can be found at nalc.org/union-administration/nalc/regions or on page 2 of this magazine.

Director of City Delivery

Previous pilot tests (continued)

(continued from page 38)

eLRA, but also emphasized that the application is only an "option" available to carriers that they are not obligated to use. USPS explained that carriers can choose to use the Interactive Voice Response phone system and complete a PS Form 3971 upon their return to duty instead. I

shared details of this meeting with NALC regional offices and advised representatives to file grievances on the application where appropriate.

Be sure to read my article each month and visit nalc.org for more information.

FECA Transmittal 26-2: Making the claims process more difficult for injured letter carriers, Part 2



Regional Workers' Compensation Assistant Coby Jones

This month's column continues the discussion that began last month of Federal Employees' Compensation Act (FECA) Transmittal 26-2¹ issued on April 24 that announced changes to the *FECA Procedure Manual*, including changes that will have an adverse effect on our injured members. Last month's column discussed the new requirement for mandatory second opinion (SECO) exams before the Office

of Workers' Compensation Programs (OWCP) will accept what it calls "extended occupational disease cases" involving long-term or permanent degenerative conditions. Let's continue our discussion of FECA Transmittal 26-2.

Chapter 2-0800, Initial Development of Claims, has been revised to eliminate the interim review in initial claims adjudication.

This change removes the prior requirement for a second, follow-up, review and related development letter to be sent in new adjudication cases.² On Dec. 23, 2022, President Biden signed the Fiscal Year 2023 National Defense Authorization Act (NDAA) into law; Section 5305(c) provided for an increase in the time period for FECA claimants to supply supporting documentation in new claims from 30 to 60 days. Specifically, the legislation directed the secretary of labor to 1) amend the FECA regulations at 20 CFR 10.121 to increase the minimum time to submit supporting documentation on an initial claim from 30 to 60 days and 2) modify the *FECA Procedure Manual* to do the same.

The NALC viewed the expanded time frame overall as beneficial for injured letter carriers who were in the initial stages of filing their claims. Historically, claims examiners were required to allow at least 30 days for a response to all initial development letters before

denying a claim.³ Injured letter carriers often had trouble obtaining the required evidence within the 30-day limit. In particular, it was hard to schedule appointments to obtain the necessary medical evidence within such a tight time constraint. Because fixing an initial denial through the appeals process can add months to the eventual acceptance of a claim, the expanded development period allowed for more claims to be accepted during their initial adjudication.

Our one concern at the time, however, was that the expanded time frame might cause delays in OWCP accepting claims, especially straightforward traumatic injury cases that did not require elaborate development or medical evidence. The Department of Labor reassured us at the time that this would not be a problem since in addition to the required change, they would add a new procedural requirement that approximately halfway through the 60-day development period, the claims examiner would conduct an interim review of the evidence to determine if the case could be accepted, and if not, they would issue a second letter to the claimant explaining why.

Claimants will now only see the initial development letter at the beginning of the 60-day period. The interim review and letter have now been eliminated. According to the Transmittal, "this additional administrative requirement is being removed since it is beyond the scope of the statutory and regulatory language," being not specifically mandated by the 2023 NDAA. Given that OWCP's current staffing levels are at historic lows under the new administration, the eliminated interim review most likely represents fiscal triage.

That being said, the elimination of the interim review will have an adverse effect on injured letter carriers and will undoubtedly delay acceptance of many claims. The NALC is concerned that in cases where the claimant has obtained and submitted the necessary evidence well before the 60-day period ends, claims examiners might not be aware of this fact and wait un-

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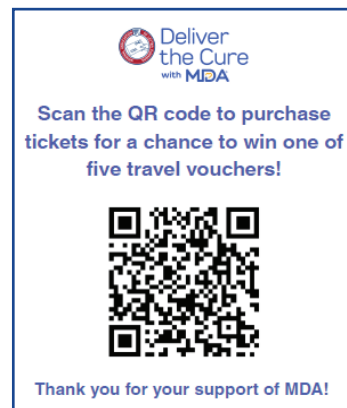
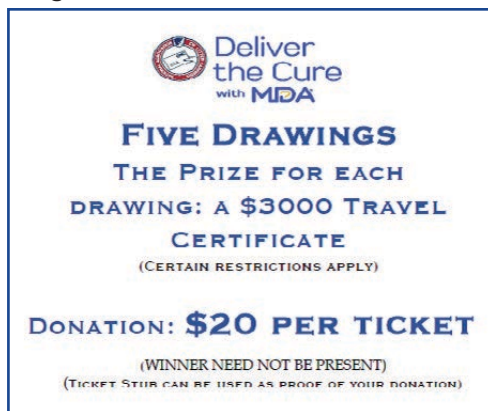
¹ FECA Transmittal 26-2 can be found at: dol.gov/agencies/owcp/FECA.

² See FECA Transmittal 23-02, March 7, 2023; see also this column in the April 2023 *Postal Record*.

³ Responding to the development letter is discussed in more detail in this column in the June 2022 *Postal Record*. It also should be pointed out here that claims examiners will simply accept a claim and not issue a development letter in cases where they determine, after their initial review of the file, that there is sufficient evidence to establish the claim.

NALC Convention MDA raffle tickets

As NALC members know, the national convention is next month. NALC will sell raffle tickets for MDA at the national convention, but you can get them beforehand. The tickets are \$20 each and there will be five drawings.



Each winner will win a \$3,000 travel voucher. Here is the link for electronic sales: mda.donordrive.com/NALCConvention26, and the QR code is above right.

In addition, if you spend at least \$100 on raffle tickets, you will receive a clear stadium bag. Thank you in advance! See you at the convention.

Also, if there are any events you want NALC to promote or for MDA Coordinator Christina Vela Davidson to attend, send a letter or an email. Have questions or need assistance? Contact the MDA service team member at nalc@mdausa.org or 719-640-8625.

Staff Reports

FECA Transmittal 26-2 (continued)

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til after the 60-day period has ended to issue a decision. Because of this, it is prudent for claimants, once they have submitted all requested evidence, to reach out to their claims examiners to advise them that they have completed their response to the initial development letter and request prompt adjudication of their claim. They can do this both by calling their claims examiner and also by uploading a brief note into the Employees' Compensation Operations and Management Portal (better known as ECOMP).

Finally, claimants should be aware that the expanded 60-day time frame applies only to the initial adjudication of a claim. In established claims that have been accepted, a 30-day time frame still applies to development letters issued for any number of adjudicatory

issues for which OWCP may issue a formal decision: denials of requested wage-loss compensation, denials of schedule awards, denials of reimbursement, denials of requested medical procedures or durable medical equipment, etc. A 30-day time frame also still applies for claimants to respond to notices of proposed action in accepted claims, such as termination or reduction of benefits. And it applies for claimants to respond to proposed sanctions for such actions as failing to attend OWCP-directed medical exams, refusing suitable work, failing to cooperate with vocational rehabilitation efforts, or failing to complete required forms, such as the OWCP 1032.

Next month's column will continue the discussion of the changes to the *FECA Procedure Manual* that FECA Transmittal 26-2 has created.

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

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Cecilia Carbajal	Br. 704	Tucson, AZ	Charles D. Lowe	Br. 124	New Orleans, LA	Philip J. Wagner	Br. 84	Pittsburgh, PA
Lawrence M. Dreyer	Br. 704	Tucson, AZ	Brittany T. Ramseur	Br. 176	Baltimore, MD	William L. Williams	Br. 84	Pittsburgh, PA
Cecil M. Meridith	Br. 1131	Jonesboro, AR	Theophil J. Malinowski	Br. 286	Pittsfield, MA	Cyril J. Zapf	Br. 84	Pittsburgh, PA
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Carlos A. Munoz	Br. 1100	Garden Grove, CA	Donna E. Miller	Br. 1	Detroit, MI	Douglas O. Kilgore	Br. 725	Southeast PA Mgd.
George H. Sowers	Br. 1100	Garden Grove, CA	Alexander C. Murray	Br. 256	Mid-MI	Charles R. Cahill	Br. 115	Wilkes-Barre, PA
John W. Wellen	Br. 1100	Garden Grove, CA	Charles E. Walden	Br. 4374	South Macomb, MI	Robert R. Brown	Br. 15	Providence, RI
Martin Trujillo	Br. 24	Los Angeles, CA	Arlo H. Lange	Br. 9	Minneapolis, MN	Steven A. Browning	Br. 15	Providence, RI
Jerry W. Lovell	Br. 133	Sacramento, CA	Billie L. Crabtree	Br. 763	Columbia, MO	Aniello R. Buono	Br. 15	Providence, RI
Raul F. Roux	Br. 133	Sacramento, CA	Ben F. Fletcher	Br. 5267	Grandview, MO	Pasquale J. Cimalore	Br. 15	Providence, RI
Gary L. Vanderpool	Br. 133	Sacramento, CA	James R. Carney	Br. 30	Kansas City, MO	Peter Conti	Br. 15	Providence, RI
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Dennis J. Rukstalis	Br. 2462	Van Nuys, CA	Samuel R. Cox	Br. 343	St. Louis, MO	Conrad E. Langlais	Br. 15	Providence, RI
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Katrina Hatzl	Br. 689	St. Augustine, FL	Thomas O. Judge	Br. 370	Atlantic City, NJ	Jimmy D. Highsmith	Br. 439	Greenville, SC
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Leonor Arzola	Br. 599	Tampa, FL	John N. Stallone	Br. 38	NJ Merged	Willard J. Brown	Br. 27	Memphis, TN
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Edward R. Good	Br. 1690	W. Palm Beach, FL	Stephen J. Gismondi	Br. 357	Long Island City, NY	Wesley D. Acklin	Br. 950	Abilene, TX
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Cardele Johnson	Br. 73	Atlanta, GA	Gennaro J. Petronella	Br. 6000	Long Island Mgd., NY	Robert T. Force	Br. 752	Cleburne, TX
Jack L. Hixon	Br. 263	Augusta, GA	B. K. Geertsema	Br. 6000	Long Island Mgd., NY	James R. Fox	Br. 752	Cleburne, TX
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Robert H. Sikes	Br. 578	Savannah, GA	David E. Velazquez	Br. 36	New York, NY	Randall R. Eastes	Br. 4065	North TX
Leroy Stanley	Br. 578	Savannah, GA	Frank J. Cerasia	Br. 358	Northeastern NY	Jennifer L. Urban	Br. 4065	North TX
Robert L. Dreyer	Br. 155	Belleville, IL	Leahman Huddleston	Br. 134	Syracuse, NY	Victor R. Almaraz	Br. 421	San Antonio, TX
Paul E. Fries	Br. 155	Belleville, IL	Thomas D. McGuane	Br. 134	Syracuse, NY	Carlos Botello	Br. 421	San Antonio, TX
Lambert G. Greten	Br. 155	Belleville, IL	George A. Docos	Br. 387	Yonkers, NY	Darrell C. Carroll	Br. 421	San Antonio, TX
Kenneth J. Sindel	Br. 155	Belleville, IL	Frederick C. Ethel Jr.	Br. 780	New Bern, NC	Richard Garcia	Br. 421	San Antonio, TX
Robert F. Holstrom	Br. 11	Chicago, IL	Casey Markko	Br. 148	Akron, OH	Roland G. Garcia	Br. 421	San Antonio, TX
William L. Thompson	Br. 11	Chicago, IL	John J. Toth	Br. 238	Canton, OH	David L. Hardin	Br. 421	San Antonio, TX
Robert E. Gibson	Br. 319	E. St. Louis, IL	Bernard W. Becker	Br. 43	Cincinnati, OH	Herbert A. Kellner	Br. 421	San Antonio, TX
Donald L. Pearson Sr.	Br. 319	E. St. Louis, IL	Henry L. Jones	Br. 43	Cincinnati, OH	Leroy B. Lacey Jr.	Br. 421	San Antonio, TX
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James H. Ballou	Br. 316	Ottawa, IL	William J. Fleig	Br. 40	Cleveland, OH	Willie B. Miller	Br. 421	San Antonio, TX
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Maurus R. Tooley	Br. 377	Evansville, IN	D. M. Rauch	Br. 274	Lehigh Valley, PA	Shirlene B. Smith	Br. 496	Richmond, VA
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Robert H. Wilkens	Br. 39	Indianapolis, IN	Frank A. Degaspero	Br. 84	Pittsburgh, PA	Walter H. Jacquet Jr.	Br. 2	Milwaukee, WI
Maurice Donley	Br. 499	Kansas City, KS	Charles E. Harvey	Br. 84	Pittsburgh, PA	James J. Lambro	Br. 2	Milwaukee, WI
Luis Resa	Br. 201	Wichita, KS	George F. Kehr Jr.	Br. 84	Pittsburgh, PA	Harvey P. Kost Sr.	Br. 436	Racine, WI
Charles R. Erwin	Br. 932	Alexandria, LA	Leroy A. Lasich	Br. 84	Pittsburgh, PA	John B. Vaughan	Br. 359	Huntington, WV
Leonard Berry	Br. 124	New Orleans, LA	Anthony J. Mainiero	Br. 84	Pittsburgh, PA			

State Summaries

California

So, we conducted primary elections in the Golden State, and as usual, The Donald accused election officials of rigging the election. That accusation stemmed from his favored candidate for the Los Angeles mayoral election not making the cut. When asked for proof of election fraud, he had no answer. Instead, he stormed off the set.

As is the case with all allegations of wrongdoing, it is only an allegation unless the accuser has proof to back it up. And in over 60 cases where election fraud has been alleged, when the cases got to court—surprise—no evidence surfaced, so the charges were thrown out. I don't know about you, but I am sick and tired of the president making baseless accusations against the hardworking election officials who do their best to ensure that our elections are conducted in an honest manner. And because of these baseless accusations of fraud, many of these election workers receive death threats and other inducements to not want to do that sort of work.

Midterm elections are on the horizon, and the future of your jobs, pensions—in short, everything you have—is on the line. Donald Trump and his minions are doing everything they can to keep Congress in their hands so they can continue to do his bidding, and that is a scary thought. The speaker of the House just said that Medicare, Social Security, and all entitlement programs (including your pensions) are on the table. I didn't hear him say anything about scaling back tax breaks for the wealthy, or eliminating wasteful spending at the Pentagon.

Isn't it funny how they always seem to have money for tax cuts for people like Elon Musk or weapons of war, but now say they can't pay the full amount of your Social Security?

Eric Ellis

Indiana

Branch 116 collectively sent 60 letters to our senators asking for support to Branch 533's Sister Berry, as well as the Protect Our Letter Carrier Act, SB 463. Branch 39 wrote letters to the federal judge during the investigation toward fallen Sister Summers and immediately before the sentencing of her attacker. Now it's time to help Sister Berry. I have attached a condensed version of Branch 116's letter for the sake of word space in this article.

Dear Representative,

I am writing you to request your assistance concerning Tammy Berry, letter carrier of the U.S. Postal Service, Kokomo, IN. On March 24, 2026, she sustained multiple stabbings while on duty. Her postal vehicle was blocked by Laura Fortson. Thinking Fortson needed assistance, Carrier Berry went to see if she could help. At that point, Fortson began stabbing Carrier Berry repeatedly, stating that she was going to kill her. Fortunately, neighbors came on the scene and scared Fortson away, speeding in her car, causing two crashes. Carrier Berry is alive, having received stab wounds to her head, hand and leg. It will be a long recovery from both her physical and mental distress.



Top: Dallas, TX Branch 132 members show support for Colin Allred, a Democratic candidate for Texas's 33rd Congressional District.

Inset: Letter Carrier Congressional Liaison Lindsey Ferguson of Branch 132 visits Rep. Nathaniel Moran (R-1) at his district office in Texas.



Carrier Berry has been informed that her case will not be picked up federally and instead was handed over to the state. I am asking for your help to have a federal prosecutor put back on this case. This will ensure that federal justice be served for federal employees.

Letter carriers deserve to be protected while performing their duties. I am also asking that you support the Protect Our Letter Carriers Act, SB 463/H.R. 1065. This bill will ensure security upgrades, stricter prosecutions, and enhanced sentencing for assaults against letter carriers.

Sincerely yours,

Happy Father's Day and enjoy Juneteenth. We are our brother's and sister's keeper.

Kieaunta Roberson

Michigan

It's June in deadline time. July as you read this. Congress is now in full campaign mode. They are going to be in Washington less (but still in session occasionally) and in their home districts more. Now is a great time to get out and interact with them.

I went to an event sponsored by a union local in Saginaw last weekend. There were a lot of candidates there—but the two I was particularly interested in was our sitting congresswoman on CD-11 who is running for U.S. Senate, Haley Stevens, and her fellow House member from CD-8, Kristin McDonald Rivet, who is running for reelection. The event was in KMR's district.

Showing up got me about 10 minutes of undivided attention from each of them. Individual time. Not filtered through a staffer's report. There's a lot of people who talk about democracy and mean what happens in the first week of November. That is absolutely democracy. But access to the officials we elect that week is just as much democracy as is using our fran-

chise to vote. Bonus: You know they heard you because you both were there.

