

The Postal Record

Volume 139/Number 8

August 2026

The monthly journal of the NATIONAL ASSOCIATION OF LETTER CARRIERS

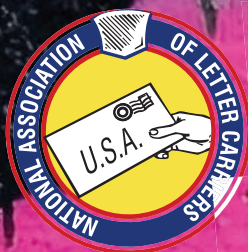
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NALC PRESIDENT BRIAN L. RENFROE 2024-2026 BIENNIAL REPORT

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NALC 74TH BIENNIAL CONVENTION

AUGUST 3-7, 2026

LOS ANGELES

**FIGHT
LIKE HELL!**



Tell Congress to support our priority legislation

NALC's Legislative Action Center is where letter carriers can access the information and tools necessary to educate lawmakers on our issues and priority legislation. You can find out who your representative and senators are, what bills are most pressing, and useful background information.

- Join together with thousands of other letter carriers to take action on the issues that matter most to us
- Find your representatives and senators, and contact them
- Learn more about the bills in the House and Senate that are being monitored by NALC
- Access NALC's fact sheets on our priority issues and legislation



Scan the QR code to go to the NALC
Legislative Action Center or go to [nalc.org/
government-affairs/legislative-action-center](http://nalc.org/government-affairs/legislative-action-center)



Democracy in action



Brian L. Renfro

I am writing this month's article days before NALC is scheduled to convene our 74th Biennial National Convention in Los Angeles. For the third time in our union's history, delegates will gather in L.A. to conduct the important business of our union.

The delegates at our national convention are the union's supreme governing body. The resolutions debated and adopted by our delegates will chart our goals in collective bargaining, on Capitol Hill, and other areas of our union's work. With more than 5,000 delegates

from across the country coming together, our convention is the democratic process in action.

In addition to the business conducted, the convention is an excellent educational opportunity for delegates to take new information back to their branches. Dozens of workshops will be offered throughout the week. These workshops touch on nearly every aspect of the union's work. From the grievance procedure, the Health Benefit Plan, our role in legislation and politics, and information about branch finances and bylaws to the Emergency Response Team, community service efforts, and everything in between, delegates can learn how to enhance their branch operations and involvement at every level. I am excited about the workshops offered at this convention and am confident that our delegates will return home ready to educate their members.

If you haven't attended a national convention before, the energy throughout the week is hard to describe. While you certainly don't personally know everyone there, gathering with 5,000 other people who understand your day-to-day work, the daily struggles with management, and the goal of making our union stronger and better brings an excitement that is unbeatable. This year, for the first time ever, I'm pleased that every single letter carrier will be able to experience a piece of that.

This year's full convention business will be live-streamed. The livestream will be available on nalc.org and on NALC's YouTube channel. If you don't tune in live, the videos will remain available for all members to watch on their own time. Understanding our democratic process and how our union's business is conducted is important for every member, and I'm glad we're making it even more accessible this year.

“If you haven't attended a national convention before, the energy throughout the week is hard to describe. While you certainly don't personally know everyone there, gathering with 5,000 other people who understand your day-to-day work, the daily struggles with management, and the goal of making our union stronger and better brings an excitement that is unbeatable.”

In the pages ahead, you'll find detailed descriptions of our union's work over the last two years. As I read through these pages, I am struck by everything our union has accomplished, fought for, and offered in service to our members. While there's always room for improvement and we strive every day to serve our members the best we can, I hope you come away with the same feeling. Our union is strong because our members are engaged, activated, and unified in our goal of continually improving the working lives and retirements of city letter carriers.

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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News from Washington

Protect Our Letter Carriers Act reaches bipartisan majority of co-sponsors in House

In July, the Protect Our Letter Carriers Act (H.R. 1065/S. 463) surpassed a bipartisan majority of co-sponsors in the House of Representatives. As this issue was going to press, the bill had 223 co-sponsors—181 Democratic and 42 Republican.

The bill would deter the violent crimes and assaults committed against letter carriers on the job by appropriating funding for new, secure lock-and-key infrastructure, designating a district attorney in each U.S. judicial district to prioritize cases involving the assault of a letter carrier, and standardizing sentencing guidelines for those found guilty of committing these crimes.

Since surpassing the 218 majority threshold in the House, the bill leads can now use a House procedure called a discharge petition that can force a bill out of committee for a vote on the House floor. NALC is in contact with the bill's leads on the best path forward for the legislation.

While reaching this threshold is a major victory, there is still work to do to increase House co-sponsors and reach a majority of support for the Senate companion bill, which had 14 co-sponsors as this magazine was going to print.

"Letter carriers should be proud of their hard work to reach majority support for this critical legislation in the House," NALC President Brian L. Renfroe said. "Let's keep up the momentum. I urge all letter carriers to contact their representatives and senators so that we can reach a majority of co-sponsors in both chambers."

Visit nalc.org/action to ask your members of Congress to co-sponsor the Protect Our Letter Carriers Act.

Postmaster general testifies in Senate committee hearing

On June 24, the Senate Homeland Security and Governmental Affairs Committee (HSGAC) held a hearing titled "Reforming the U.S. Postal Service's Broken Business Model."