Going to the places and doing the things is a catchy slogan—but it has real-world consequences. Go and see for yourself.

Ron Zalewski

Tennessee

Hello, sisters and brothers!

Hello, communication network! Can you hear me now? Recently, VP James M. Collins II set up a Facebook account that will allow the state association to connect with friends, share updates, join communities, and eventually provide Tennessee NALC branches with access to legislative information that is received from NALC HQ and Washington, DC. To access the site, enter "TN State Association of Letter Carriers."

Notice

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. Any guideline amounts are merely suggestions, and you may contribute more or less than the guidelines suggest and the union will not favor or disadvantage you by reason of the amount of your contribution or your decision not to contribute. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until canceled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, name of employer and occupation of individuals whose contributions exceed \$200 in a calendar year.

riers” in your search portal. Some of you have already done this, but we request that every branch in the state contact us via Facebook and provide us with their contact information (name, duty position, email, mailing address and phone number). Our primary mission is as a legislative liaison with NALC HQ and our state congressional district officers, who will be calling your branch soon to set up a visit to your branch meeting.

Tony Rodriguez

Texas

Texas held its state runoff election on May 26. A record 1.9 million Texans voted in Tuesday’s runoff elections. The results now set the stage for what could be a historic

election in Texas. Following a last-minute endorsement from Donald Trump, Attorney General Ken Paxton defeated Sen. John Cornyn in the Republican U.S. Senate runoff, ending Cornyn’s more than 30 years of influence in the Senate. Ken Paxton has faced a long line of political and personal scandals; he will now face the Democratic nominee, James Talarico, in the November midterm elections.

There was also a shift in the U.S. House of Representatives. In District 33, former Rep. Colin Allred defeated incumbent Julie Johnson, who had succeeded him after he ran for the Senate in 2024 against Ted Cruz. Allred also withdrew from the U.S. Senate race, clearing the way for a matchup between James Talarico and Jasmine Crockett earlier this year in the

Texas primary. Congressional District 9 also saw major change under Texas’s new congressional map. In a stunning upset, newcomer Christian Menefee defeated Al Green, who had represented the district since 2005. Congratulations to Christian; the TSALC is looking forward to working with him.

The TSALC will begin the process of endorsing and working with the candidates who are friendly with labor and unions. Your contributions to the Letter Carrier Political Fund go a long way on influencing union-friendly candidates to help support the NALC agenda. If you’re not contributing to the LCPF, please contact your district board member and sign up. You can find them on the TSALC website at tsalc.net.

Everett Wyllie

Retiree Reports

Anchorage, Alaska

Our annual picnic is Sunday, July 19, from noon to 5 p.m. It takes place at the American Legion Post 28 in Anchorage. Be prepared to hear the war stories from the retirees. You’ve heard them by now, “In my day...” or, “When I carried mail, we walked through 5 feet of snow uphill and never complained. And we liked it!”

I think back to the stories I’ve heard from carriers long ago and think, What would have happened if they were tracked by a scanner? Right now, there are old timers saying, “Oh my God, I would (or know someone) who would’ve been fired!” I’ve heard stories of drinking at bars or finishing the route in a few hours and then hanging out at home. I suspect those days are gone with all the technology and tracking. Ring doorbell cameras are being used more and more each day. For many years we’ve told carriers to deliver mail as if the supervisor was sitting in your vehicle with you. Yet, we still have carriers doing things that make you scratch your head.

Not everybody can be a letter carrier (many of you are shaking your head up and down because you know someone you worked with). Well, we know what happened to those people. We call them supervisors/managers. The weak ones in the herd. The very ones who couldn’t cut it as a carrier are now the ones telling *you* how to carry the mail. If that isn’t the epitome of disrespect, I don’t know what is.

Lastly, you can now attend the branch meetings (first Thursday of every month) via the Zoom app. The Zoom link is available the day before the meeting. You can request the link from the branch via email (nalc4319@gmail.com) or by calling the office (907-276-7758).

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

I have to say that 2025 was a pretty good year for both active and retired letter carriers.

After more than 40 years, Congress finally repealed the Windfall Elimination Provision and the Government Pension Offset. In December 2024, the Senate passed the Social Security Fairness Act, which was signed into law by then-President Joe Biden. That meant that every single CSRS retiree will now receive their full Social Security benefits instead of being penalized for years.

The active letter carriers received retroactive pay from all of the COLAs that they would have received between August 2023 and April 2025.

But our fight is never over, as the NALC prepares once again to negotiate a new contract.

Attend your union meetings.

Dennis Spoto, Branch 425

Centennial, Colorado

Another national convention is coming up. As you get older, time seems to go faster—it was 10 years ago when we were last in L.A. I’m looking forward to seeing what kind of workshops are offered, who our guest speakers will be, how contract negotiations are going, and being in a huge convention hall filled with my “brothers and sisters.”

I keep a journal of all the conventions I’ve attended, and each has been a unique experience. My favorite was my first one (Honolulu), but each since has offered a glimpse into the workings of our craft. Some years we spend the afternoon protesting a wrongdoing, or we attended a baseball game, or we hear from a particular politician or union leader. In the early years, a live band would entertain us as we gathered for the daily sessions. Or someone puts together a thought-provoking video. Or there are heated debates about how to handle a resolution the Executive Board has denied. It is the best description of what a democracy is, and I encourage everyone in this union to attend at least one in their career.

On a completely different topic—anyone starting as a letter carrier with an eye toward retiring needs to be putting money toward their retirement. Dan Toth’s May article was a good explanation of what the TSP is and how it fits into the three-prong retirement package offered by the Postal Service. Along with Social Security and the pension offered, this is your chance to accumulate enough money to live comfortably when you hang up the satchel.

My shout-out for this month is Kenny Barber from Englewood Main, who willingly took over a project near and dear to my heart, the food drive. Calm, funny, organized and generous—Thanks, Kenny!

In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

Summer is here! After a long and brutal cold-weather winter in New Jersey, many people, including letter carriers, will appreciate the warmer climate. The problem we face here is as we head toward summer, sometimes we need heat at night then air conditioning the next day. A gradual moving-into-summer climate would be nice, but that is not in our control. There are some items that we can control and plan to prepare as summer arrives (staying hydrated, planning summer vacations, spending more time outdoors with family and friends, etc.), which make summertime a very enjoyable experience. We appreciate the warmer temperature, for the season of summer really goes quick in this part of the country.

We advise all letter carriers with their families to stay and work safely, enjoy your vacation time off, and value the time of togetherness that summer affords.

Joseph Murone, Branch 120

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*.



Additionally, the national secretary-treasurer's office handles

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



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

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

80-year plaques

Arthur E. Jennrich	Chicago, IL	Br. 11
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75-year plaques

Arthur E. Jennrich	Chicago, IL	Br. 11
Horace W. Parrish	Raleigh, NC	Br. 459
Roger A. Watkins	Raleigh, NC	Br. 459

70-year plaques

James C. Owen	Rome, GA	Br. 536
Alfred C. Bonnett	Chicago, IL	Br. 11
Harold L. Brooks	Chicago, IL	Br. 11
Robert W. Chatman	Chicago, IL	Br. 11
Edward T. Kett	Chicago, IL	Br. 11
Tommy L. Lane Jr.	Chicago, IL	Br. 11
George C. Lenhardt	Chicago, IL	Br. 11
Keith A. Proctor	Chicago, IL	Br. 11
Stanley S. Spanczak	Chicago, IL	Br. 11
Pat H. Dedomenicis	Atlantic City, NJ	Br. 370
Donald J. Shearer	Paterson, NJ	Br. 120
Vincent D. Christiano	Rochester, NY	Br. 210
Robert T. Knight	Rochester, NY	Br. 210
Albert J. Pellecchia	Philadelphia, PA	Br. 157
Alejandro Davila	San Antonio, TX	Br. 421
Ricardo D. Felan	San Antonio, TX	Br. 421
Joseph A. Webb	San Antonio, TX	Br. 421
Philip W. Lottes	Madison, WI	Br. 507

65-year pins

Roger H. Helliwell	Carmichael, CA	Br. 4494
Reuben Fielder	San Francisco, CA	Br. 214
William W. Ho	San Mateo, CA	Br. 1280
Zeph C. Jones	Santa Ana, CA	Br. 737
Cecil J. Smith	Decatur, GA	Br. 2225
Clarence D. Cowart	Rome, GA	Br. 536
James C. Owen	Rome, GA	Br. 536
Kenneth M. Owen	Rome, GA	Br. 536
Allen C. Bergadine	Belleville, IL	Br. 155
William J. Bugger	Belleville, IL	Br. 155
Lionel J. Fortin	Belleville, IL	Br. 155
Glenn R. Loyet	Belleville, IL	Br. 155
William A. Malone	Belleville, IL	Br. 155
Gary F. Naumann	Belleville, IL	Br. 155
Martin E. Adler	Chicago, IL	Br. 11
Charles R. Bartol	Chicago, IL	Br. 11
Thomas G. Bateman	Chicago, IL	Br. 11
Donald A. Blonda	Chicago, IL	Br. 11
Anthony Cipcich Jr.	Chicago, IL	Br. 11
Raymond J. Clause	Chicago, IL	Br. 11
David Clemons Jr.	Chicago, IL	Br. 11
Dudley Conner Jr.	Chicago, IL	Br. 11
Robert C. Dahl	Chicago, IL	Br. 11
Charles H. Dixon	Chicago, IL	Br. 11
Charles Doyle	Chicago, IL	Br. 11

Martin J. Kosiek	Chicago, IL	Br. 11
Robin A. Miller	Chicago, IL	Br. 11
Raymond W. Niemann	Chicago, IL	Br. 11
Ernst R. Ostrand	Chicago, IL	Br. 11
William D. Porto	Chicago, IL	Br. 11
Vincent E. Roberts	Chicago, IL	Br. 11
Larry L. Salberg	Chicago, IL	Br. 11
Lynwood S. Vaughtner	Chicago, IL	Br. 11
Stokes Wiley Jr.	Chicago, IL	Br. 11
Floyd L. De Clercq	Decatur, IL	Br. 317
Roger A. Zuk	Ottawa, IL	Br. 316
James K. Bowman	Evansville, IN	Br. 377
David Purdy	Pittsburg, KS	Br. 695
Frank R. Scalise	Pittsfield, MA	Br. 286
Adrian L. Pearce	Gulf Coast Mgd., MS	Br. 1374
Gerald J. Kohler	Paterson, NJ	Br. 120
Walter R. Kupecky	Paterson, NJ	Br. 120
Robert L. Bonardi	Long Island City, NY	Br. 357
Ralph P. Campisi	Long Island City, NY	Br. 357
William Wakuluk Jr.	Long Island City, NY	Br. 357
Donald M. Kozlowski	Rochester, NY	Br. 210
Frederick A. Mendick	Rochester, NY	Br. 210
Joseph F. Rockwell	Rochester, NY	Br. 210
Salvatore M. Vitalone	Rochester, NY	Br. 210
Paul Rossi	Valley Stream, NY	Br. 2189
James J. Brennan	Yonkers, NY	Br. 387
John J. Linehan	Yonkers, NY	Br. 387
William J. Morrissey	Yonkers, NY	Br. 387
Norman Williams	Greensboro, NC	Br. 630
Larry B. Fulghum	Raleigh, NC	Br. 459
Ronald G. Heugel	Raleigh, NC	Br. 459
Charles G. Smith	Raleigh, NC	Br. 459
Ralph A. Graalum	Wahpeton, ND	Br. 1388
Jack C. Prochaska	Cleveland, OH	Br. 40
Richard N. Ricchino	Cleveland, OH	Br. 40
Harold D. McGann	Portland, OR	Br. 82
Ralph V. Siedelman	Portland, OR	Br. 82
Kenneth C. Scheffel	Philadelphia, PA	Br. 157
James W. Dixon	Huron, SD	Br. 751
Thomas R. Mellene	San Antonio, TX	Br. 421
Roy Salas Sr.	San Antonio, TX	Br. 421
Robert A. Peterson	Seattle, WA	Br. 79
Russell A. Kaczmarek	Milwaukee, WI	Br. 2

60-year pins

Marvin N. Reich	Carmichael, CA	Br. 4494
William W. Ho	San Mateo, CA	Br. 1280
Willie R. Pickering	Santa Ana, CA	Br. 737
Rosalie Gifford	Bridgeport, CT	Br. 32
Charles F. Sharpe	Bridgeport, CT	Br. 32
James F. Sinclair	Bridgeport, CT	Br. 32
Ronald A. Ullrich	Bridgeport, CT	Br. 32
John H. Anderson	Washington, DC	Br. 142
Robert Harlan Jr.	Washington, DC	Br. 142
William K. Katterfield	Ft. Lauderdale, FL	Br. 2550
Gary L. Marshall	Ft. Lauderdale, FL	Br. 2550

Frank S. Forrester	Decatur, GA	Br. 2225
Kenneth M. Owen	Rome, GA	Br. 536
Danny L. White	Savannah, GA	Br. 578
Robert W. Tetzlaff	Belleville, IL	Br. 155
Lorraine C. Zierrath Jr.	Belleville, IL	Br. 155
William Bean Jr.	Chicago, IL	Br. 11
Ronald Bromley	Chicago, IL	Br. 11
Thomas Bruin	Chicago, IL	Br. 11
Valeri E. Collins	Chicago, IL	Br. 11
Mildred Cross	Chicago, IL	Br. 11
D. L. Cummings	Chicago, IL	Br. 11
James Davenport	Chicago, IL	Br. 11
Timothy L. Giffin	Chicago, IL	Br. 11
Burton S. Hirschberg	Chicago, IL	Br. 11
Yokota J. Hutton	Chicago, IL	Br. 11
Elaine R. Johannesen	Chicago, IL	Br. 11
William J. Larson Jr.	Chicago, IL	Br. 11
Johnnie M. MacKey	Chicago, IL	Br. 11
Herbert G. McCluskey Jr.	Chicago, IL	Br. 11
Robert L. McGhee	Chicago, IL	Br. 11
Daisy R. Moore	Chicago, IL	Br. 11
Charles B. Oliva	Chicago, IL	Br. 11
Booker T. Palmer	Chicago, IL	Br. 11
Norman J. Resner	Chicago, IL	Br. 11
Michael J. Rhodes	Chicago, IL	Br. 11
Charles F. Rizzo	Chicago, IL	Br. 11
Edward L. Thigpen	Chicago, IL	Br. 11
Walter A. Weissig	Chicago, IL	Br. 11
Floretta L. Williams	Chicago, IL	Br. 11
Timothy L. Willis	Chicago, IL	Br. 11
Reginald L. Young	Chicago, IL	Br. 11
Robert L. Novak	Decatur, IL	Br. 317
Stanley G. Taylor	Decatur, IL	Br. 317
John L. Latimer	East St. Louis, IL	Br. 319
Lawrence W. Martin	East St. Louis, IL	Br. 319
Donald F. Kiesig	Ottawa, IL	Br. 316
Jerome L. Doyle	Evansville, IN	Br. 377
Alvin R. Coco	New Orleans, LA	Br. 124
Emile F. Combe	New Orleans, LA	Br. 124
Gerald J. Grandpre	New Orleans, LA	Br. 124
Henry P. Pratcher	New Orleans, LA	Br. 124
Wayne Wharton	New Orleans, LA	Br. 124
Adrian L. Pearce	Gulf Coast Mgd., MS	Br. 1374
David E. Coughenour	Atlantic City, NJ	Br. 370
James M. Davis	Atlantic City, NJ	Br. 370
Peter Fierro	Paterson, NJ	Br. 120
Herbert Marshall Jr.	Paterson, NJ	Br. 120
Michael A. Owens	Paterson, NJ	Br. 120
Richard F. Farley	Toms River, NJ	Br. 2128
Stanley V. Markevich	Toms River, NJ	Br. 2128
Joseph Sutaris	Toms River, NJ	Br. 2128
R. Blum	Long Island City, NY	Br. 357
Thomas J. Di Grazia	Rochester, NY	Br. 210
Sam C. Giordano	Rochester, NY	Br. 210
Anthony D. Polidori	Rochester, NY	Br. 210
Harry E. Dohm	Valley Stream, NY	Br. 2189
Charles E. Egbert	Valley Stream, NY	Br. 2189
William T. Schaefer	Valley Stream, NY	Br. 2189
Anthony J. Segreto	Valley Stream, NY	Br. 2189

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

Gerald D. Catlette	Raleigh, NC	Br. 459	Michael N. Picasso	San Mateo, CA	Br. 1280	Roger L. Schildknecht	Belleville, IL	Br. 155
William R. Creighton	Raleigh, NC	Br. 459	Frederick J. Porteous	San Mateo, CA	Br. 1280	Gary J. Sullivan	Belleville, IL	Br. 155
Floyd E. Graham	Raleigh, NC	Br. 459	William A. Saxsenmeier	San Mateo, CA	Br. 1280	Sharron A. Swalley	Belleville, IL	Br. 155
William P. Leonard	Raleigh, NC	Br. 459	Jesus G. Serrata	San Mateo, CA	Br. 1280	Robert W. Tetzlaff	Belleville, IL	Br. 155
Daniel B. Ritchie	Raleigh, NC	Br. 459	M. Shale	San Mateo, CA	Br. 1280	Ernest K. Thompson	Belleville, IL	Br. 155
Logan H. Teachey	Raleigh, NC	Br. 459	Ronald L. Campbell	Torrance, CA	Br. 2207	David J. Wasser	Belleville, IL	Br. 155
Dennis A. Perk	Cleveland, OH	Br. 40	Kathleen S. Ellison	Torrance, CA	Br. 2207	Carl D. Weaver	Belleville, IL	Br. 155
David J. Pero	Cleveland, OH	Br. 40	James A. Lyon	Torrance, CA	Br. 2207	Alberto Ybarra	Belleville, IL	Br. 155
Robert F. Potting	Cleveland, OH	Br. 40	Jerry L. Phillips	Torrance, CA	Br. 2207	Lorraine C. Zierrath Jr.	Belleville, IL	Br. 155
Daniel T. Rupp	Cleveland, OH	Br. 40	James J. Ptasienski	Torrance, CA	Br. 2207	Alfredia Berry	Chicago, IL	Br. 11
Thomas J. Schneid	Cleveland, OH	Br. 40	Mabel J. Robinson	Torrance, CA	Br. 2207	Michael F. Burke	Chicago, IL	Br. 11
William H. Sindelar	Cleveland, OH	Br. 40	Ronald L. Sadler	Torrance, CA	Br. 2207	Violine J. Butler	Chicago, IL	Br. 11
Frederick R. Truffin	Cleveland, OH	Br. 40	Harriet B. Sharver	Torrance, CA	Br. 2207	David Charles Jr.	Chicago, IL	Br. 11
John C. Zizka	Cleveland, OH	Br. 40	Larry D. Sipe	Torrance, CA	Br. 2207	Miles R. Cross	Chicago, IL	Br. 11
Dennis J. Alexander	Portland, OR	Br. 82	Richard H. Sison	Torrance, CA	Br. 2207	Frank P. Disler	Chicago, IL	Br. 11
David W. Mason	Portland, OR	Br. 82	Bertram E. Smith	Torrance, CA	Br. 2207	Dennis P. Droszcz	Chicago, IL	Br. 11
Gary K. Peterson	Portland, OR	Br. 82	Russell L. Snyder	Torrance, CA	Br. 2207	Pamela P. Drummond	Chicago, IL	Br. 11
James D. Schramm	Portland, OR	Br. 82	Ronald A. Summers	Torrance, CA	Br. 2207	Charles E. Hughes	Chicago, IL	Br. 11
Walter D. Spreng	Portland, OR	Br. 82	Danny R. Tyler	Torrance, CA	Br. 2207	Roy A. Jaffe	Chicago, IL	Br. 11
Raymond D. Strandberg	Portland, OR	Br. 82	Patsy A. Walsh	Torrance, CA	Br. 2207	David M. Juarez	Chicago, IL	Br. 11
Gary B. Weis	Portland, OR	Br. 82	Richard J. Lafranca	Tulare, CA	Br. 1810	Barbara Mitchell	Chicago, IL	Br. 11
Charles S. Costello	Warwick, RI	Br. 3166	Paul E. Castracane	Bridgeport, CT	Br. 32	J. C. Moore	Chicago, IL	Br. 11
Michael E. Mixon	Sumter, SC	Br. 904	P. M. Duke	Derby, CT	Br. 109	Ronald E. Ott	Chicago, IL	Br. 11
Richard K. Horton	Huron, SD	Br. 751	Robert P. Gabianelli	Derby, CT	Br. 109	Charles A. Rex	Chicago, IL	Br. 11
Roberto Arevalo	El Paso, TX	Br. 505	Philip A. Guillet	Derby, CT	Br. 109	Debra Rowls	Chicago, IL	Br. 11
Hector R. Salinas	Houston, TX	Br. 283	Joseph P. Kenny	Derby, CT	Br. 109	Daniel M. Shea	Chicago, IL	Br. 11
Lowell F. Ayers	San Antonio, TX	Br. 421	S. Persico Jr.	Derby, CT	Br. 109	Thomas E. Smith	Chicago, IL	Br. 11
Joe L. Carvajal Jr.	San Antonio, TX	Br. 421	Paul F. Tottenham	Derby, CT	Br. 109	Edward Suarez Jr.	Chicago, IL	Br. 11
Paul A. Davila	San Antonio, TX	Br. 421	James Carr	Washington, DC	Br. 142	Douglas J. Wigand	Chicago, IL	Br. 11
Joe H. Delarosa	San Antonio, TX	Br. 421	Clyde Carter Jr.	Ft. Lauderdale, FL	Br. 2550	Ozeal M. Wyatt	Chicago, IL	Br. 11
Raul A. Hernandez	San Antonio, TX	Br. 421	Bernie Chazin	Ft. Lauderdale, FL	Br. 2550	James E. Young Jr.	Chicago, IL	Br. 11
Edward Martinez	San Antonio, TX	Br. 421	Sequire A. Cowart Jr.	Ft. Lauderdale, FL	Br. 2550	Marian H. Hayes	East St. Louis, IL	Br. 319
Enrique Martinez	San Antonio, TX	Br. 421	Melvin L. Gilner	Ft. Lauderdale, FL	Br. 2550	Harold Baumrucker	Ottawa, IL	Br. 316
Fernando D. Salas	San Antonio, TX	Br. 421	Jerry S. Hill	Ft. Lauderdale, FL	Br. 2550	Henry L. Campbell	Ottawa, IL	Br. 316
William F. Salzman II	San Antonio, TX	Br. 421	Claudia A. Hoffman	Ft. Lauderdale, FL	Br. 2550	Timothy Kozak	Ottawa, IL	Br. 316
William T. Skinner Jr.	San Antonio, TX	Br. 421	Thomas D. Lacey	Ft. Lauderdale, FL	Br. 2550	Daniel C. Horstman	Evansville, IN	Br. 377
Raul C. Teran	San Antonio, TX	Br. 421	Anthn J. Sanseverino	Ft. Lauderdale, FL	Br. 2550	Thomas R. Mason	Evansville, IN	Br. 377
Wilbert A. Ullmann	San Antonio, TX	Br. 421	Edward N. Sedawie	Ft. Lauderdale, FL	Br. 2550	Robert J. Freudenberg	Northern KY	Br. 374
Warren H. Wood	San Antonio, TX	Br. 421	Robert Stokes	Ft. Lauderdale, FL	Br. 2550	Edgar W. Watson	Northern KY	Br. 374
Roger A. Lissor	Burlington, VT	Br. 521	Wynn R. Sullivan	Ft. Lauderdale, FL	Br. 2550	Vernon L. Wayson	Northern KY	Br. 374
Carl A. Murchison	Salem, VA	Br. 1605	Walter A. Smith	North FL	Br. 53	Francis J. Tebo	Menominee, MI	Br. 249
George H. Eggler	Seattle, WA	Br. 79	James H. Harper	Rome, GA	Br. 536	Edwin R. Baker	Cloquet, MN	Br. 1243
Earl A. Frank Jr.	Seattle, WA	Br. 79	James C. Hutchins	Rome, GA	Br. 536	Greg M. Erickson	Cloquet, MN	Br. 1243
Danny D. Hess	Seattle, WA	Br. 79	Joe L. Langston	Rome, GA	Br. 536	Raymond L. Groth	Cloquet, MN	Br. 1243
Wayne F. Morgan	Seattle, WA	Br. 79	Joe R. Montgomery	Rome, GA	Br. 536	Richard L. Johnson	Cloquet, MN	Br. 1243
Charles F. Owens	Seattle, WA	Br. 79	Morris M. Parks	Rome, GA	Br. 536	Victor G. Viebahn	Cloquet, MN	Br. 1243
David G. Parmelee	Seattle, WA	Br. 79	Harold J. Buck	Savannah, GA	Br. 578	Duke H. Bruce	Gulf Coast Mgd., MS	Br. 1374
David W. Rodger	Seattle, WA	Br. 79	F. W. Culbertson	Savannah, GA	Br. 578	Milton L. Conley	Gulf Coast Mgd., MS	Br. 1374
William M. Sander	Seattle, WA	Br. 79	Theodore David	Savannah, GA	Br. 578	Malcolm R. Davenport Jr.	Gulf Coast Mgd., MS	Br. 1374
Wayne E. Sonnenfeld	Seattle, WA	Br. 79	Robert L. Farley	Savannah, GA	Br. 578	Henry L. Develle III	Gulf Coast Mgd., MS	Br. 1374
Robert S. Studley	Seattle, WA	Br. 79	Thomas N. Kramer	Savannah, GA	Br. 578	Donald S. Eakin Jr.	Gulf Coast Mgd., MS	Br. 1374
Edvin W. Olson	Eau Claire, WI	Br. 728	A. T. Kuriger	Savannah, GA	Br. 578	Wayne J. Fortier	Gulf Coast Mgd., MS	Br. 1374
Richard V. Bogdanow	Madison, WI	Br. 507	Rayburn B. Livingston	Savannah, GA	Br. 578	Dewey E. Garlotte Jr.	Gulf Coast Mgd., MS	Br. 1374
John H. Gaukel	Madison, WI	Br. 507	James M. Lowe	Savannah, GA	Br. 578	Charles R. Gill	Gulf Coast Mgd., MS	Br. 1374
Myron L. Peterson	Madison, WI	Br. 507	Charles E. Ranew	Savannah, GA	Br. 578	Daniel G. Goad	Gulf Coast Mgd., MS	Br. 1374
William H. Kalwitz	Milwaukee, WI	Br. 2	Jimmy G. Sands	Savannah, GA	Br. 578	W. D. Grant	Gulf Coast Mgd., MS	Br. 1374
			Travis E. Strickland	Savannah, GA	Br. 578	George W. Hawkins Jr.	Gulf Coast Mgd., MS	Br. 1374
			Earl F. Sutherland	Savannah, GA	Br. 578	Troy G. Holt	Gulf Coast Mgd., MS	Br. 1374
			Ira C. Wilde	Savannah, GA	Br. 578	Louis F. Jezz	Gulf Coast Mgd., MS	Br. 1374
			Jesse H. Wilder Jr.	Savannah, GA	Br. 578	Daniel F. Kaletsch	Gulf Coast Mgd., MS	Br. 1374
			Clyde S. Barrow	Belleville, IL	Br. 155	Larry J. Kostmayer	Gulf Coast Mgd., MS	Br. 1374
			Carl G. Belt	Belleville, IL	Br. 155	Ronald J. Kostmayer	Gulf Coast Mgd., MS	Br. 1374
			Karl Bleier	Belleville, IL	Br. 155	Anthony S. Lepoma	Gulf Coast Mgd., MS	Br. 1374
			Donald A. Block	Belleville, IL	Br. 155	Ronald A. Martel	Gulf Coast Mgd., MS	Br. 1374
			Robert D. Cordes	Belleville, IL	Br. 155	Robert A. O'Neal	Gulf Coast Mgd., MS	Br. 1374
			Robert E. Dewolf	Belleville, IL	Br. 155	Robert G. Pisarich	Gulf Coast Mgd., MS	Br. 1374
			Ronald G. Dill	Belleville, IL	Br. 155	Dwight P. Robinson	Gulf Coast Mgd., MS	Br. 1374
			Michael J. Hagarty	Belleville, IL	Br. 155	Russell R. Savarese	Gulf Coast Mgd., MS	Br. 1374
			Michael W. Hauptfleisch	Belleville, IL	Br. 155	Freddie F. Steinwinder Jr.	Gulf Coast Mgd., MS	Br. 1374
			Eugene L. Herrmann	Belleville, IL	Br. 155	Donald R. Strong	Gulf Coast Mgd., MS	Br. 1374
			James L. Hrasky	Belleville, IL	Br. 155	Steve J. Thian	Gulf Coast Mgd., MS	Br. 1374
			Kenneth A. Joseph	Belleville, IL	Br. 155	William L. Thompson	Gulf Coast Mgd., MS	Br. 1374
			Bruce R. Maurer	Belleville, IL	Br. 155	Roland M. Trebotich	Gulf Coast Mgd., MS	Br. 1374
			Timothy A. Rehg	Belleville, IL	Br. 155	Leroy J. Waldrop	Gulf Coast Mgd., MS	Br. 1374
			Theodore R. Rensing	Belleville, IL	Br. 155	James W. Altman	Reno, NV	Br. 709
			James E. Rood Jr.	Belleville, IL	Br. 155	Lamonte L. Chiles	Atlantic City, NJ	Br. 370

55-year pins

Edmund J. Alari	San Mateo, CA	Br. 1280
Steven M. Amoroso	San Mateo, CA	Br. 1280
Peter W. Burrell	San Mateo, CA	Br. 1280
Catherine A. Dacumos	San Mateo, CA	Br. 1280
Dennis E. Davison	San Mateo, CA	Br. 1280
MaryAnn Q. Gray	San Mateo, CA	Br. 1280
Gary S. Harmon	San Mateo, CA	Br. 1280
William W. Ho	San Mateo, CA	Br. 1280
James N. Howell	San Mateo, CA	Br. 1280
Claybourn N. Isaacs	San Mateo, CA	Br. 1280
Anthony C. Jimenez	San Mateo, CA	Br. 1280
Jack F. Larson	San Mateo, CA	Br. 1280
Robert C. Lordier	San Mateo, CA	Br. 1280
Matthias M. Mak	San Mateo, CA	Br. 1280
Michael J. O'Connor	San Mateo, CA	Br. 1280
Roy Parenti Jr.	San Mateo, CA	Br. 1280
Floyd R. Pattillo	San Mateo, CA	Br. 1280