The committee called Postmaster General David Steiner to testify. This is Steiner's first time testifying before the Senate committee that has oversight of the Postal Service, following participating in a House subcommittee hearing in March.

Chairman Rand Paul (R-KY) began by attacking the Postal Service's financial condition, saying that neither the Postal Service Reform Act (PSRA) of 2022, which shifted \$107 billion in financial relief, or the Delivering for America plan has restored the agency's finances. He cited that 80 percent of USPS costs go to labor and criticized the increased employee conversions to career positions. Paul added that without congressional action, USPS could institute a hiring freeze, coupled with an increase in contractors, and could save \$1.8 billion in the first year. The chairman also criticized other capital projects, such as vehicle fleet electrification and network modernization, as unjust expenses burdening the agency's finances. Even though the Postal Service is mandated in the U.S. Constitution, Paul concluded by saying that an "honest debate" about the service mandate may be needed.

In his opening remarks, Ranking Member Gary Peters (D-MI) recognized the enduring impact of the Postal Service but also acknowledged the challenges USPS faces. "The Delivering for America plan has not worked. Costs are up. Service is down, and custom-

ers are paying the price," he said. Peters mentioned the agency's financial condition and referenced policy changes that NALC has long advocated for—like a better investment strategy for retiree health and pension funds, a fair reallocation of USPS's Civil Service Retirement System (CSRS) pension obligations and increasing the agency's borrowing authority—but cautioned that such changes must come with "real transparency, real accountability, and clear service improvement plans" from the Postal Service. He also called for improved employee safety and expressed deep concern about the recent executive order that would affect how the Postal Service handles mail-in ballots.

Steiner used his opening remarks to discuss the mandates on the Postal Service that its private competitors do not face. These include the universal service obligation, pricing structures, limitations on investing retiree health and pension funds, the unfair CSRS pension allocation, the frozen borrowing authority, and the structure of workers' compensation claims.

"To me, the choice for Congress is clear. Either remove the mandates that create the unsustainable business model or compensate the Postal Service for these money-losing mandates," he told the committee. If these mandates are not removed, he suggested Congress should appropriate the public service mandate, which hasn't been done in decades. This mandate dates to 1971, when Congress foresaw some of the services offered by the Postal Service guaranteed to lose money. In response, Congress appropriated \$460 million a year to the Postal Service for these mandates, but this stopped in the 1980s.

News from Washington (continued)

In his questioning, Chairman Paul suggested the agency cut delivery to four or five days, with an option for customers to pay more for six-day delivery despite the PSRA codifying six-day delivery into law. He also asked for details on the agency's hiring freeze and suggested it use a contract workforce. "Reducing labor is the only thing you can do, and contractors do it better. I don't care if you outsource 98 percent of it, and you have no post office, and you're a shell for contracting," he said. He also suggested having only one regulating body for the agency, combining the Postal Regulatory Commission (PRC) with the USPS Board of Governors (BOG), so that the BOG could set prices.

Both Sens. Ron Johnson (R-WI) and Rick Scott (R-FL) accused the Postal Service of looking for a taxpayer bailout. Once again, Johnson criticized the PSRA's \$107 billion financial relief as a taxpayer offload that did not solve the underlying problems. Sen. Scott said increasing the Postal Service's borrowing authority was simply asking taxpayers to cover the debt.

These ill-informed statements do not take the full financial picture into account. From the start, NALC emphasized that provisions in the PSRA were only the first step on the path to financial solvency and that more congressional reforms would be necessary. Similarly, the USPS's borrowing authority is extraordinarily low for an agency of its size and has not been raised in decades.

In a heated exchange, Sen. Josh Hawley (R-MO) asked Steiner if he would refuse bonuses. After he failed to clearly answer, Hawley said, "Frankly, if things don't get better, you ought to resign. Because you're not doing your job. You're leaving your good postal workers out there. You're hang-



Postmaster General Steiner testifies before a Senate committee.

ing them out to dry. They don't make near what you do. They're working their butts off. They're getting blamed, and you're getting the bonus."

Overall, senators' questions focused on the Postal Service's role in handling mail-in ballots, service, ZIP Codes, the ongoing census pilot, mailing prices, the role of the PRC, and the agency's finances.

"Today's hearing was full of backward and foolish proposals that are insulting to the dedicated, hard work our 200,000 members do every single day," President Renfroe said. "A reduced non-career workforce with service cuts and higher prices is not what's best for letter carriers or every American who depends on our delivery."

"While these are just ideas, even the mention is completely unacceptable and offensive. As we always have, NALC will fight like hell to defend our futures and our service."

"Instead of ideas that would harm letter carriers, service and the entire Postal Service, NALC urges the committee to focus on commonsense financial proposals, such as a better investment strategy for retiree health and pension funds, a fair reallocation of USPS's CSRS pension obligations, and increasing the agency's borrowing authority, which will improve the financial future of USPS and guarantee quality service for years to come."

Paid family and medical leave bill reintroduced in House

On June 11, Reps. Don Beyer (D-VA), Brian Fitzpatrick (R-PA) and Chrissy

Houlahan (D-PA) reintroduced the Comprehensive Paid Leave for Federal Employees Act (H.R. 9261). The bill would provide up to 12 weeks of paid family and medical leave for federal employees, including Postal Service employees.

Employees could use this paid leave for personal illness, to care for a family member, or to take time off work for a family member who is leaving for or returning from active military duty. Federal employees are currently entitled to 12 weeks of leave under the Family and Medical Leave Act (FMLA) for such reasons, but it is not guaranteed paid leave.

"I'm proud to represent a district with one of the largest numbers of federal employees in the country, so I am especially conscious of how beneficial it would be to provide comprehensive paid family and medical leave to our public servants," Beyer said.

"When a federal employee faces a serious illness or needs to care for a loved one, the choice should not be between earning a paycheck and being present for their family," Fitzpatrick said.

"Federal workers should no longer be forced to choose between making ends meet or recovering from an illness or caring for a sick loved one. I look forward to working with my colleagues to see this commonsense bill become law," Houlahan said.

The bill has 15 co-sponsors. The bill has been introduced in previous congresses but has not received a floor vote in either chamber. **PR**

Updated food drive results

The list below includes branch totals for the 2026 Stamp Out Hunger Food Drive results that are additions or updates to the results published in the the July issue of *The Postal Record*.

As a result of these changes, Jefferson, MO Branch 127 moves into the top 10, bumping Davenport, IA Branch 506 out. Bettendorf, IA Branch 3811 moves down one spot

but remains in the top 10 for that category.

The overall total pounds of food collected increases to 47,629,508 pounds. **PR**