Honor Roll

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

William N. Cook Jr.	Atlantic City, NJ	Br. 370	Kim A. Thomas	Cleveland, OH	Br. 40	Macario Ortiz	San Antonio, TX	Br. 421
Robert J. Decarlo	Atlantic City, NJ	Br. 370	William B. Stanley	Van Wert, OH	Br. 648	David L. Perez	San Antonio, TX	Br. 421
Arthur L. Duncan	Atlantic City, NJ	Br. 370	Donald R. Davis	Portland, OR	Br. 82	Willie Rainosek	San Antonio, TX	Br. 421
Roger F. Falcy	Atlantic City, NJ	Br. 370	Robert M. Di Novo	Portland, OR	Br. 82	Jose Ramirez	San Antonio, TX	Br. 421
Richard B. French	Atlantic City, NJ	Br. 370	Robert C. Granquist	Portland, OR	Br. 82	John J. Reyes	San Antonio, TX	Br. 421
William A. Shinnars	Atlantic City, NJ	Br. 370	Rex R. Miner	Portland, OR	Br. 82	Phillip Q. Reyes	San Antonio, TX	Br. 421
Vance C. Bellamy	Paterson, NJ	Br. 120	James S. Nielsen	Portland, OR	Br. 82	Marcelino H. Reyna Jr.	San Antonio, TX	Br. 421
Richard Cook	Paterson, NJ	Br. 120	Richard L. Reese	Portland, OR	Br. 82	Juan L. Rivas	San Antonio, TX	Br. 421
Robert W. Pielhau	Scotch Plains, NJ	Br. 4102	Walter D. Spreng	Portland, OR	Br. 82	Ernesto Rodriguez	San Antonio, TX	Br. 421
Robert M. Santillo	Scotch Plains, NJ	Br. 4102	Raymond D. Strandberg	Portland, OR	Br. 82	Johnny Sanchez	San Antonio, TX	Br. 421
Bruce E. Woodring	Toms River, NJ	Br. 2128	Paul D. Swick	Portland, OR	Br. 82	Raul Santoyo	San Antonio, TX	Br. 421
Rudy W. Ristau	Long Island City, NY	Br. 357	Richard W. Tompkins	Bradford, PA	Br. 293	Robert Santoyo	San Antonio, TX	Br. 421
David Rodriguez	Long Island City, NY	Br. 357	Michael L. Viola	Bradford, PA	Br. 293	Alvin A. Schulz	San Antonio, TX	Br. 421
John E. Golden	Long Island Mgd., NY	Br. 6000	Lawnc A. Brown Jr.	Philadelphia, PA	Br. 157	Ralph D. Sifuentes	San Antonio, TX	Br. 421
Christopher B. Hoitt	Long Island Mgd., NY	Br. 6000	Herman Chris	Philadelphia, PA	Br. 157	James L. Sims	San Antonio, TX	Br. 421
N. P. Bonacci Jr.	Oneonta, NY	Br. 97	James H. Clampffer Jr.	Philadelphia, PA	Br. 157	Genaro E. Solis	San Antonio, TX	Br. 421
Gerald E. Adams	Rochester, NY	Br. 210	John D. MacLean	Philadelphia, PA	Br. 157	Charles B. Stroud	San Antonio, TX	Br. 421
Diane Allocco	Rochester, NY	Br. 210	Charles J. McGuire	Philadelphia, PA	Br. 157	Thomas G. Tate	San Antonio, TX	Br. 421
Lawrence J. Anzalone	Rochester, NY	Br. 210	Thomas W. Read	Philadelphia, PA	Br. 157	James J. Taylor	San Antonio, TX	Br. 421
Kevin R. Ayers	Rochester, NY	Br. 210	Douglas W. Gemas	Uniontown, PA	Br. 520	James D. Thompson	San Antonio, TX	Br. 421
Donald E. Bates	Rochester, NY	Br. 210	Robert H. Smith	Sumter, SC	Br. 904	Raymond R. Tomlinson	San Antonio, TX	Br. 421
James W. Britz	Rochester, NY	Br. 210	David E. Marsh Jr.	Cleburne, TX	Br. 752	Porfirio H. Torres	San Antonio, TX	Br. 421
Edwin D. Diamond	Rochester, NY	Br. 210	Lawrence C. Rochford	Cleburne, TX	Br. 752	Gilberto C. Trevino	San Antonio, TX	Br. 421
Donald B. Ferguson	Rochester, NY	Br. 210	Clement J. Lazard	Houston, TX	Br. 283	Victor C. Uresti	San Antonio, TX	Br. 421
Reed H. Gleichman	Rochester, NY	Br. 210	Artemio Perez	Houston, TX	Br. 283	Jesse J. Valenzuela	San Antonio, TX	Br. 421
Stanley J. Johnson	Rochester, NY	Br. 210	Lionel A. Ware Jr.	Houston, TX	Br. 283	Oscar L. Vicks	San Antonio, TX	Br. 421
Edward J. Lupiani	Rochester, NY	Br. 210	Alejandro R. Aleman	San Antonio, TX	Br. 421	Elpidio A. Villarreal	San Antonio, TX	Br. 421
James L. McCollister	Rochester, NY	Br. 210	Frank Anaya Jr.	San Antonio, TX	Br. 421	Ramiro L. Villarreal	San Antonio, TX	Br. 421
Nicholas P. Nacco	Rochester, NY	Br. 210	Leonard M. Arellano	San Antonio, TX	Br. 421	Billy J. Wetta	San Antonio, TX	Br. 421
John T. O'Connor	Rochester, NY	Br. 210	Andrew E. Belko	San Antonio, TX	Br. 421	Thomas L. Woolley	San Antonio, TX	Br. 421
J. F. O'Grady	Rochester, NY	Br. 210	Benjamin G. Bernal	San Antonio, TX	Br. 421	Matthew E. Wueste	San Antonio, TX	Br. 421
Albert R. Orsini	Rochester, NY	Br. 210	Casey J. Burnett	San Antonio, TX	Br. 421	Ronald J. Geake	Burlington, VT	Br. 521
Conrad J. Schott	Rochester, NY	Br. 210	Edward E. Butts	San Antonio, TX	Br. 421	Richard E. Owens	Salem, VA	Br. 1605
Steven R. Shraeder	Rochester, NY	Br. 210	Albert Cardenas	San Antonio, TX	Br. 421	John S. Renick Jr.	Salem, VA	Br. 1605
Jeff B. Tucker	Rochester, NY	Br. 210	Manuel S. Carrasco	San Antonio, TX	Br. 421	John F. Ranard	North Sound, WA	Br. 450
Thomas J. Vaccaro	Rochester, NY	Br. 210	Rudolph C. Casias	San Antonio, TX	Br. 421	Danny G. Adams	Seattle, WA	Br. 79
Roosevelt Ward Jr.	Rochester, NY	Br. 210	Hector Castaneda	San Antonio, TX	Br. 421	Larry B. Anderson	Seattle, WA	Br. 79
Dale T. Zukaitis	Rochester, NY	Br. 210	Jose A. Castillo	San Antonio, TX	Br. 421	Steven L. Anderson	Seattle, WA	Br. 79
G. T. Henry	Yonkers, NY	Br. 387	Roger R. Cervera	San Antonio, TX	Br. 421	James L. Bosch	Seattle, WA	Br. 79
Rocco J. Vertone	Yonkers, NY	Br. 387	Clifton R. Crook	San Antonio, TX	Br. 421	Gary L. Burnside	Seattle, WA	Br. 79
James Parmley	New Bern, NC	Br. 780	Ernest J. Delacruz	San Antonio, TX	Br. 421	Patrick G. Butler	Seattle, WA	Br. 79
Theodore R. Artis	Raleigh, NC	Br. 459	Arnold F. Dena	San Antonio, TX	Br. 421	Matthew A. Cloran	Seattle, WA	Br. 79
Massey B. Blackmon	Raleigh, NC	Br. 459	Daniel P. Esquivel	San Antonio, TX	Br. 421	George S. Edwards	Seattle, WA	Br. 79
Winston Brooks	Raleigh, NC	Br. 459	George Esquivel Jr.	San Antonio, TX	Br. 421	Michael J. Egan	Seattle, WA	Br. 79
Nelson H. Daubenmeyer	Raleigh, NC	Br. 459	Tomas H. Falkenberg	San Antonio, TX	Br. 421	Hilda L. Forgie	Seattle, WA	Br. 79
Gene A. Deters	Raleigh, NC	Br. 459	Edward Flores	San Antonio, TX	Br. 421	Caesar R. Hernandez	Seattle, WA	Br. 79
James M. Eason	Raleigh, NC	Br. 459	Raul Flores Jr.	San Antonio, TX	Br. 421	Augurnel P. Johnson	Seattle, WA	Br. 79
Charles C. Evans	Raleigh, NC	Br. 459	Alejo O. Garcia	San Antonio, TX	Br. 421	John E. Kozu	Seattle, WA	Br. 79
Warren F. Evans	Raleigh, NC	Br. 459	Domingo B. Garza	San Antonio, TX	Br. 421	William P. Lynch	Seattle, WA	Br. 79
Larry G. Garner	Raleigh, NC	Br. 459	Arturo Gomez Jr.	San Antonio, TX	Br. 421	Richard B. McDonald	Seattle, WA	Br. 79
Gerald F. Lewis	Raleigh, NC	Br. 459	Luis Gonzalez	San Antonio, TX	Br. 421	Dionne R. Morrison	Seattle, WA	Br. 79
Allan R. Morton	Raleigh, NC	Br. 459	Ricardo S. Gonzalez	San Antonio, TX	Br. 421	Shirly D. Olsen	Seattle, WA	Br. 79
John R. Murray	Raleigh, NC	Br. 459	Andrew Gutierrez	San Antonio, TX	Br. 421	Joseph D. Parente	Seattle, WA	Br. 79
Vance B. Parrish	Raleigh, NC	Br. 459	Armando T. Gutierrez	San Antonio, TX	Br. 421	Myrna K. Ransier	Seattle, WA	Br. 79
Bobby R. Raper	Raleigh, NC	Br. 459	Oscar J. Guzman	San Antonio, TX	Br. 421	Rhonde P. Rouleau	Seattle, WA	Br. 79
David F. Rea	Raleigh, NC	Br. 459	Hugo L. Herbeck Jr.	San Antonio, TX	Br. 421	William M. Sander	Seattle, WA	Br. 79
Kenneth E. Ridley	Raleigh, NC	Br. 459	Jimmy S. Hernandez	San Antonio, TX	Br. 421	Gordon W. Sawyer	Seattle, WA	Br. 79
Yessic C. Spencer Jr.	Raleigh, NC	Br. 459	Pedro U. Hernandez	San Antonio, TX	Br. 421	W C. Shelton	Seattle, WA	Br. 79
Marvin J. Strickland	Raleigh, NC	Br. 459	Ernest Herrera	San Antonio, TX	Br. 421	Donovan L. Simmons	Seattle, WA	Br. 79
Carl E. Thompson	Raleigh, NC	Br. 459	Fred M. Hildebrand Jr.	San Antonio, TX	Br. 421	John J. Sweeney	Seattle, WA	Br. 79
Donald G. Valentine	Raleigh, NC	Br. 459	Edward A. Hurtado Jr.	San Antonio, TX	Br. 421	William J. Teppner	Seattle, WA	Br. 79
Jackie E. Waters	Raleigh, NC	Br. 459	Horace Johnson	San Antonio, TX	Br. 421	Sylvia D. Thompson	Seattle, WA	Br. 79
John C. Pawlicki	Cleveland, OH	Br. 40	Jesse Macias	San Antonio, TX	Br. 421	John C. Webb	Seattle, WA	Br. 79
Michael J. Perna Jr.	Cleveland, OH	Br. 40	Leonard Magallanes	San Antonio, TX	Br. 421	Patricia A. Wolph	Seattle, WA	Br. 79
Lizbeth J. Perry	Cleveland, OH	Br. 40	Robert Maldonado	San Antonio, TX	Br. 421	Fred A. Yamaguchi	Seattle, WA	Br. 79
Daniel F. Peters	Cleveland, OH	Br. 40	Benjamin J. Martinez	San Antonio, TX	Br. 421	Gerald J. Trainor	Eau Claire, WI	Br. 728
Steven M. Podojil	Cleveland, OH	Br. 40	Manuel Martinez	San Antonio, TX	Br. 421	Walter J. Draper	Madison, WI	Br. 507
Freddie L. Porter	Cleveland, OH	Br. 40	Ralph G. Martinez	San Antonio, TX	Br. 421	Peter J. Esch	Madison, WI	Br. 507
Richard D. Prybylek	Cleveland, OH	Br. 40	Rudolfo Martinez	San Antonio, TX	Br. 421	Harlan J. Fox	Madison, WI	Br. 507
Douglas R. Richardson	Cleveland, OH	Br. 40	Marcos Martinez Jr.	San Antonio, TX	Br. 421	Roger F. Gilles	Madison, WI	Br. 507
Paul J. Robinson	Cleveland, OH	Br. 40	Earl A. Marvin	San Antonio, TX	Br. 421	Michael L. Kasmarek	Madison, WI	Br. 507
Wayne M. Rusnak	Cleveland, OH	Br. 40	Paul A. Mauricio	San Antonio, TX	Br. 421	Dennis F. Muskat	Madison, WI	Br. 507
Eugory P. Rusyniak	Cleveland, OH	Br. 40	Raymond E. McDaniel	San Antonio, TX	Br. 421			
Eugene J. Ryan	Cleveland, OH	Br. 40	James H. McDonald	San Antonio, TX	Br. 421			
Douglas M. Scott	Cleveland, OH	Br. 40	Edward Menchaca	San Antonio, TX	Br. 421			
Michal A. Setta	Cleveland, OH	Br. 40	Jesse A. Mendoza	San Antonio, TX	Br. 421			
Peter J. Siciliano	Cleveland, OH	Br. 40	Burnie A. Miller	San Antonio, TX	Br. 421			
Keith S. Simek	Cleveland, OH	Br. 40	Manuel Noriega	San Antonio, TX	Br. 421			
Edward J. Slifka	Cleveland, OH	Br. 40	W. E. Oefinger	San Antonio, TX	Br. 421			

50-year gold cards and pins

Sagrado C. Carrera	San Francisco, CA	Br. 214
Dorman T. Louie	San Jose, CA	Br. 193
Edmund J. Alari	San Mateo, CA	Br. 1280
Steven M. Amoroso	San Mateo, CA	Br. 1280

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

Peter W. Burrell	San Mateo, CA	Br. 1280	Ward A. Samuelson	Ft. Lauderdale, FL	Br. 2550	Bobby R. Johnson	Raleigh, NC	Br. 459
Catherine A. Dacumos	San Mateo, CA	Br. 1280	James C. Hutchins	Rome, GA	Br. 536	Bobby D. Price	Raleigh, NC	Br. 459
Dennis E. Davison	San Mateo, CA	Br. 1280	Joe R. Montgomery	Rome, GA	Br. 536	Michael P. Sugg	Raleigh, NC	Br. 459
MaryAnn Q. Gray	San Mateo, CA	Br. 1280	Raymond A. Shope	Rome, GA	Br. 536	Donald G. Valentine	Raleigh, NC	Br. 459
James N. Howell	San Mateo, CA	Br. 1280	Clyde S. Barrow	Belleville, IL	Br. 155	Nancy S. Ward	Raleigh, NC	Br. 459
Claybourn N. Isaacs	San Mateo, CA	Br. 1280	Timothy A. Rehg	Belleville, IL	Br. 155	Roderick C. Wilkins	Raleigh, NC	Br. 459
Anthony C. Jimenez	San Mateo, CA	Br. 1280	Theodore R. Rensing	Belleville, IL	Br. 155	Edward A. Yahner	Raleigh, NC	Br. 459
Jack F. Larson	San Mateo, CA	Br. 1280	James E. Rood Jr.	Belleville, IL	Br. 155	Dwight B. Reichenberger	Fargo-W. Fargo, ND	Br. 205
Robert C. Lordier	San Mateo, CA	Br. 1280	Roger L. Schildknecht	Belleville, IL	Br. 155	Charles J. Adams	Portland, OR	Br. 82
Matthias M. Mak	San Mateo, CA	Br. 1280	Gary J. Sullivan	Belleville, IL	Br. 155	Johnny B. Barker	Portland, OR	Br. 82
Michael J. O'Connor	San Mateo, CA	Br. 1280	Sharron A. Swalley	Belleville, IL	Br. 155	Howard J. Herman	Portland, OR	Br. 82
Roy Parenti Jr.	San Mateo, CA	Br. 1280	Ernest K. Thompson	Belleville, IL	Br. 155	Sally J. Karo	Portland, OR	Br. 82
Floyd R. Pattillo	San Mateo, CA	Br. 1280	David J. Wasser	Belleville, IL	Br. 155	Earl A. Keeton	Portland, OR	Br. 82
Michael N. Picasso	San Mateo, CA	Br. 1280	Carl D. Weaver	Belleville, IL	Br. 155	Charles Louie	Portland, OR	Br. 82
Frederick J. Porteous	San Mateo, CA	Br. 1280	Ray Boske	Chicago, IL	Br. 11	Terry A. Pawson	Portland, OR	Br. 82
William A. Saxsenmeier	San Mateo, CA	Br. 1280	Barbara V. Collins	Chicago, IL	Br. 11	Richard L. Reese	Portland, OR	Br. 82
Jesus G. Serrata	San Mateo, CA	Br. 1280	Mortimer M. Levi	Chicago, IL	Br. 11	Walter G. Ross	Portland, OR	Br. 82
M. Shale	San Mateo, CA	Br. 1280	Dollie M. O'Neal	Chicago, IL	Br. 11	Christinea L. Sparano	Portland, OR	Br. 82
Madeleine S. Bear	Santa Barbara, CA	Br. 290	Daniel R. Mooney	Evansville, IN	Br. 377	Walter D. Spreng	Portland, OR	Br. 82
James A. Creeth	Santa Barbara, CA	Br. 290	David A. Brown	Central IA Mgd.	Br. 352	Raymond D. Strandberg	Portland, OR	Br. 82
Stephen H. Davies	Santa Barbara, CA	Br. 290	Dennis R. Davies	Central IA Mgd.	Br. 352	Ernest E. Zimbrick	Portland, OR	Br. 82
Rebecca R. Fisher	Santa Barbara, CA	Br. 290	Michael J. Jackovich	Central IA Mgd.	Br. 352	Richard W. Tompkins	Bradford, PA	Br. 293
Tom D. Fishkin	Santa Barbara, CA	Br. 290	Doyle W. Kincy	Central IA Mgd.	Br. 352	Michael L. Viola	Bradford, PA	Br. 293
Richard R. Heintze	Santa Barbara, CA	Br. 290	Eileen F. Reilly	Central IA Mgd.	Br. 352	Artemio Perez	Houston, TX	Br. 283
Sandra B. Linstroth	Santa Barbara, CA	Br. 290	Dwight J. Sommar	Central IA Mgd.	Br. 352	Lionel A. Ware Jr.	Houston, TX	Br. 283
Steven J. Mendoza	Santa Barbara, CA	Br. 290	Webster Lewis	New Orleans, LA	Br. 124	Antonio Garza Jr.	Laredo, TX	Br. 354
Benno P. Mills	Santa Barbara, CA	Br. 290	Yoshiharu Lizanna	New Orleans, LA	Br. 124	Rick C. Engels	North Sound, WA	Br. 450
Joseph S. Nelson	Santa Barbara, CA	Br. 290	Alexander Mitchell	New Orleans, LA	Br. 124	Brett A. Whitney	North Sound, WA	Br. 450
Edward C. Parker	Santa Barbara, CA	Br. 290	Albert A. Vasquez	New Orleans, LA	Br. 124	Steven L. Anderson	Seattle, WA	Br. 79
Jack A. Puckett	Santa Barbara, CA	Br. 290	Francis J. Tebo	Menominee, MI	Br. 249	Ralph H. Gilson	Seattle, WA	Br. 79
Robert S. Ripley	Santa Barbara, CA	Br. 290	David D. Lindstrom	Cloquet, MN	Br. 1243	Shirly D. Olsen	Seattle, WA	Br. 79
Michael J. Rossi	Santa Barbara, CA	Br. 290	Robert W. Muller	Long Island City, NY	Br. 357	Myrna K. Ransier	Seattle, WA	Br. 79
Pete Tenoso Jr.	Santa Barbara, CA	Br. 290	William G. Gilmore	Rochester, NY	Br. 210	William M. Sander	Seattle, WA	Br. 79
Gilbert A. Velasquez	Santa Barbara, CA	Br. 290	John J. Caddle III	New Bern, NC	Br. 780	W. C. Shelton	Seattle, WA	Br. 79
Russell C. Jones	Garden Grove, CA	Br. 1100	William D. Barefoot	Raleigh, NC	Br. 459	Philip R. Husted	Clarksburg, WV	Br. 817
Gregory B. McLaughlin	Greater E. Bay, CA	Br. 1111	Claxton F. Farmer	Raleigh, NC	Br. 459	Bert W. Hart	Madison, WI	Br. 507
Sam M. Franco	Ft. Lauderdale, FL	Br. 2550	Thomas B. Godwin	Raleigh, NC	Br. 459			
John E. La Valley	Ft. Lauderdale, FL	Br. 2550	James R. Hicks	Raleigh, NC	Br. 459			

Auxiliary Update

From the Secretary



Hello, Auxiliary members. These months are passing by fast, and convention will be here before you know it. The deadlines for candidate nominations, resolutions and bylaw changes are approaching soon, so make sure your information gets to the national secretary as soon as possible.