Alaska

Juneau Br. 4985 25

Arizona

Yuma Br. 1642 2,000

Nogales Br. 2417 20

California

San Diego Br. 70 334,062

San Mateo Br. 1280 1,670

Porterville Br. 1469 1,596

Ukiah Br. 1563 3,972

Hayward Br. 1707 11,000

Pasadena Br. 2200 80,321

Torrance Br. 2207 11,000

Beverly Hills Br. 2293 500

Willows Br. 2472 2,120

Calexico Br. 2605 1,850

Susanville Br. 2608 1,594

Hawthorne Br. 2614 4,600

Brawley Br. 2704 675

Hemet Br. 2901 7,856

Canoga Park Br. 4006 8,485

Camarillo Br. 4114 8,485

Palm Springs Br. 4149 16,000

Carmichael Br. 4494 10,527

Sonora Br. 4625 2,304

Gustine Br. 5576 504

Marina Br. 6385 150

Newman Br. 6446 368

Mount Shasta Br. 6458 1,728

Colorado

Longmont Br. 1105 5,300

Florida

St. Augustine Br. 689 47,000

South FL Br. 1071 151,321

West Coast FL Br. 1477 147,000

Fort Myers Br. 2072 76,000

Fort Lauderdale Br. 2550 75,000

DeLand Br. 2591 36,000

Georgia

Roswell Br. 4862 5,200

Idaho

Boise Br. 331 57,083

Lewiston Br. 1192 9,000

Idaho Falls Br. 1364 19,000

Weiser Br. 1703 1,479

Preston Br. 2616 1,875

Iowa

Clinton Br. 126 7,395

Dubuque Br. 257 6,616

Council Bluffs Br. 314 14,000

Keokuk Br. 371 1,747

Cedar Rapids Br. 373 26,367

Fort Madison Br. 403 5,935

Davenport Br. 506 64,971

Waterloo Br. 512 24,531

Muscatine Br. 644 305

Ames Br. 1081 8,026

Bettendorf Br. 3811 73,099

Kansas

Lawrence Br. 104 6,660

Parsons Br. 477 5,182

Salina Br. 486 32,742

Ottawa Br. 582 1,500

Manhattan Br. 1018 9,089

Central KS Mgd. Br. 1122 3,250

Garden City Br. 1412 5,247

Columbus Br. 1560 100

Dodge City Br. 1579 760

Hays Br. 2161 2,481

Ellinwood Br. 4289 520

Colby Br. 4635 10,000

Shawnee Mission Br. 5521 42,185

Maryland

Upper Marlboro Br. 6545 665

Massachusetts

Worcester Br. 12 280,000

Southeast MA Mgd. Br. 18 205,000

MA Northeast Mgd. Br. 25 180,402

Boston Br. 34 144,376

Western MA Br. 46 162,426

Fall River Br. 51 79,391

Minnesota

Rochester Br. 440 57,650

Detroit Lakes Br. 1317 1,786

Caledonia Br. 3522 1,027

Missouri

Kansas City Br. 30 179,688

Jefferson Br. 127 71,846

Emporia Br. 185 4,000

Southwest MO Br. 366 17,000

Cape Girardeau Br. 1015 11,500

Poplar Bluff Br. 1016 3,200

Savannah Br. 2302 1,950

Florissant Br. 4839 3,580

Nebraska

Omaha Br. 5 158,525

Lincoln Br. 8 1,000

Fremont Br. 89 2,908

Scottsbluff Br. 1836 7,000

Nevada

Reno Br. 709 79,400

Winnemucca Br. 6390 1,920

New Hampshire

New Hampshire Mgd. Br. 44 28,124

New Jersey

Bergen Co. Mgd. Br. 425 8,500

Garden State Mgd. Br. 444 30,000

Cranford Br. 754 5,000

Somerville Br. 768 3,426

Freehold Br. 924 52,000

Scotch Plains Br. 4102 2,500

New Mexico

Gallup Br. 2990 3,645

Alamogordo Br. 3994 8,150

Los Alamos Br. 4112 8,000

Farmington Br. 4377 408

New York

Brooklyn Br. 41 5,000

Hudson Valley Mgd. Br. 137 85,000

Watertown Br. 302 19,200

Owego Br. 303 2,450

Binghamton Br. 333 31,022

Utica Br. 375 13,800

Port Jervis Br. 376 2,800

Westchester Mgd. Br. 693 5,800

Jamaica Br. 562 12,000

Valley Stream Br. 2189 5,040

North Dakota

Dickinson Br. 1463 357

Ohio

Lima Br. 105 9,500

Akron Br. 148 14,924

Steubenville Br. 164 2,123

Portsmouth Br. 84 1,300

Urbana Br. 307 1,250

Youngstown Br. 385 197,413

Bellefontaine Br. 465 2,190

Painesville Br. 549 6,888

Coshocton Br. 647 4,100

New Philadelphia Br. 711 5,100

Martins Ferry Br. 1061 3,400

Jackson Br. 1252 4,600

Toronto Br. 2221 600

Willoughby Br. 3688 70,000

Mentor Br. 4195 2,500

Oklahoma

Shawnee Br. 883 7,635

Blackwell Br. 1336 4,489

Norman Br. 1491 45,722

Stillwater Br. 1595 13,000

Oregon

Medford Br. 1433 11,973

Pennsylvania

Bethlehem Br. 254 19,543

State College Br. 1495 10,097

Tennessee

Clarksville Br. 364 14,054

Texas

Galveston Br. 23 1,352

Austin Br. 181 106,822

Fort Worth Br. 226 13,329

Denison Br. 251 4,704

Houston Br. 283 79,557

Laredo Br. 354 10,474

Waco Br. 404 12,862

San Antonio Br. 421 634,205

El Paso Br. 505 24,039

Texarkana Br. 569 12,000

Temple Br. 643 3,200

Weatherford Br. 697 1,890

Cleburne Br. 752 1,318

Beaumont Br. 842 10,074

Amarillo Br. 1037 31,582

Corpus Christi Br. 1259 9,852

Brownsville Br. 1456 2,852

Taylor Br. 1558 315

Lufkin Br. 2279 7,000

Arlington Br. 2309 10,500

Del Rio Br. 2511 1,575

Lubbock Br. 2589 26,630

Harlingen Br. 2983 5,021

Kerrville Br. 3028 10,000

Borger Br. 3844 1,000

Pasadena Br. 3867 2,714

Brady Br. 3888 2,500

Stephenville Br. 4100 1,260

Irving Br. 4240 5,343

Lake Jackson Br. 4723 13,990

Granbury Br. 5487 3,300

College Station Br. 5695 1,776

Utah

Ogden Br. 68 116,678

Salt Lake City Br. 111 243,796

Spanish Fork Br. 2339 6,414

American Fork Br. 2609 8,873

Springville Br. 2821 16,301

Nephi Br. 3252 1,197

Cedar City Br. 3574 9,992

Saint George Br. 4043 21,498

Roosevelt Br. 4789 2,077

Pleasant Grove Br. 5360 11,636

Moab Br. 5964 1,722

Virgin Islands

Charlotte Amalie Br. 6412 40

Christiansted Br. 6413 10

Washington

North Sound Br. 450 78,084

Snohomish Co. Br. 791 96,757

Lewis Co. Br. 1266 3,050

Pullman Br. 1296 10

Puyallup Br. 1484 23,259

Port Angeles Br. 1906 3,040

Wisconsin

Fond Du Lac Br. 125 30,471

Oshkosh Br. 173 33,000

Wausau Br. 215 5,781

Superior Br. 337 17,589

Waukesha Br. 397 51,357

Manitowoc Br. 490 6,828

Watertown Br. 649 24,775

Beloit Br. 715 4,500

Merrill Br. 778 4,974

WI Rapids Br. 1083 16,017

Wyoming

Laramie Br. 463 4,791

Cheyenne Br. 555 23,848

Gillette Br. 1548 4,500

Douglas Br. 2580 3,500

Cody Br. 3139 2,300

Torrington Br. 3670 2,840

Wheatland Br. 4387 2,400

Doherty & Donelon Scholarships awarded

Six children of NALC members to receive funding for college

Six children of NALC members will receive NALC memorial scholarships in recognition of their academic achievements and community involvement.

One student from each of five geographical regions was awarded \$4,000 apiece from the William C. Doherty Scholarship Fund, and a sixth student will receive \$1,000 from the John T. Donelon Scholarship. All six scholarships are renewable for three additional years.

The Doherty Scholarship was founded in 1962 to honor William Doherty, NALC's president from 1941 to 1962. The winners for 2026 are:

Central Region: Jasmine Bink

Parent: Jennifer Cherney of Brillion, WI Branch 4630

Quote: "My mom [is the most influential person in my life because] she's always pushed me to be the best version of myself and work hard for my dreams. She's supported me through everything and helped me pursue opportunities that come my way."

Plans: Bink will attend the University of Wisconsin—Stevens Point in the fall in the hope of becoming a therapist.

Eastern Region: Hana Rashed

Parent: Maiada Asar of Pittsburgh, PA Branch 84

Quote: "There was one moment when I truly saw how much pressure my parents carried. My dad was placed on a reduction in force after the government dissolved the branch he worked in. For the first time, I saw uncertainty in my parents. My dad applied to job after job, and because his email was connected to my phone, I saw the rejection messages come in one after another. It was heartbreaking to watch someone as intelligent and hardworking as him

struggle to find a position. I could see the confidence he once had slowly fading. Thankfully, his job eventually brought their branch back and he returned to work, but that experience showed me that even the strongest people face moments of doubt."

Plans: Rashed will attend Washington & Jefferson College in Pennsylvania in the fall in the hope of becoming an anesthesiologist.

Northeast Region: Blake Naing

Parent: Soe Moe Naing of New Jersey Merged Branch 38

Quote: "My grandfather was the world's biggest believer, someone who carried wisdom, faith, and kindness into every conversation he had. Before his passing, he reminded to 'be kind,' a phrase I had heard my entire life but found to be simple and repetitive. But I only truly understood it when I grew older. Watching the way he supported others and gave advice so freely taught me that kindness is not just something you say, but instead something you show through your actions and the way you serve others throughout their life."

Plans: Naing will enter Cornell University in New York in the fall in the pursuit of becoming a physician or surgeon.

Southern Region: Evan X. Aponte

Parent: Alberto Aponte of Austin, TX Branch 181

Quote: "My eighth grade history teacher, Mr. Sanders, taught me to teach others who struggled in class by having me go to others and ask if they need help. He taught me about leadership and how being a leader isn't about giving orders, but about guiding them to be better."

Plans: Aponte plans to attend The University of Texas at Dallas in the fall,

pursuing business administration and musical performance (saxophone).

Western Region: Rian Joss Beltran

Parent: Randy Beltran of Wahiawa, HI Branch 4837

Quote: "Working at the same pre-school I once attended taught me one of the most significant lessons I carry today: all work in the service of others is meaningful, no matter the scale. ... I've always strived to put my talents in the service of others so the one thing I know for sure is that I want a life and career that contributes meaningfully to society."

Plans: Beltran will enter Rice University in Texas this fall with the hopes of becoming an engineer and advancing electric vehicle development.

A scholarship honoring the late John T. Donelon, longtime assistant to three NALC national presidents, was announced in 2003. Donelon's wife, Louise, established the Donelon Scholarship as a bequest in her will.

The winner is: Lydia Nestan

Parent: Evenson Nestan of Brooklyn, NY Branch 41

Quote: "The activity that has contributed the most to my development in theater, especially working as a lighting technician and performer. ... Lighting, in particular, changed the way I see the world; I started thinking about how small adjustments can completely change how someone or something is perceived. That idea connects to my interest in neuroscience and psychology, because I'm fascinated by how perspective shapes identity."

Plans: Nestan plans to attend Macaulay Honors College at The City University of New York Queens College in the fall, with a focus on medicine and theater.

The NALC Scholarship Committee met in mid-May at NALC Headquarters in Washington, DC. The committee is composed of **Lawrence Kania** of Buffalo-Western New York Branch 3 (chairperson), **Kimetra Lewis** of Dallas, TX Branch 132 and **Carly Hook** of Santa Clara, CA Branch 1427. The committee reviewed and evaluated each application.

The committee released the following report:

“This year marks the 64th anniversary of the William C. Doherty Scholarship Program and the 23rd anniversary of the John T. Donelon Scholarship. From the original grant of six scholarships in the amount of \$500 per year in 1964, the Doherty program grew to 15 scholarships at \$800 per year, each for a total of \$3,200 per scholarship. The Doherty Scholarship has changed to provide for five scholarships, with an increase in the amount to \$4,000 per year for a total of \$16,000 per scholarship. The Donelon Scholarship provides for one scholarship in the amount of \$1,000 per year for a total of \$4,000 per scholarship.

The Doherty Scholarship Program of the National Association of Letter Carriers was authorized by the 43rd Biennial Convention meeting in 1962 in Denver, CO. The program was named after President William C. Doherty, who retired at the 1962 convention after serving 21 years as the national president. Past President Doherty died on Aug. 9, 1987.

The John T. Donelon Scholarship program was established in 2003. Brother Donelon was assistant to three NALC presidents and died in 1985. His widow ensured that his wishes to donate to the NALC scholarship program

were carried out upon her passing.

While state associations, branches, auxiliaries, and individual members contributed to the Doherty fund in its early days, its first important financing resulted from a dinner the union sponsored on Oct. 23, 1963, commemorating the centennial of free delivery service in the United States. Over the years since its establishment, every segment of our membership has been generous in supporting the program.