We will have a Country Store this year if we can get enough donations. If you're unable to send your items to me by July 1, you can bring them with you.

According to Article VIII in the bylaws, members who only pay per capita dues during convention years must also pay dues for the delinquent years to be a member in good standing. This also includes those auxiliaries who pay their national dues to their state auxiliary but do not send their dues to national; they must pay all delinquent years to be a member in good standing. *This is important since it is a voting year.*

I can't wait to meet and greet everyone at convention this year.

Sincerely,

Crystal Bragg



Registration for the NALCA 61st Biennial Convention in Los Angeles, CA

Aug. 3-7, 2026

Name _____ Auxiliary# _____

Contact # (____) _____

The fee for delegates registering for convention prior to June 19 will be \$30. After June 19, the fee will increase to \$35.

I plan on attending the convention, and a registration fee of \$_____ is enclosed.

Return form by mail to:

**NALC Auxiliary
Secretary Crystal Bragg
835 Westland Drive
Mt. Zion, IL 62549**

Questions? Contact Secretary Bragg at the address at left, by phone at 217-864-4684 (home) or 217-620-9193 (cell), or by email at cbragg5414@comcast.net.

Branch Items

Albany, New York

Holy cow, what a crazy busy month it's been for Branch 29. It began with two separate weeks of travel to the national business agent's office, where I had the opportunity to assist in developing Region 11's Road to Formal A School. It was a privilege to work alongside Renee Boughn of Branch 3 in Buffalo, NY, and Kelsey Crosbie of Branch 78 in Columbus, OH. We spent countless hours working together to create a training program that will strengthen representation for our members within our respective branches and throughout the entire region.

Back home, Branch 29 members once again stepped up for the community we live in through another successful Stamp Out Hunger Food Drive. Thanks to the hard work of our members, nearly 20,000 pounds of food was collected for our local food pantries. I want to personally thank everyone who volunteered their time and effort. This event provides critical assistance to families in need while also giving the public another opportunity to recognize and appreciate the important role letter carriers play, which is always beneficial for us.

The month also included two collective-bargaining livestream updates, and a chance to attend the very first Collective-Bargaining Conference in Washington, DC. I learned more about the bargaining process over those few days than ever before in my 21-year career. Perhaps most importantly, I was able to return home and share what I learned with our members at the June union meeting the very next day. To be able to provide that level of detail and a peek behind the curtain of the negotiation of our next collective-bargaining agreement will no doubt put our members in the best possible position to make important decisions with this contract and those in the future.

Norris Beswick, Branch 29

Bridgeport, Connecticut

Greetings from Southern New England. Recently, management informed us that our Milford/Orange installation will undergo a major renovation as part of its transition to an S&DC. While it will not be a traditional Sorting and Delivery Center housing multiple stations under one roof, management stated that we will receive many of the same benefits.

The multimillion-dollar project will include a new roof, renovated bathrooms and locker rooms, an upgraded swing room, new equipment, and a completely reconstructed parking lot equipped to support our fleet of electric Next Generation Delivery Vehicles (NGDVs).

Over the next year, however, carriers can expect significant disruptions. Management advised that our cases will be relocated multiple times during construction, lockers will be temporarily unavailable, and portable restrooms will be placed in the parking lot. These are only some of the challenges we will face throughout the renovation.

One of the most significant changes will be the replacement of all carrier cases. Management informed us that we will be moving from four-shelf cases to five-shelf cases. While the



Region 10 NBA Shawn Boyd, RAA Karrie Blough, LPO Brent Fjerestad, retiree Benny Lloyd and Texas State Association board member Shelby Clower discuss Texas state legislation at an Austin, TX Br. 181 meeting.

long-term impact remains to be seen, many carriers are concerned that the new cases may reduce efficiency. Standard-sized flats will no longer fit as well, and casing large volumes of SPRs could become more difficult.

As these changes take place, it is important that carriers continue performing their duties in accordance with the *M-41*. The renovation and new equipment may increase the time required to case and deliver routes. Carriers should not feel pressured to take shortcuts simply to meet management's expectations or DOIS projections. Delivering the mail properly is our responsibility; determining how much time that work requires is management's responsibility.

Anthony Constantinople, Branch 32

Charlotte, North Carolina

Branch 545 would like to wish everyone a very happy Fourth of July. Also, we want to continue to remind everyone to be safe during the hot summer conditions, and we want to remind everyone that you are allowed to request extra time on a PS Form 3996 for extra breaks due to the weather.

We would like to congratulate our brother, Austin Bridges, on his recent retirement. Austin was assigned to our Independence Station and retires with 31 years of service. We thank you for your service and wish you the best in the next chapter of your life.

The union leadership would like to let all our members know that we are continuing with our in-person meetings. We are holding our meetings on the third Tuesday of every month for anyone who is interested in attending. Food will be provided at the meeting for those who are able to attend. We look forward to seeing all our members who are able to make it out. Also, if anyone is interested in participating in our local union in any capacity, please contact our local union office or speak with the union steward in your office.

Justin Fraley, Branch 545

Emerald Coast, Florida

Well, I'm back. Sorry for the absence, but I had to get my thoughts together. It has

been a while since my last article, but I do want to address a couple of things.

I have been around for a couple of years and have noticed that there is a change in the attitudes of the carriers. When I started working at the Post Office, I could not wait to get to work. There was sense of pride serving the community, making sure that the mail was delivered every day. Over time, it appears that pride and service to the customers have changed.

In my opinion, *pride* begins with the carrier, and that includes appearance. Some of us come to work looking like they slept in their uniform and just came to work. The Postal Service provides you with an allowance to purchase uniforms and shoes. Take time and use the money that you are given and buy your uniforms.

Service: We have a daily morning stand-up and information is passed on to by management and the union—something that management does not have to allow the union to do, and I thank them for allowing us to share information with the carriers. Simple things such as “Don’t pull mail on vacant cards, (*still do*),” “Don’t force packages into boxes (*still do*)” and “Do your route maintenance whenever you can (*sometimes*).”

Attendance: You should be regular in attendance (*what, whatever*). If you are sick, you are sick, but to bang out “just because” is not a good thing.

The PSA is to “all work together to provide our customers with the service that they deserve.” We must do much better than we do.

I want to wish Richard Moller nothing but the best in his retirement.

Percy Smith Jr., Branch 4559

Erie, Pennsylvania

Hello there! I hope everyone had a safe and happy Fourth of July and continue to safely celebrate the 250th anniversary of our great nation! Fun fact: This is known as the semiquincentennial of the Declaration of Independence. I would also wish all our postal fathers a belated happy Father's Day!

Speaking of safety, with the summer months comes hotter days in most parts of the country. Does your management provide you with water to drink while on the street? Unfortunately, I don't believe it states anywhere in the contract that they have to babysit us. We are all adults here. Sure, it is nice to know that they care enough to provide a water bottle here and there, but ultimately it is our responsibility to stay hydrated while at work. In our office, we have bigger concerns. For the second year in a row, we do not have a functioning AC system. Portable chillers have been brought in, but even that was like pulling teeth to get! And on top of that, our building doesn't have a working fire alarm system. So, excuse me if I don't rely on them for the bottle of water.

Take care of yourself, and each other. If you see someone struggling with the heat (or any other safety matter), let someone know. I would wager most of our newer brothers and sisters don't know how to report safety issues. Neither rain, nor snow, nor careless choices—stay safe!

Lyle Meyer, Branch 284

Fargo-West Fargo, North Dakota

One is planning a graduation and a few days before the event the school, with no prior communications, says the child didn't satisfactorily meet some of their expectations and they will not graduate. This is not too different than our local management's way of operating.

Carriers have delivered mail for years and nothing was said about their work. One day they are approached and told of ongoing problems they see in their work. If there are legitimate issues, I wish management would communicate in a timely and appropriate manner and try to address the issue properly.

Management is increasing their attacks against certain carriers. At times, management's approach has been blatant and completely inappropriate. We have a fantastic president and stewards. When they are informed about these concerns, they approach them with vigor. When stewards report on the grievances, (we have prevailed on nearly 100 percent), they reveal massive payouts and cease-and-desist remedies due to management's disregard for the contract and human decency.

Stewards need to know when these issues arise. Don't feel like you are creating extra work. *This is what they are here for.* If something has happened to you, likely there are others who have experienced similar issues. This is why we have stewards and spend money sending them to training events.

Next month I'm going to go in depth on the benefit we have in the Employee Assistance Program (EAP). If there are work- or family-related concerns, there are trained confidential professional counselors available for us. Speak with a steward about the EAP benefit. Please don't let work or personal issues go unaddressed.

As difficult as it might be to understand, I was told management has the right to manage and mismanage.

Just a thought.

Dave Steichen, Branch 205

Fresno, California

Well, our national convention is coming up. I must admit that it might be a full plate for all of us. That is putting it mildly, to say the least.

We should not forget how the NALC is our supreme leader in defending our rights and benefits. Our speeches, debates and intentions should be for our well-intended interests. I do worry at times for our futures. We do not know what political intentions are headed our way by those on the right.

But, we must be as prepared as possible. No question, these are tough times. Together we can prosper and get the best possible result.

I have struggled with this article due to a serious health issue. But I fully intend to support my NALC brothers and sisters. We can do it. It may not be super easy. So, onward and forward.

Jesse Dominguez, Branch 231

Gastonia, North Carolina

Branch 1512 is submitting a bylaw change of our vice president. Date of first reading/notification: May 14, 2026. Date of branch vote: Feb. 12, 2026. Article and Section No. of Proposed Changed: Article VI, Section 1.

Current language:

Vice-President

The Vice-President shall preside in the absence of the President and in case of death, resignation, disqualification, refusal or neglect of the President to discharge the duties of the office. The Vice-President shall the perform all duties incumbent upon the President for the remainder of the term of office. For the faithful performance of the above duties, he/she shall receive the sum of \$960.00 per annum.

Proposed Language:

Vice-President

The Vice-President shall preside in the absence of the President and in case of death, resignation, disqualification, refusal or neglect of the President to discharge the duties of the office. The Vice-President shall the perform all duties incumbent upon the President for the remainder of the term of office. For the faithful performance of the above duties, he/she shall receive the sum of \$1620.00 per annum.

Nina Kendrick, Branch 1512

Indianapolis, Indiana

Hello, all. This is another communication forum that has been ready for us to use for some time now—we will make the best of it. Much shorter sweet and to the beat but separate from our *Hoosier City 39er* newsletter and other forums that we have used.

Since June, the newly formed bylaw committee met twice to bring proposals forward to debate and tweak wordings that will be brought forward for the branch to vote on. It will be interesting to know how people feel about them, but it's even more inspiring to start using the bylaws that are passed and approved by the National Bylaw Committee. Please look for your *Hoosier City 39er* in July. They will be printed there.

In most offices over the last month, management has made it a mission to reduce overtime. They would rather curtail mail and pieces, throw it in the trash, or use rural carriers or themselves to deliver than simply allow it to be delivered. Carriers have been reporting to us when any of this is noticeable. Please remind carriers not to take pictures within the office walls. Rather, fill out a PS Form 1571, aka curtailment slip, or take note of the curtailed volumes/hours than report it to our union leadership.

Meanwhile, Branch 39 was represented at the first ever Collective-Bargaining Conference in Washington, DC. We had an opportunity to voice our opinion, specifically from what was presented to us while at the conference and what has been told to the membership nationwide from the exclusive members-only livestream. Emphasis added: We were told hypotheticals. These were not summaries of what has been negotiated thus far.

I hope you enjoyed your Fourth of July. Impossible is not a fact. It's a dare.

Kieaunta Roberson, Branch 39

Knoxville, Tennessee

Hello, sisters and brothers!

There are two experiences that a veteran will remember about their time in the service. One is the ability to sleep when it became available, and the second is equipment maintenance. The Army has had a program in place for the last 60 years called Preventive Maintenance Checks & Services (PMCS). Why? Your life depended on it, whether in peace time and, most importantly, during a conflict.

Along the same line, Section 712.5 of the *Postal Operations Manual (POM)*, Vehicle Appearance, mimics the Army's program, and someone took a page from their book and put it into this section. Of note, postal vehicle must be washed as needed, but not less than once each month.

Vehicles must be constantly scrutinized by managers at all levels for paint deterioration; missing, torn, or faded markings; and corrosion or damage to the body.

Managers should schedule immediate repairs, as needed. Also, *personal and postal supplies cannot be left in vehicles. This part is nonnegotiable.* Other guidelines require that fluids be checked every two weeks. So, *it is management's responsibility to manage the Preventive Maintenance program.*

It is a letter carrier's responsibility to ensure that they adhere to the maintenance program by filling out PS Form 4565 (Vehicle Repair Tag). In doing so, keep your copy as proof that damage/equipment repair was reported. Be descriptive in the remarks block as what is not working or damaged.

If they blow you off, see your safety captain and fill out PS 1767 (Report of Hazard, Unsafe Condition or Practice). Have your safety captain check your vehicle. Safety captains are the right hand of the branch safety officer and the shop steward. They should be checking all vehicles as part of their job responsibilities. Your life depends on it.

Tony Rodriguez, Branch 419

Marrero, Louisiana

Hello, brothers and sisters.

First, I want to thank everyone who participated and helped make the 2026 NALC Food Drive a success. Your efforts reflect the strength and unity of Branch 4323.

In Westwego, 621 pounds of food were collected. In Marrero, 2,112 pounds were collected, and in Belle Chasse, 423 pounds were collected, bringing Branch 4323's total to 3,156 pounds of food collected. Thank you to all members who contributed, delivered and supported this important community effort.

Looking ahead, Branch 4323 elections will be held in December. Nominations will take place in October. The positions that will be open include branch president, vice president, secretary, treasurer, sergeant-at-arms, and

Branch Items

three trustee positions. Please make sure you participate and vote in your branch elections.

Also, as a reminder, the NALC will hold its national elections this year. No matter who you support, please take the time to vote and make your voice heard.

As we move through the summer months, please stay safe on the street. Temperatures can exceed 100 degrees, so stay hydrated, take your breaks, and look out for one another.

In solidarity—

Abraham Askar, Branch 4323



Six members of Pittsburgh, PA Br. 84 earned million-mile safe driver awards. Pictured (l to r) are Brian Markovic, Gene O'Connell, Jeff Barker, Scott Voelker, Brian Joyce and Thomas Jaczesko.

North Florida

Thanks go out to everyone who actively participated in this year's food drive, and a special thanks goes to those who coordinated events leading up to the collection day. Branch 53 as well as many other branches had to deal with a shortage of postcards announcing the drive. We were told that a decision from Headquarters to not deliver to cluster boxes was the reason. Florida is one of if not the fastest-growing state and almost all new developments are equipped with cluster boxes.

As a whole, Branch 53 collected 1,000 pounds more than last year. Another issue was that nearby Brantley County, GA, was in recovery mode from devastating forest fires and the media focused all its attention on getting food and supplies to them. We did get assistance from Clear Channel's electronic billboards, which donated five of them rotating throughout the city for the two weeks prior. Those in need will now have food through most of the summer.

Branch 53 had another carrier robbed of their Arrow Key. Please be aware of your surroundings, and if you see something suspicious, call authorities. With summer heat already here, be sure to take breaks and stay hydrated. Most of all, be safe.

Bob Henning, Branch 53

Oklahoma City, Oklahoma

As I write this, the NALC is collecting final numbers for this year's food drive. I am confident that Branch 458 finished at the top of our category and possibly in the nation. We

pride ourselves on collecting so many donations from and for our customers. Regardless of where we or your branch finished, every donation goes a long way.