Our committee commends President Renfroe and the NALC Executive Council, as well as preceding presidents and councils, for their progressive thinking that has resulted in educational opportunities for the children of our membership.

With this report, we are pleased to announce that since its inception, hundreds of children of letter carriers have been scholarship recipients. To be in a position as NALC is, to make it possible to assist these bright young students in their academic career, is in itself a source of satisfaction. Every letter carrier should know that many past winners have graduated early with high honors, that most of our winners have completed their undergraduate work and, in many cases, have gone on to pursue postgraduate work.

No person connected with NALC—neither among the Executive Council nor the committee—has a voice in a final determination of the ultimate winners. These are done by college administrators from the Washington, DC, area.



From l: Lawrence Kania, Dr. Georgia Booker, Dale E. Bittinger and James B. Massey Jr.

We are grateful for the continued service of Dr. Georgia Booker, retired director for Guidance Counseling Services, District of Columbia Public Schools; James B. Massey Jr., director of Undergraduate Admissions, University of Maryland; and Mr. Dale E. Bittinger, assistant vice provost for Strategic Undergraduate Engagement, Partnerships, and Pathways at University of Maryland, Baltimore County. These distinguished members of the academic profession have contributed in a great measure to the success of the program.

The financial condition of the program is better than it was in 1964, when the initial awards were made. Its continuation depends on the financial support of our members and friends of NALC. All contributions should be made payable to the William C. Doherty Scholarship Fund, or the John T. Donelon Scholarship Fund, and addressed to NALC Headquarters, 100 Indiana Ave. NW, Washington, DC 20001.

Details of the fund's financial position are included in the audit report of the national secretary-treasurer for the biennial term ending at the Los Angeles convention.

Your Scholarship Committee concludes by thanking President Renfroe, resident officers and, most expressly, the staff that assists for their unselfish cooperation and interest in our work.” **PR**

Proud to Serve

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

Honoring heroic carriers

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

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

Carrier aids man who fell out of wheelchair

Central California Branch 231 member **Anica Medina** was pulling into a strip mall in Clovis to deliver mail one day in late November 2025 when she noticed what she thought was trash scattered near a ramp. After parking, the six-year letter carrier realized the debris was the belongings of a man who had fallen out of his wheelchair. The man had been attempting to wheel himself up the ramp when one of his wheels slipped off the edge, causing the whole wheelchair to tip over off the side of the ramp and him to fall to the ground.

She couldn't see the man at first; only when she got closer did she see him and realize what had happened. As soon as she did she ran to check on him, called 911 and waited with him for emergency responders to arrive. The man had sustained injuries to his head and face, and his food and money had been scattered on the ground. She helped gather his belongings and kept him company until paramedics arrived to take him to the hospital about five minutes later.

Reflecting on her actions, Medina said, "I just felt like it was something

that I needed to do; I didn't hesitate."

Although she was glad to help, the carrier said she didn't think her actions were unique.

"I think that all city carriers run into something like that on a regular basis, where they're stopping to help somebody in the community or they're watching out for their customers on a daily basis," she said.

Medina likes to keep an eye on elderly members of the community. She described one incident when an elderly customer's mail had piled up while Medina was away, so she called for a wellness check when she returned, and it turned out the woman had been lying on the ground for days because of an undiagnosed brain tumor. After the woman entered a care facility and later died from the brain tumor, Medina helped rehome her 14 cats.

Carrier rescues freezing abandoned dog

Around 8 a.m. on an early February day in Rochester, NY, Branch 210 member **Michael Zimmerman** found a young pit bull hidden behind a large snowbank and tied to a guardrail in a church parking lot shivering with icicles coming from his jowls. It was during an extreme cold spell with a wind chill near 8 degrees, and no one was outside but the 11-year letter carrier, who was delivering his route when he heard the dog crying.

At first, he believed the dog must have belonged to someone in the neighborhood, but as the dog's cries continued, Zimmerman decided to investigate.

"That's weird," Zimmerman said. "I'm like, 'Why is a dog in the parking lot?' I'm like, 'OK, let me go check this out.' So, I walked around the hedge



Anica Medina



Michael
Zimmerman
and Duke

and right on one of the guardrails so that people wouldn't bump into the hedge, there was this dog tied up to the rail. There was a piece of cardboard [with just enough] room to stand on. And he was wearing a vest, but it didn't matter. It was so cold."

Seeing that the dog must have been there for a long time, and that it had no identification, the carrier said he determined that "someone didn't just put him here for one second to run into the church. He was abandoned."

Concerned, Zimmerman contacted animal control. Once an officer arrived, they confirmed that no one was around, made sure the dog was healthy and took it to an animal shelter.

A few weeks later, the letter carrier learned that the dog had been taken to the Verona Street Animal Society's shelter. To help raise awareness that the dog was available for adoption, the shelter posted photos of Zimmerman and the dog together on Instagram hoping to find him a home.

The dog was ultimately adopted and named Duke.

"There was a happy ending after all," Zimmerman said. "I was absolutely thrilled."