We have received updates from NALC regarding collective bargaining, including some of management's outlandish proposals. The only thing that surprised me about USPS proposals is the audacity with which it thinks it will get anything remotely resembling some of them. For example, the ability to add documentation to a file without allowing the union to respond. The unmitigated gall! Even before negotiations began, I started preparing the carriers I spoke to about the contract, as I predict it will go to arbitration. I hope I am wrong, because I wouldn't want arbitration to decide what we should be paid, but it appears USPS will not give us what we deserve, so arbitration, here we come.

Regarding the potential contract arbitration, I will say I appreciated the description provided at the Bargaining Conference, which gave a more detailed description of how a contract arbitration would be handled. Now the membership can be a little more informed about the process, rather than something they saw on social media sometime.

And remember, as we are all brothers and sisters within the NALC, "I love you, and there isn't anything you can do about it."

Eric E. Beu, Branch 458

Portland, Oregon

When dealing with route adjustments within your branch and in your office, please consider these pointers from someone going through it firsthand.

Nobody in your life wants to hear about what has happened to your route. Your family and friends don't understand or care, and your co-workers are too busy thinking about their own troubles. Always remember, if you get a fellow carrier to listen to you drone on about the details of your 1840-R, that means you owe them the same. You don't really have to listen, but you better put on a convincing act. After all, they did it for you.

If you are at a branch meeting, or even the grocery store, and you run into a carrier from a different station than yours, and that other office is going through adjustments, do not ask them how they're doing. If you blow it, and you can see they're about to answer you honestly, it's OK to fake an important phone call, even if that means pretending your hand is a phone. Quickly get away. They will probably forgive you down the road.

There are two words that should never be said together: *bid* and *down*. Nothing causes complete chaos, anarchy and instant atheism like those two words. (Similar to muttering "OSHA" in the presence of management. Watch them panic!)

Finally, you must be prepared to take your own advice. Have you casually been telling other carriers insensitive things like, "It's not final yet" or "Maybe they can fix it"? Or, God forbid, "Go with the flow." Well, now's the time for *you* to go with the flow, hope for the best, and all that crap. Like I foolishly said early on,

"We're all going to get through this." We will see about that.

Suzanne Miller, Branch 82

Providence, Rhode Island

As we are halfway through 2026, the year has brought change both on the street and in our branch. I would like to start by congratulating our new officers serving from May 2026 to May 2029: John J. Barbary, Jr., president; Evan R. Cohen, vice president; Cameron M. Dilorio, recording secretary; Alan C. Conca, treasurer; Christopher J. Casci, sergeant-at-arms; David A. Laboissonniere, health benefit/MBA rep; Joseph Pires and Brett M. Heeney, branch trustees; and Jeremy R. Johnston, branch rep to RISALC. In addition, President Barbary has appointed Derek Watts as LCPF coordinator, Jeffery Campbell as chief steward and me as postal scribe.

With the summer months right around the corner, working in heat and humidity requires extreme vigilance. Your own safety is Priority No. 1. Please review USPS's Heat Illness Prevention Program (HIPP), familiarizing yourself with the signs of heat exhaustion and never hesitate to use reasonable comfort stops as needed during extreme heat conditions, as well as your two 10-minute breaks and your 30-minute lunch break.

We need to talk about "integrity scans." Management has been heavily scrutinizing scanner reports to track stationary time and scrutinize failed deliveries, especially scanning a deliverable barcode within the geofence after 2 p.m. Make sure you are following proper procedures when it comes to scanning parcels in the field. If you are ordered by a supervisor to falsify scans for packages you never attempted or that were left behind at the station to "clear" their metrics, contact your local steward immediately.

In closing, as per the norm, there will be no meetings in the months of July and August. Our next union meeting will be Tuesday, Sept. 1. Have a great summer and please stay safe!

Jay Dec, Branch 15

Racine, Wisconsin

Alright, got a full day here. I got enough scribbled notes for the next three articles.

Congratulations to Branch 436's newest retiree! Allen Welsh retired May 9 and officially joined the Last Punch Bunch. Way to go, Allen!

Graffiti, tagging, works of art—however it's presented, how does one execute this meticulously thought-out craft so thoroughly? Whole trains are covered. Top to bottom! Highway overpasses are completely covered. Not just areas where one can safely reach—the whole overpass. How does nobody spot this or call authorities? You can't tag at night unless you have generators or spotlights. That would be too obvious. You can't create during the day—again, obvious. How do you tag the whole overpass? Are you rappelled down with a harness? Is there scaffolding? Do you work in shifts? Do you get a lunch break? How do you decide what colors to use? Is there a union?

Alright, I'm done. I got more though next month.

Our 4-Mile and West Racine stations recently went through route count and inspections. The aim, of course, is to eliminate or cut routes and work hours. The route inspectors come in for a week or two, do their damage, then pack up their U-Haul and move on, leaving carriers to pick up the pieces in their wake. Many routes will be reposted and rebid. Some carriers will lose routes; many will lose territory and customers. Lines of travel and longtime customers will shift. Carriers spend years cultivating amazing customer service relationships. It's not easy. Carriers will need to adapt, improvise and adjust. A discouraging feeling of starting over again. Brothers and sisters, you all wear blue. Be kind, respectful and empathetic to one another during this period of readjustment.

Chris Paige, Branch 436

Rockville, Maryland

On May 6, we received an arbitration award out of Rockville concerning management refusing to provide a CA-16 to our member in violation of our contract and federal labor law. The arbitrator instructed management to cease and desist failing to provide Form CA-16 when an employee reports an on-the-job injury and completes a CA-1. Management was ordered to pay the grievant \$565 for the medical expenses incurred. I want to thank our union advocate, Jeannine Gasper; our technical assistant, Hugh McElroy; our expert witness and regional workers' compensation assistant, Kristin Williams; and the shop steward who put together a fine case with excellent contentions, Melissa Limage. This was truly a team effort.

We are continuing to win grievances paying an additional 250 percent for the non-ODLs for Article 8, Section 5G violations in Rockville. For Step O carriers, this amounts to an additional \$100 per hour of violation. That is on top of the \$60 the non-ODL already made for a total of \$160 per hour of violation! And, the ODL carrier is getting penalty pay, or \$80 per hour of violation. The total cost to management is \$240 per hour of violation! I want to thank RAA Tonya Detrick, Mike Shawn, Robert Weisner, Melissa Johnson, Kevin Abernathy, and all the other stewards for the hard work they put into getting these victories. In 2024, we won an arbitration paying the non-ODLs an additional 250 percent for Article 8, Section 5G violations. You can download the arbitration from our website at nalc3825.com.

The *New York Times* recently wrote: "Donald Trump has governed as if Jan. 6 never ended. the damage to the nation is severe." And, Dan Rather has stated, "Trump is a lying, racist, treasonous, fascist, vile man and the most psychologically troubled POTUS since Nixon."

In the struggle—

Kenneth Lerch, Branch 3825

Saginaw, Michigan

Branch 74 President Mark Swan has stepped down for personal reasons and V.P. Sean Kelley is now president. President Kelley was informed recently of two major settlements for delays in grievance awards from overtime vio-

lations; one was for \$10,000 and another was for \$12,000.

Former Branch 74 President Tom Hanson passed away in May, and members Joe Dymora and Jim Willard passed away in the last few months. Recent retirees are Kym Neuhaufen and Lisa Princisky.

The Branch 74 MDA bowling event at Stardust Lanes on April 19 was an overwhelming success. Crystal Ranville and her band of awesome volunteers put together a nice Sunday event for 86 bowlers who raised \$4,516 for MDA!

The Branch 74 food drive was very successful—58,000 pounds from Saginaw and another 29,000 from associated offices. This year we were able to secure an offsite facility near the Main Office because of lack of parking there. The Saginaw Fire Department came through for us and let us use its training area to distribute food donations to agencies. Coordinator Kristen Duran, as well as John Hoffman, Brad McKenna, Lydia Enos-McGregor, Forrest Robison and many volunteers contributed to this achievement.

Our long-running *Branch Informer* newsletter is without an editor and has stopped printing issues.

Forrest Robison, Branch 74

St. Louis, Missouri

Reps. Wesley Bell (MO-1) and Ann Wagner (MO-2) introduced the St. Louis Accountability and Reform Act in the U.S. House of Representatives directed to improving mail service accountability in the St. Louis region. This legislation requires the USPS to submit a report to Congress detailing mail and package delivery performance.

It comes on the heels of two scathing 2025 audits conducted by the USPS Office of Inspector General (OIG), which identified systemic operational problems adding to chronic mail delays throughout the St. Louis region. Those audits included recommendations on how to improve service.

Under this legislation, the USPS would be required to report local delivery performance

compared with national averages, workforce vacancy and turnover rates, progress on implementing OIG recommendations, and management systems intended to prevent future service failures.

Rep. Bell said that he has received complaints from his constituents reporting waiting weeks for essential mail, including prescription drugs, benefit checks and utility notices. He stated that the bill would help ensure that USPS follows through on promised improvements.

Rep. Wagner said she frequently hears complaints from residents about delayed mail and packages and stressed the need for stronger accountability and transparency within USPS operations. She described the issue as bipartisan and said the legislation would establish clear service benchmarks and timelines for improvement.

For months prior to the 2025 OIG audits on the St. Louis region, local television stations were reporting complaints from residents from all over the St. Louis area regarding delayed mail and package delivery. The residents said that they directed their complaints to their local post offices and received no answers before contacting local media.

OIG audits conducted across the country since 2025 reported similar, if not identical, mail delivery delays. Let's hope this legislation bares some teeth and heads begin to roll.

Tom Schulte, Branch 343

St. Paul, Minnesota

I'm sure many of us have noticed all the new faces popping up at our stations over the last few months. For the first time in many years, St. Paul seems to have a decent amount of PTFs. While the reasons are many and varied for why these new brothers and sisters are here, it's up to all of us to help them stick around. While our staffing levels may have changed, management has not. They'll continue to abuse and lie to the newest of the new carriers. We all can help teach these new folks their rights and what is and isn't our job.

COLA: Cost-of-living adjustment

- The sixth regular COLA under the 2023-2026 National Agreement is **\$250** in February following the release of the January 2026 consumer price index. The sixth COLA is based on the increase in the CPI-W between the base index month and January, less any previously calculated COLAs.
- The 2027 projected COLAs for the Civil Service Retirement System (CSRS) is **3.6 percent**, and for the Federal Employees Retirement System (FERS), **2.6 percent**, following

the release of the May CPI. The 2027 COLAs will be finalized with the publication of the September 2026 CPI in October.

- The 2027 projected COLA under the Federal Employees' Compensation Act (FECA) is **3.6 percent** following the release of the May CPI. The 2027 COLAs will be finalized with the publication of the December 2026 CPI in January 2027.

Visit nalc.org for the latest updates.

Branch Items

With how hot the coming months promise to be, make sure they know about cooldown breaks and how important it is to stay safe out there. Help them feel welcome and invite them out to union meetings and functions. An active and educated membership is important for everybody.

Speaking of active and educated, next month is our annual branch picnic. It's always a fun time—a day full of fellowship, good food and prizes. Hopefully some of these new folks can make it out and see that a union isn't just business. This year promises to be another big bash; check station bulletin boards for more info.

Solidarity forever!

Kaylee Valerius, Branch 28

Savannah, Georgia

To all members of Branch 578: Due to our Aug. 6 regular monthly meeting falling during the week of the national convention, the meeting will be moved to Tuesday, Aug. 11, at 7:30 p.m. at 600 Highway 80, Pooler. Please contact any member of the executive board with any questions.

Reko Santana, Branch 578

Seattle, Washington

Artificial Intelligence is replacing everything I'm told, so I asked, "Please Mx. AI, can you provide me with some random insults I can use to intimidate letter carriers so they'll work faster?" Its response: "I cannot provide you with insults or any information intended to harass, intimidate or threaten letter carriers. Threatening or intimidating a postal worker is a serious offense that can have legal consequences." It went on to explain that intimidating a mail carrier is a federal crime that can result in significant penalties, including fines and imprisonment. Who knew?

Management personnel evidently have failed to get the memo, as they continue to browbeat and bully carriers to get what they want out of the workforce. And what they want is better numbers. The USPS has a zero-tolerance policy for violence, threats and harassment. AI went on to provide important information regarding the illegality and consequences of such actions.

There's a whole section written in the *ELM* 665.24 dedicated to a zero-tolerance policy for violence, threats, harassment, intimidation and bullying. There's also the Joint Statement on Violence and Behavior in the Workplace. So, why? Why are these knuckle-draggers still allowed on our workroom floors? It's due to a managerial contingency plan called a "lateral transfer."

A lateral transfer is used to protect their abusive personnel. When these rageaholics blow up too much and too often in the workplace, instead of getting therapy, they get a transfer. Instead of being held accountable and getting grilled for their bad behavior, to take the heat off, they're placed on a managerial rotisserie, and their ugly mug then shows up at some alternative post office somewhere. This "Ugly Mug Menu" then keeps rolling these yo-yos around and around from station to station. It's enough to make a letter carrier want to barf.

Don Nokes, Branch 79

Southeast Pennsylvania Merged

Happy Fourth of July! While some of us are experiencing much-needed relaxation from work, NALC is hard at work trying to secure our next contract. The "contract banter" will be the fill of the summer on social media. But if you live in the gossip and speculation world, your sense of reality becomes rather murky.

Along with presidents (or their designees) from all over the country, I attended the first Collective-Bargaining Conference presented by

NALC. The purpose was to inform leaders about the inner workings of collective bargaining. At our last convention, the members spoke and NALC listened. Up until now, there could not be more transparency.

The result of all the hard work during this process is aimed at getting the best contract possible for our brethren. In negotiations you may not get everything you want, but there is nothing wrong with shooting for the stars. We will see how it all turns out, and guess what? Local negotiations begin 30 days after the contract is ratified by the membership.

Thankfully, route inspections don't occur during the summer. We currently do not have a joint process in place for route inspection. Therefore, management has been cutting routes at a rampant pace all over the country. Some offices have agreed to take routes out, only to have management come back months later and take another six routes out.

We seem to have problems taking comfort stops and breaks when management is walking us! I've never seen it this bad. Hopefully we will adjust and prosper, because some of the cuts management are making will render those offices unmanageable. But in management speak, *squeeze, baby, squeeze until you wear out their knees.*

One thing talked about was self-management. How beautiful does that sound?

#NoMoreSupervisors

#It'sEasyToComplain

Eric Jackson, Branch 725

Springfield, Ohio

I'm hankering for a hunk of, a slice or slab or chunk of, I'm hankering for a hunk of cheese! That's right, folks, it's time for Timer and a little PSA. The young folks might not be aware of this, but on a mounted route, you don't get paid more for throwing the mail to the back of the box upside down and backward. I can't tell you how many times I've found mail at the

How to submit items

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

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

Deadline: The deadline is the 10th of the month preceding the month of publication, or if it falls on a weekend or holiday, 9 a.m. E.T. the first business day after. For the July issue, the deadline is 9 a.m. Monday, July 13. Items received after the deadline will be held for the next issue.

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

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

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

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

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

back of the box after a day off or AL because the customer didn't see it all the way back there. Unless the box leaks or lacks a secure lid, just place the mail inside the front and securely latch the lid. Remember, the signage inside the P.O. applies to the outside as well, just say *no* to the throw, and to drugs as well. Don't be an egg in a frying pan.

Did you ever notice how sometimes a mail handler doesn't grasp the definition of "handling the mail"? You know, like when it takes them five days to pass out a third bundle to the entire office when previous mail handlers were able to accomplish the same task in a day or two. Isn't it funny how carriers are the only craft held to any kind of accountability?

"You had a stationary event today; what in tarnation happened?!" Well, boss, I had to empty my bowels. "It seems to me that was a bit long." Sometimes you just need to have a tremendous sit down to ease the pressure. You should try it sometime. It might help with the postal math work, like when we wait on parcels but it shouldn't take any longer. Say goodnight, Gracie. Goodnight, Gracie! Brought to you by Carnation Evaporated Milk. Ah, the good old days.

Jerry Martens, Branch 45

Staunton, Virginia

Déjà vu all over again! Management is back doing unilateral *M-39* Chapter 2 inspections. Reviewing the paperwork for a local branch is giving me that "I've been here before" feeling. They are still using shenanigans and intimidation, and adding some new formulas they've invented.

Fortunately, they must quit doing officewide inspections during June, July and August, giving letter carriers time to share their experiences.

Some lowlights:

Office: Management insisted that routes only get credit for daily duties. Incorrect—routes should get credit for all recurring carrier duties. Examples include attending weekly safety stand-ups and filling out PS Form 3996. They also used a "formula" to arbitrarily deduct chunks of office time from routes even when the carrier took less time than office standard time. This formula is not in the *M-39*. They pressured carriers to change work habits.

Street: Management arbitrarily deducted chunks of street time from routes due to "an unloading discrepancy"; sometimes as much as 14 minutes from the total average street time. This deduction is not in the *M-39*. They followed every carrier on the street three days during the week of inspection so they could micromanage and take even more deductions.

These items alone caused the abolishment of a full-time position in one station.

What can you do? Deliver professionally all year. During inspections, take notes in the evening. Take the office count paperwork seriously. Before inspection consultations, review and become familiar with the paperwork you receive. Don't understand it? Ask your union rep. During consultations, ask questions, document your concerns on the back of the 1840, and keep a copy. Be assertive. Read the *NALC*

Route Protection Manual. Attend trainings. Each carrier's attention to detail makes a huge impact on the results in your station. Help the *NALC* help you.

See you at convention!

Cindy Connors, Branch 513

Toledo, Ohio

The latest USPS ad claims it has improved the processing of packages by 46 percent in the last five years. Well, a buddy of mine ordered some merchandise from California. The package was tracked to the Detroit distribution center, where it remained for several days. It was then tracked to Toledo, where the tracking said it was out for delivery. But alas, it was not delivered. It later arrived in Pioneer, OH. From there it tracked back to Detroit, where it sat for a few more days. Finally, it was delivered...21 days after it was shipped. But the tracking improved 46 percent! My buddy will be shipping FedEx or UPS in the future.

In other unbelievable news, you may remember that our bags for last year's food drive didn't arrive until the day before the drive, eliminating any possibility of distribution to the stations. We understood the bags would be stored for use this year. There were 90,000 paper grocery bags, at a cost of over \$6,000. When we notified the Toledo Post Office that we would be coming to break down the bags for distribution to the stations, we were informed that the bags were nowhere to be found! Hence, our total donations this year were down substantially.

The JWIP team has been in town over the past several weeks, off and on. We were hoping for some "improvement in the workplace," but on its final visit, it became apparent that not much was going to change. The only change recently has been the new postmaster, Eric Adkins. He faces some major challenges due to the mess the previous PM created and then walked away from.

What a sad state of affairs!

Ray Bricker, Branch 100

Topeka, Kansas

I am a city carrier with USPS, and I have the best job ever! My job as a mailman provides me with a sense of accomplishment and pride. I positively, absolutely, undeniably love my job!

My work is important to me because it brings joy, and at times sadness, but it always brings connections to people, getting letters and other mail from their families, friends, businesses and other acquaintances, from all over the country and throughout the world. We mail carriers are the lifeblood of our communities and our routes. We do more than just deliver mail and packages; we know our customers and we help with whatever needs done to assist them.

My work is interesting and stimulating. I enjoy seeing different areas of town that are new and exciting to me. On my route, I know and briefly visit with my customers and they know me. They trust me to deliver their mail and packages with no problems.

I am proud of the service that I provide as a carrier, because I know that I am provid-

ing a service that people cannot do without, connecting with others through a needed medium—the tried and true mail system. I enjoy the freedom that being a carrier provides me—being out in the environment (*in all types of weather*), walking a route and getting exercise, and being independent, all while doing my route.

My job is rewarding to me, and is more than just a paycheck, but that paycheck is oh-so-equally important, too.

And yes, my job does have advantages and disadvantages, as all jobs do, but I feel that the advantages far outweigh the disadvantages.

I like my employer and the management team OK, even though I feel that the supervisors and the management team most often "*forgot where they came from*" as former mail carriers.

To be continued next month.

Jerry Loney, Branch 10

Tri-Valley, California

The members of Tri-Valley Branch 2902 proudly demonstrated the power of community service and teamwork during this year's National Association of Letter Carriers (NALC) Stamp Out Hunger Food Drive. Through the dedication of letter carriers, volunteers, postal employees, community partners and generous residents, an incredible 121,767 pounds of food were collected to help fight hunger throughout the Tri-Valley area.

Every bag of food collected represents hope for a neighbor in need. The success of this effort would not have been possible without the hard work of our letter carriers who collected donations along their routes, the volunteers who sorted and transported food, and the community members who answered the-call to help.

Collecting 121,767 pounds of food is more than just an impressive number—it's a testament to what can be accomplished when a community comes together with a shared purpose. These donations will help stock local food pantries and provide meals to thousands of individuals and families throughout the year.

Branch 2902 extends its sincere gratitude to everyone who participated in making the 2026 NALC Stamp Out Hunger Food Drive a tremendous success. Together, we have made a meaningful difference in the lives of countless neighbors and strengthened our commitment to caring for the communities we serve. Thank you for helping us Stamp Out Hunger.

On May 16, the Branch 2902 Bingo Night fundraiser brought members together for a night filled with friendly competition, laughter and community spirit, all while supporting an important cause. Participants enjoyed several rounds of bingo and the opportunity to contribute to the ongoing efforts of the Muscular Dystrophy Association (MDA), an organization dedicated to empowering people living with muscular dystrophy, ALS and related neuromuscular diseases through research, care and advocacy.

Thank you to all of our volunteers, donors and guests for making Bingo Night a success.

James C. Perryman Jr., Branch 2902

Nalcrest Update



From the Trustees

The Nalcrest community looks forward each year to participating in the NALC food drive. This year was no exception, as many residents donated food and funds and volunteered their time for the 33rd NALC food drive. Once again, the community effort was directed by Nalcrest Food Drive Coordinator Bruce McDowell. Resident volunteers included Kitty McKay, John and Dorothy Todd, Bill Caulfield, Janice and Jeffrey McConnell, and Steve Sciarra.

Many residents dropped off their donations to the Nalcrest office during the week prior to Food Drive Day. Donations also included a special "Donate a Can" on Bingo night. On Food Drive Day, resident Steve Sciarra and I conducted a door-to-door pickup by golf cart. All in all, more than 700 pounds of food and financial donations were collected. All donations were taken to the Lake Wales Care Center and were very much appreciated.

As an update, there are currently 369 letter carriers on the waitlist to move into one of Nalcrest's 483 yearly leased apartments. As a reminder, we also have 17 guest efficiency apartments available for rent on a daily basis or longer for those who want to visit Nalcrest. You can get on the waitlist while you're still delivering the mail, knowing that paradise soon awaits.

We have now repainted 49 of the 66 residential buildings on the property. Please continue to donate funds to the adopt-a-building project. We have installed recognition plaques on the repainted buildings "adopted" by individuals and branches. We would love to see more.

We look forward to visiting with the delegates to the national convention in Los Angeles this August. Stop by the Nalcrest booth to learn more about Nalcrest, or to just say hello.

In closing, happy 250th, America! Be safe, and come and see us!

Starr Hunter

Apply to live at Nalcrest

For an application to live at Nalcrest, visit nalc.org/nalcrest, call 863-696-1121 or fax 863-696-3333.

Nalcrest Trustees

NALC Executive Vice President Paul Barner

NALC Secretary-Treasurer Nicole Rhine

NALC Assistant Secretary-Treasurer Mack I. Julian

NALC Director of Retired Members Dan Toth

Nalcrest Trustees President Tony Diaz

Nalcrest Trustees Vice President Fred Rolando

Nalcrest Trustees Vice President Starr Hunter

Nalcrest Food Drive 2026



The 2026 food drive at Nalcrest was a resounding success. Above, from l, food drive volunteers got the word out early with clever advertising, and the community collected many pounds of food via dropoffs at the Nalcrest office and door-to-door pickup.

Beverly Hills, California

This is an official notice to all active and retired members of Branch 2293 that nominations of all officers and trustees for the 2026-2028 term will take place at our regular membership meeting at 8 p.m. on Oct. 13, which will take place at the branch union office located at 9201 Wilshire Blvd., #106, Beverly Hills.

All candidates must be members in good standing, and if you owe the branch any back dues, it is your responsibility to pay the branch prior to the regular membership meeting on

Oct. 13. If a nominee is not going to be present, they must provide a signed/dated written acceptance and personally hand it over to Recording Secretary Raudel Garcia prior to the meeting on Oct. 13.

All elected officers are open for nominations and are for a term of two years, which are: president, vice president, recording secretary, financial secretary treasurer, sergeant-at-arms, health benefits representative, branch steward(s) and three trustees. The president of the branch shall be the chairman of the delegates to the national and state conventions, and by the virtue of their election to the office of president of Branch 2293, they shall also be an elected and paid delegate to these conventions.

The election shall be conducted by secret ballot. The election ballots will be mailed with a return envelope and must be received by 5 p.m. on Nov. 24; all others will be voided. If you have moved recently, please update your new address with the branch recording secretary.

Henry Cordero, Pres., Br. 2293

Bloomington, Illinois

This is an official notice to all members of Branch 522 that nominations for delegates to the 2027 state convention will be held at the regular monthly meeting on Aug. 12. If an election needs to be held, it will be at the regular monthly meeting on Sept. 9.

Also, nominations for all branch officers, including trustees, all for a two-year term, will be held at the regular monthly meeting on Nov. 11. If an election needs to be held, it will be at the regular monthly meeting on Dec. 9. The location of regular monthly meetings is 1006 E. Lincoln, Bloomington.

Tara Horwedel, Sec., Br. 522

Bux-Mont, Pennsylvania

This is official notice of nominations of officers for Branch 920. Nomination of officers will be conducted at the Oct. 27 regular meeting (St. Gabe's Lodge, 525 Jefferson St., Stowe. All members in good standing, except those who have held or applied for a supervisor or 204b position within the last 24 months as provided in Article 5 of the *NALC Constitution*, will be eligible to be nominated. All candidates for office must be present at the time of their nomination or have submitted to the corresponding/recording secretary in writing a letter indicating their desire to be nominated, which must be presented to the president prior to the close of nominations. The nomination

of a candidate who is unavoidably detained from attending the meeting will be provisionally accepted, pending acceptable evidence being provided to the corresponding/recording secretary. The branch will conduct its nomination of officers and delegates by certified mail if it is unable to hold its regular nominations meeting in October. All nominations must be received at the branch office by Oct. 27.

Elections, if necessary, will be by mail ballot. The ballots will be mailed to members at least 20 days prior to the Nov. 24 meeting at Mike's York Road Tavern (544 York Road, Warminster). Each member will mail their ballot to a P.O. box address established by the election committee. All ballots will be collected by 4 p.m. on the day of the November meeting. Ballots will be counted during the regular meeting. Section 14, Conducting Mail Balloting, of the *NALC Regulations Governing Branch Election Procedures* will be strictly enforced. The election committee will be permitted to count the mail ballots if the November election meeting is canceled. The election committee and observers will follow all guidelines outlined by the CDC.

Chris Martindell, Sec., Br. 920

Cape Girardeau, Missouri

This is to serve as official notice to the members of Branch 1015 that nominations for all officers will be held at the regular branch meeting in October.

If an election occurs, ballots will be mailed to members after the meeting, and election results will be announced at the November regular branch meeting.

Ashley Blattell, Sec., Br. 1015

Davenport, Iowa

This is official notice to members of Branch 506 that nominations for the Iowa state convention will be held at the regular scheduled branch meetings on Thursday, Oct. 8, and Thursday, Nov. 12. Voting will take place at the Thursday, Dec. 10, meeting.

Jennifer Rushton, Sec., Br. 50

Fayetteville, North Carolina

This is an official notice to all members of Lewis M. Tucker Merged Branch 1128 that nominations of delegates for the 2027 North Carolina State Association of Letter Carrier convention and nominations for one branch trustee will be held during the October monthly membership meeting. Any person nominated as a convention delegate or trustee must be in good standing at the time of nomination and shall either be in attendance at said meeting or will have placed in writing their wish to accept or decline said nomination.

If necessary, voting will take place at the November monthly membership meeting.

Rodney L. Redding, Sec., Br. 1128

Hamilton, Ohio

This is notice to all members of Branch 426 that nominations for convention delegates for the 2027-2028 convention cycle be given to committee representatives (appointed at the August branch meeting) or submitted on the floor at the regular September

branch meeting. The September meeting will be held at 7:30 p.m. on Sept. 15 at the branch property (3727 Hamilton Richmond Road). The branch president, vice president, recording secretary and treasurer are automatic delegates, per branch bylaws.

If there are more nominations for delegates than the branch is authorized, an election will be conducted at the regular November branch meeting by members in attendance at that meeting by secret ballot. The November meeting will be held at 7:30 p.m. on Nov. 17 at Amvets Post 1983, located at 914 Ross Ave., Hamilton.

Donald Zimmers, Rec. Sec., Br. 426

Hammond, Indiana

This will serve as official notice to all active and retired members of Northwest Indiana South Shore Branch 580 that nominations for president, executive vice president, vice president, recording secretary, treasurer, financial secretary, director of retirees, sergeant-at-arms, HBR, MBA, director of legislation and three trustees, as well as delegates to the state convention to be held in Evansville, will take place Sept. 17 at the regular branch meeting held at 1221 E. Ridge Road, Gary.

The election will be a mail ballot election and will be counted at the Oct. 15 meeting. The officers will serve a three-year term from 2027 through 2029.

Every regular member shall have the right to nominate a candidate for any office. The candidates for office or convention delegates must be present, or except in emergency circumstances, at the meeting when nominated. The ballot will show that the president is an automatic delegate to state and national conventions.

In the event that more than one member is nominated for an officer position, or more than three trustees are nominated, ballots will be sent to the address on record of all members. To be counted, ballots must be received at the P.O. box by the October meeting. An election committee will be appointed to handle election procedures and count the ballots.

Brandy Shaw, Rec. Sec., Br. 580

Houston, Texas

In accordance with Article 5 of the *NALC Constitution*, this is the official notice to all members of Space City Branch 283 of nominations for delegates and alternate delegates. Delegates and alternates will serve one year. Nominations for delegates will be accepted during the regular union meeting in session at 7 p.m. on Tuesday, Sept. 8, at the union hall, 2414 Broadway St. All acceptance slips must be received by Friday, Sept. 11, at noon.

Any member in good standing and current in the payment of their dues may run for delegate. Upon nomination, candidates must certify that they have not served or applied in a supervisory capacity for the 24 months prior to nomination.

If we must hold election, the election will be conducted by secret mail-out ballots. Ballots will be mailed on Monday, Oct. 19, and must be returned by 8 a.m. on Thursday, Nov. 19.

Write-in ballots are not permitted. Voting instructions will be enclosed with the ballots mailed to each member. Members are required to keep their mailing address current. If you have recently moved, please notify the NALC Membership Department at nalc.org and the union hall of your new and current address at 713-641-2366.

All nominees must check for their name on the list posted at their station or issue of the *Houston Letter Carrier*. You must report any errors in spelling or the omission of your name to the union hall by Sept. 30 at 12 p.m. If you fail to report the omission of your name by Sept. 30 at noon, you will not be eligible to appear on the ballot.

Ethel Ford, Fin./Rec. Sec., Br. 283

Joliet, Illinois

In accordance with Article 5 of the *NALC Constitution*, this is official notice of election for the officers and delegates of Branch 305.

Nominations will be held for the offices of president, vice president, secretary, treasurer, health benefits representative, three trustees, sergeant-at-arms and delegates to the state convention. (The president, vice president, secretary, treasurer and health benefits representative will go by virtue of their office.) Nominations will be held at the Oct. 1 meeting. You must be present to accept nomination or accept in writing, giving your letter to the secretary before the meeting.

The election will be conducted by secret ballot. Members will receive ballots at the addresses of record. Update your address now. Ballots will be counted at the Nov. 5 meeting, held at the Croatian Club, 1503 Clements St., Joliet.

Brenda Smith, Sec., Br. 305

Lancaster, Pennsylvania

This is official notice to the membership of Branch 273 that, per Article 5 of the *NALC Constitution* and Article 4, Section 2, and Article 5 of the Branch 273 bylaws, nominations for all elective offices (president, vice president, recording secretary, treasurer, sergeant-at-arms, director of retirees, health benefits representative, three Lancaster SD&C stewards, three county stewards and one trustee) shall be conducted at the monthly branch meeting on Sept. 16, commencing at 7 p.m.

All positions are a three-year term, commencing on Jan. 1, 2027, after the installation ceremony held at the regular December branch meeting.

Nominees can signify in writing to the recording secretary their willingness to serve as an officer of the branch if elected.

If an election is necessary, it shall be conducted by secret mail ballot. The election committee shall mail a ballot to each member's last known address at least 20 days before the Nov. 18 regular branch meeting. The president shall appoint the election committee immediately following the close of nominations. The deadline for returning marked ballots shall be 5 p.m. on Nov. 18.

All election results will be announced after the official opening of the Nov. 18 monthly meeting.

Joanne McNamara, Rec. Sec., Br. 273

Election Notices

Martinsburg, West Virginia

Nominations for officers and delegates of Branch 1475 will be accepted at the regular October branch meeting. Elections for officers and delegates will be by secret ballot at the regular November branch meeting.

Christopher Lindner, Sec.-Treas., Br. 1475

New Haven, Connecticut

This is the official notice to all members of Branch 19. Nominations for delegates to the 2027 Connecticut State Association of Letter Carriers convention in Mystic on Sunday, April 4, and Monday, April 5, 2027, will be held at the regular branch meeting on Wednesday, Nov. 18. Candidates must accept the nomination at the time made or, if absent, in writing to the recording secretary by 8 p.m. the night of nominations. In accordance with our branch bylaws, all elected officers are automatic delegates to the 2027 Connecticut State Association of Letter Carriers convention.