Carrier helps fallen customer

Ponce, PR Branch 826 member **Jorge Garcia Arroyo** was delivering mail in early January 2025 in Coto Laurel when he heard a woman screaming. It was coming from behind one of the houses on his route.

Garcia Arroyo went to investigate and found customer Delfina Robles lying on the ground next to her garden in her back yard, unable to get up on her own and with a hose still running.

He noticed that Robles' wrist was swollen, and she complained that it hurt. She later told him she had been on the ground for about 30 minutes. Her husband was not home to assist her, and her cell phone was out of reach.

Garcia Arroyo helped her up and cleaned the mud from her knees. He asked if he could call an ambulance, but she declined. Instead, he called her husband and alerted her neighbor, who was able to assist her.

The carrier interacts with Robles regularly, as she and her family often talk to him and give him water on his route. "They try to make sure I hydrate," Garcia Arroyo said. "They are always nice to me."

Robles had sprained her wrist and had to wear a brace and attend physical therapy for about six months before recovering.

Garcia Arroyo was simply happy to be there. "I think it's a natural response from me," he said. "[If I] see somebody who needs help, I gotta help them out."

The 10-year carrier added, "I think it should come natural for anybody to help if somebody needs it." **PR**



Jorge Garcia Arroyo



Veterans Affairs benefits and OWCP

Military veterans who suffer a workplace injury while carrying mail are protected by the Federal Employees' Compensation Act (FECA). The Office of Workers' Compensation Programs (OWCP) is responsible for adjudicating claims under the FECA.

A military veteran filing a claim for an injury as a letter carrier can be confusing when the injury is to the same body part where Department of Veterans Affairs (VA) disability benefits are being paid. Military veterans should not be discouraged from filing claims if an older military injury is worsened by carrying mail.

OWCP claims can be accepted when letter carrier duties aggravate or accelerate an older underlying condition, including those suffered while on military duty and for which the veteran is receiving VA disability benefits.

OWCP defines aggravation as a relationship that occurs when a pre-existing condition is worsened, whether temporarily or permanently, by an injury that occurs while in the performance of duty as a letter carrier. For instance, a traumatic back injury caused by lifting a parcel may aggravate pre-existing degenerative disc disease, and OWCP compensation would be payable for the duration of the aggravation.

A temporary aggravation involves a limited period of medical treatment and/or disability, after which you return to your previous physical status. A permanent aggravation occurs when a condition will persist indefinitely due to the effects of the work-related injury or when a condition is materially worsened such that it will not revert to its previous level of severity.

Letter carrier duties may also accelerate an underlying condition. A work-related injury or condition may

hasten the development of an underlying condition, and acceleration is said to occur when the ordinary course of the disease does not account for the speed with which a condition develops.

For example, a claimant's VA-accepted knee arthritis may be accelerated by letter carrier duties such as walking, stooping and squatting. An acceptance for acceleration of a condition carries the same force as an acceptance for direct causation. A condition that has been accepted as an acceleration has no set limitation on its duration or severity.

Every claim for a workplace injury needs to be filed via OWCP's Employees' Compensation Operations & Management Portal (ECOMP), which can be accessed at ecomp.dol.gov. Instructions for registering and filing claims via ECOMP can be found at ecomp.dol.gov.

Once a military veteran's claim is accepted, there may be times when the worker must decide between receiving benefits from the VA or OWCP. For example, if a letter carrier has a pre-existing shoulder injury that the VA has accepted as service-connected for which the VA has granted a disability rating of 20 percent, and the letter carrier further injures that shoulder in the performance of their postal duties, they may be eligible for both OWCP benefits and an increase in their VA disability rating.

Let's say in this example that the VA determines that the on-the-job injury warrants an increase in the rating of the service-connected shoulder disability from 20 to 40 percent. OWCP also determines that injured letter carrier is eligible for wage-loss compensation. The letter carrier must now elect whether they want compensation from OWCP or the increased VA rating. If the letter carrier

elects VA compensation based on the increased rating of 40 percent, they are prohibited from receiving compensation from OWCP. On the other hand, if the letter carrier elects compensation from OWCP, they may still continue to receive VA compensation for the shoulder disability at the pre-injury 20 percent rate as well as their OWCP benefit.

It should be noted here that the VA does not bar the continuation of VA benefits for the disability on which the OWCP benefits were predicated when the OWCP benefits end. In the above example, once the OWCP benefits end, the VA award may be increased to the 40 percent rate for the shoulder disability.

Current VA regulations involving the interaction of VA and FECA benefits can be found in the *VA Adjudication Procedures Manual: M21-1, Part VI, Subpart ii, Chapter 5*.

If you are a military veteran who has questions regarding OWCP and VA benefits, contact your national business agent's office.

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 their military service and membership in NALC.

If you are interested in joining the group, complete the sign-up card at nalc.org/veterans.

Veteran profile: Geno Lauderdale

Growing up in a military family, Tennessee State Association President and Nashville Branch 4 member **Geno Lauderdale** got his military career started as soon as he could, enlisting in the Army at 17 before graduating from high school. He began basic training when he turned 18 in 1977.