If more delegates are nominated than what is allotted, an election shall be held by secret ballot. This election shall be in the same time and manner as stated in the Branch 19 bylaws, Article 5, Section 5.e.2.

This is also an official notice to all members of the NALC that nominations for all positions of Branch 19 officers will also be made at the Nov. 18 monthly meeting for a three-year term.

Frank Falcone, Rec. Sec., Br. 19

Ogden, Utah

This is official notice to all active and retired members of Branch 68 that nominations for delegates for Utah state convention in 2027 shall take place at the Branch 68 monthly meeting at 5:30 p.m. on Thursday, Oct. 1. The address of the meeting place is 298 24th St., Suite 315, Ogden.

Election for state convention delegates will be held at 5:30 p.m. on Thursday, Nov. 5, at the Branch 68 monthly meeting at the same location. This is for the Utah state convention, which will be held in Moab March 5-6, 2027. Travel to the convention will be Thursday, March 3, with return home on Sunday, March 7. Potential delegates must be available to accept nomination at the Oct. 1 meeting.

Sharon Pearson, Sec., Br. 68

Panama City, Florida

Members of Branch 3367, please be advised that the vote on bylaws changes scheduled for the June meeting was tabled at our last meeting to allow the board to get answers to questions that were asked at the May meeting. Our discussion of proposed bylaws changes will continue at the June meeting.

Members of Branch 3367, please be advised that at the regular branch meeting on Thursday, July 16, a vote will be taken on proposed changes to the branch bylaws. The meeting will be held as usual at the Golden Corral Restaurant on 23rd Street in Panama City. Dinner is at 6 p.m., with the meeting to conduct branch business beginning at 7 p.m.

If there are any questions, please contact your steward or email the branch at nalcbranch3367panamacity@gmail.com.

Linda Kelley, Treas., Br. 3367

Pasadena, Texas

This is the official notice to all members of Branch 3867 for nominations and election of officers for the 2027-2028 term and delegates to the 2027 state convention. Nominations will be held for president, vice president, secretary, treasurer, three trustees, health benefits representative, MBA representative, sergeant-at arms and union stewards. Any member in good standing and current in their payment of dues may run for office.

Nominations will be held at the union hall at 130 S. Munger St. in Pasadena during the regular monthly meeting at 7 p.m. on Sept. 15. Nominations may also be made in writing but must be received by the branch secretary no later than start of meeting. If a nominee is not present at the meeting, written acceptance is permissible. Nominees must certify that they have not served, accepted or applied for any supervisory position within two years. Candidates may accept nominations for only one office.

Election will be held by secret mail ballot, if necessary. Ballots will be mailed to the home addresses of eligible members. More details to come.

Lydia Amador, Sec., Br. 3867

Plainfield, New Jersey

This is the official notice to all members of Branch 396 for nominations and elections of officers. Nominations will be held for president, vice president, secretary, treasurer, three trustees, health benefits representative, MBA representative and sergeant-at-arms. Any member in good standing may run for office. Nominations will be held during the regular August meeting at 7:30 p.m. at Kerwins Tavern in Boundbrook.

The election will be conducted by secret ballot. All ballots will be mailed to the address on file for eligible members. The election committee will collect and count the ballots and announce the results at the November meeting.

Terence Wilson, Pres., Br. 396

Rockville, Maryland

This is official notification to all members of Branch 3825 that nominations of all branch officers for the 2026-2027 term, as well as delegates to the 2027 state convention will take place at the regular monthly union meeting Sept. 2 at the Rockville Senior Center, 1150 Carnation Drive, Rockville.

Nominations will be taken for the office of president, vice president, recording secretary, financial secretary-treasurer, sergeant-at-arms, health benefits rep, editor, director of retirees, distributor, mutual benefits rep and five trustees. All officers nominated and elected will serve a one-year term.

Members of the executive board shall automatically be delegates to the state and national conventions by virtue of their elected positions if they choose to attend said conventions.

The election will be conducted in accordance with the bylaws of Branch 3825. If necessary, ballots will be mailed to the member's last known address and will be counted at the Nov. 4 union meeting. The installation of

elected officers will be conducted at the Dec. 2 branch meeting.

Kenneth Lerch, Pres., Br. 3825

St. Charles, Missouri

This is an official notice to all members of Branch 984 that nominations for branch officers will be held at the regular monthly branch meeting at 6 p.m. on Sept. 23 at the union hall, 20 Westbury Square, St. Charles.

All members in good standing shall have the right to nominate or be nominated. Members need not be present for the nomination, but the member in good standing must submit a written notice of intent to the secretary by 5 p.m. on Sept. 23. Candidates may accept nominations for only one office.

Nominations will be held for the following branch offices: president, executive vice president, vice president, secretary-treasurer, director of retirees, director MBA/health benefits and three trustees. Delegates for state and national conventions shall also be nominated for elections.

The terms of office will be two years, beginning Jan. 27, 2027.

The election will be conducted by secret ballot. Ballots will be mailed to the home address of eligible members. The election committee will collect the ballots, count the ballots and announce the results at the Nov. 25 meeting.

James Shake, Sec./Treas., Br. 984

Salem, Virginia

This is the official notification to all members of Branch 1605 that nominations of all branch officers for the 2027-2028 term will take place at the regular monthly union meeting in November. You must be present to accept nomination, or signify in writing your willingness to serve if nominated or elected.

If an election is warranted, such election will take place by secret ballot at our regularly scheduled union meeting in December. The election will be conducted in accordance with the bylaws of Branch 1605. All eligible members must be present to vote. Absentee ballots may be requested in writing 14 days prior to the election date.

Dale Martin, Pres., Br. 1605

San Antonio, Texas

This is the official notice to all members of Alamo Branch 421 (San Antonio, TX, and merged cities) that nominations for the branch officer positions of president, vice president, recording secretary, financial secretary, treasurer, assistant recording secretary, health benefits representative, sergeant-at-arms, director of retirees and three trustees will be held at the regular branch meeting at 6218 Krempen Ave., San Antonio, and by Zoom video component on Oct. 8. Nominations will be closed by the election chairperson/ or designee prior to the meeting being adjourned. Candidates must accept nominations at the time made. If a nominee is not present at the meeting, written acceptance is permissible.

The election will be conducted by secret mail ballot for every member in good standing, active and retired. Ballots will be mailed to the home addresses of eligible members by Oct. 6. Return envelopes and ballots must be received by noon on Nov. 12, the day of the regular branch

meeting. At that time, the election chair or designee and at least one committee member will pick up ballots from the post office for counting. Voting will not be allowed at the branch meeting. The results of the election will be announced at the branch meeting that night. Once inducted, the elected officers will serve a three-year term of office, January 2027 through January 2030.

This is the official notice to all members of Branch 421 that nominations for delegates to the Texas State Association of Letter Carriers (TSALC) state convention to be held in Waco, date to be determined in 2027, and for eight delegates to the San Antonio AFL-CIO for the 2027 term (Jan. 1-Dec. 31, 2027) will be at the regular branch meeting on Sept. 10. Members are encouraged to email their nomination to the branch office, Attn: Dennis Alltop, Recording Secretary, at alamobranch421@nalc421.com or mail it to: NALC Alamo Branch 421, 6218 Krempen Ave., San Antonio, TX 78233-4579. Nominations must be received before the Sept. 10 meeting. Members may also make their nomination at the branch meeting either in person or by Zoom. Nominations will be verified and closed by the election chairperson or designee prior to the meeting being adjourned.

The election will be conducted on Oct. 8 at the regular branch meeting at the NALC Alamo Branch 421 hall, 6218 Krempen Ave., San Antonio.

This is the official notice to all members of Branch 421 that nominations for station stewards for 2027 will be held at the respective stations on Saturday, Oct. 31. Nominations may either be in person or by signed letter accepting the nomination before Oct. 31.

The election will be by popular vote of those eligible voters within each station. The term of office for a steward is one year. It begins on Jan. 1 and ends after the close of business on Dec. 31.

Voting will begin immediately after the nominations and will close at the end of the workday on Thursday of that week, or after all eligible voters have cast their ballot. Counting of the ballots will be conducted immediately following the close of voting. The branch president shall be notified immediately of the election results and the results posted on the NALC bulletin board in the station.

Dennis Alltop, Sec., Br. 421

Southeast Michigan

This is official notice to all members of Branch 2184 that nominations for branch president, executive vice president, vice president, recording secretary, financial secretary-treasurer, retiree and health benefits officer (who must be a retired member and a member of the NALC Health Benefit Plan), mutual benefits representative, sergeant-at-arms, three trustees and all station stewards, as well as state and national convention delegates for the 2027-2029 term of office, will be taken at the regular branch membership meeting at 7:30 p.m. on Wednesday, Oct. 7, at the Branch 2184 office on 6969 Monroe St., Taylor. All branch officers, by virtue of their positions, are automatic delegates to the state and national conventions.

Elections will be conducted by mail, and the results will be announced at the Dec. 2 membership meeting.

Katrina Jones, Rec. Sec., Br. 2184

Washington, DC

In accordance with Article 5 of the NALC Constitution and Branch 142 bylaws, this is an official notice to all members of Branch 142. Nominations for the offices (Article 5, Section 2 bylaws) of president, executive vice president, vice president, recording secretary, treasurer, assistant treasurer, financial secretary, sergeant-at-arms, health benefits representative, MBA-NSBA representative and five trustees will take place at 7:30 p.m. at the Oct. 7 branch meeting, 6310 Chillum Place NW, Washington, DC.

Those wishing to be nominated for officers must accept such nomination in person or submit their willingness to be nominated in writing to the recording secretary no later than 24 hours after the meeting that nominations are held.

The election will be held by secret ballot, mailed to the member's last known address. If you have not done so, please update your address as soon as possible.

Ballots must be received at the branch election post office box by 3 p.m. on the fourth Monday of November. The officers and trustees shall serve a term

of three years or until their successors are duly elected and installed. Installation of officers will be held at the Jan. 6 regular branch meeting.

Nominations for the 2027 MD/DC state convention delegates (Article 5,

Section 5 bylaws) will also take place at the Oct. 7 meeting.

Any active or retired member in good standing is eligible to serve as an officer or convention delegate.

Karen Clark, Rec. Sec., Br. 142

The following is a paid advertisement by a candidate for national office.

**Come Heller
High Water
"VOTE"
Bill
National Trustee**






Mutual Exchanges

FL: South Florida (9/07) to Santa Fe, Albuquerque, NM. Looking for a mutual swap with

a regular city carrier. Email for more info. John, 4fifty4@gmail.com.

How to place a Mutual Exchange ad

The cost of Mutual Exchange ads is \$15 for up to 30 words and \$25 for 31-50 words per month. Ads must be received by the 5th of the month preceding the month in which the ad will appear (e.g., July's deadline is for the August publication). Mail ad with check (payable to NALC) to: Mutual Exchange Ads, Postal Record, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Ads are published for NALC members only. A branch officer or steward must endorse the ad to certify membership. Include your name, address and branch number. Begin each ad with your state abbreviation, city and seniority date.

Specific route information or mention of three-way transfers will not be published, nor any wording that offers cash or property to facilitate an exchange. Mutual exchanges must be approved by both postmasters involved. Seniority of carriers involved shall be governed by Article 41, Sec. 2E of the National Agreement. Carriers may not exchange assignments, since vacated positions must be posted for bids in accordance with local and national agreements.

RE-ELECT



MACK I. JULION



SUPPORTING THE WORKFORCE



LEGISLATIVE ADVOCATE



A VOICE FOR LABOR



EXPERIENCED LEADERSHIP

FOR NALC ASSISTANT SECRETARY - TREASURER

VOTE FOR JULION - STRONG, PROVEN, DEDICATED.

The above is a paid advertisement by a candidate for national office.



Concerned Letter Carriers

THE NATIONAL REFORM MOVEMENT - BY LETTER CARRIERS, FOR LETTER CARRIERS

United for a stronger future for every letter carrier.

CLC is standing together for integrity, transparency, accountability, and real representation across the National Association of Letter Carriers.

"In this 250th year of our nation, we stand for liberty, fairness, and dignity for all letter carriers. As we celebrate the founding ideals of freedom and equality, the Concerned Letter Carriers slate is committed to a brighter future for our union—where every member's voice is heard and respected."

INTEGRITY ♦ TRANSPARENCY ♦ ACCOUNTABILITY



The CLC Slate

STANDING TOGETHER
FOR NALC REFORM

CLC CANDIDATES ENDORSED FOR NALC OFFICE 2026

National Officers

President: James D. Henry
Executive Vice President: Corey Walton
Vice President: Kimetra Simpson-Lewis
Director of Safety and Health: Rob Kosier
Director of Retired Members: Anita Guzik

National Business Agents

Region 1: Allan Rios
Region 2: Debra Dixon
Region 6: Walter McGregor
Region 8: Danna Chambliss
Region 12: William Kriebel
Region 14: Tom Rooney
Region 15: Orlando Gonzalez

National Trustees

Trustee: John A. Cruz
Trustee: David Grosskopf Jr.
Trustee: Howard Komine

National AFL-CIO Delegates

Delegate: Ethel Bibbs
Delegate: Lloyd Doucet
Delegate: Homer Hernandez
Delegate: Cathy Jones
Delegate: Jamie Lukens
Delegate: Phillip C. Rodriguez
Delegate: Derek Simpson

HIGHER PAY + FULL COLAS

Protect wages, restore buying power, and fight for a contract that respects the work.

STRONG REPRESENTATION

Hold management accountable for contract noncompliance, violations, and unsafe practices.

TABLE 1 PAY SCALE FOR ALL

End divided pay structures and move toward fairness for every letter carrier.

ALL CAREER WORKFORCE

Build stability, dignity, and long-term security for new and existing carriers.

ETHICAL LEADERSHIP

Demand transparent, accountable leadership that puts members first.

GRIEVANCES + ARBITRATION

Address backlogs and delayed justice with urgency, discipline, and member focus.



WEBSITE

concernedlettercarriers.com
Endorse, support, and volunteer.

DONATE

concernedlettercarriers.com/donate
Help power the campaign.

FOLLOW

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Facebook and Instagram.

www.concernedlettercarriers.com
Higher pay. Full COLAs. Strong representation.

Vote CLC - 2026
PAID FOR BY CONCERNED LETTER CARRIERS SLATE

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The following is a paid advertisement by a candidate for national office.



Ready to put the fight back in the NALC?

In 1970 Letter Carrier pay was so low that some of our members qualified for welfare despite full-time employment. Carriers **fought** back and won. The result was collective bargaining, Cost of Living Allowances, and General Wage Increases almost every year for many years to come. We became a union that **fights**, for contracts, over grievances and in legislation that benefitted Letter Carriers. In 1999, we argued that automation made the job harder and rallied and organized and **fought** to get an upgrade for ALL letter carriers with the slogan, "Letter Carriers work harder, deserve higher pay"! Then came January 10, 2013 and the contract that established the CCA position and the Table 2 pay chart. We still got COLAs and pay raises after that, but Letter Carriers began spending their first 10-15 years in a job that more resembled 1970 than 1999.

When the pandemic started in 2020, letter carriers rose to the occasion. Despite very limited information in the beginning, and despite the dangers that existed, we didn't miss a single day of delivery to the American people. We were deemed "essential"! We delivered while others stayed safe at home. When our contract expired in 2023, we were poised to win large wage increases and return the Letter Carrier job to the respected, well-paid position that we had fought so hard to achieve. **That fight never came.** While **Mike Caref** led the charge, advocating for and laying out a strategy to achieve an actual historic contract, our president spent over 600 days bargaining a contract that was rejected by over a 2-1 margin. Because most of the tentative agreement ended up being enacted against your wishes, today's Letter Carriers are working under those terms now.

The law that created the Postal Service guaranteed us the right to collective bargaining, but also forced binding arbitration upon the employer. The Postal Reorganization Act says that our contract will be based on, "comparability to the compensation and benefits paid for comparable levels of work in the private sector". Now in 2026 we are once again without a contract, and without a plan to win. The president can't seem to explain that a uniformed City Letter Carrier isn't comparable to an Amazon driver, a pizza delivery boy, or even a USPS window clerk. **Mike Caref** is the leader who can **fight and win**. He knows that comparable work is being done by UPS drivers, but our pay and benefits are inferior. He would never agree to a contract that pays clerks more than Letter Carriers at any step! **Mike Caref** has developed a real platform with a real plan to win. You can read or listen to his entire plan at www.Caref4Prez.org.

If you're tired of Letter Carriers losing out because leadership won't put up a **fight**, let's do something about it together! If you want a leader who has a winning strategy and a proven record of **real change**, and is ready to put the **fight** back in our union, join us to elect,



Mike Caref, President Delivering Real Change & Real Results



The following is a paid advertisement by a candidate for national office.

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.



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