Although he initially planned to stay in the military for only three or four years, he ended up having a military career of 21 years.

"I had leaders that saw something in me that continued to encourage me to reenlist," Lauderdale said. "They saw something I didn't see in myself."

Over the years he held numerous positions, many of them in leadership roles, including infantryman, sergeant, squad leader, platoon sergeant, range control non-commissioned officer (NCO), leadership academy instructor and G3 operations NCO.

Out of all the roles he served in, his favorite was being platoon sergeant during the Gulf War in 1991. His unit was stationed in Germany, deployed to Saudi Arabia and later Iraq, where he spent eight months. In that role he trained soldiers in weapons, combat maneuvers, first aid and other combat skills, although his main responsibility, Lauderdale said, was "leading soldiers into war and being responsible for bringing them all back alive."

His prolonged stint in the Army gave him the opportunity to be stationed around the United States and the world. He traveled to places including Fort Hood, TX; Camp Casey and Camp Hovey in South Korea; Fort Knox, KY; Fort Riley, KS; Fort Ben-

ning, GA; Presidio of San Francisco, CA; and Germany.

His longest and favorite place he was stationed was Germany, where he served for eight years. It gave him the opportunity to travel throughout Europe—including France, Italy and around Germany—and form lifelong friendships with fellow soldiers and others he met who were living in Germany.

When asked what he enjoyed most about his military service, Lauderdale said, "everything about being in the Army—the relationships, the friendships, being able to learn leadership skills, being able to learn patience."

After 21 years of consistently moving his kids around, Lauderdale decided it was time to stay put for a while and retired from the Army in September 1997. The following month he was hired as a letter carrier in his hometown of Nashville as a casual employee, then after 90 days as a PTF, then a regular employee.

Lauderdale said he loved being a letter carrier with his favorite part "just being able to serve the community."

He got involved in the union and held many leadership positions, including assistant shop steward, shop steward for about 10 years, and branch trustee for about eight years. Retired since 2017, he has been serving as director of retirees for his branch since 2022, as Tennessee State Association president since 2023 and has been a NALC Emergency Response Team member since 2024.

It is important, Lauderdale said, to "fight for labor causes... [and] speak up for those that don't speak up for themselves."



Top: Geno Lauderdale served in the Army from the late '70s to the late '90s.

Above: As Tennessee State Association president, Lauderdale leads a rally.



NALC 74TH BIENNIAL CONVENTION

AUGUST 3-7, 2026

LOS ANGELES



**PRESIDENT
BRIAN L. RENFROE**

This report is hereby submitted to the officers and delegates to the 74th Biennial Convention of the National Association of Letter Carriers, AFL-CIO, Los Angeles, CA, Aug. 3-7, 2026, pursuant to Article 9, Section 1(k) of the *Constitution of the National Association of Letter Carriers*.

Detailed information pertaining to many of the National Association of Letter Carriers' most important activities can be found in the following pages and in the reports of my fellow officers. I am grateful for their efforts in fulfilling their responsibilities with diligence and competence. My role has been to coordinate and supervise their activities, set an overall direction for this great union and, in a number of key areas, provide direct, active and assertive leadership in the best interests of the members of the NALC and, where appropriate, the U.S. Postal Service as well.

EXECUTIVE SUMMARY

INTRODUCTION

Welcome, brothers, sisters and siblings, to the 74th Biennial Convention of the National Association of Letter Carriers. We are excited to be back in Los Angeles, for only the third time in NALC's history, to complete the important business of the union, celebrate our fights and chart the course of our futures. Recent years have been difficult for this great city. Major labor strikes, devastating wildfires, and federal immigration raids have bruised the city and its workers. But it's also a city that, like letter carriers, is resilient.

For much of the early 20th century, Los Angeles promoted itself as an anti-union "open shop" stronghold, but workers kept organizing anyway, despite harsh legal and political pressure. Business elites and major newspapers worked aggressively against unions.

Still, labor activism steadily grew. The 1910 bombing of the *Los Angeles Times* building by labor radicals brought national attention to labor conflicts in the city. Throughout the 1930s, workers organized in construction, transportation and manufacturing, benefiting from New Deal legislation that protected collective-bargaining rights. The rise of Hollywood also created new opportunities for organizing, leading to the formation of powerful entertainment unions.

Around World War II, unions expanded their influence when industrial unionism spread through war production, aerospace, rubber, auto and steel plants. By the mid-20th century, union density had risen sharply, giving organized labor a much stronger foothold in the region. That industrial base later weakened as factories closed in the 1970s, but labor did not disappear.

From the 1980s onward, Los Angeles labor has rebuilt around immigrant workers, service-sector jobs, hotels, janitorial work, public-sector workers and teachers. Coalitions between unions and community groups have helped drive major campaigns for decent wages, dignity at work, and workplace rights, making Los Angeles one of the most dynamic labor cities in the country today.

We're gathering in this great city at a pivotal time in our union. While we've celebrated some monumental victories in the last two years, like enactment of

the Social Security Fairness Act after a 40-year fight, we've also faced innumerable attacks from multiple directions. The future of our jobs, retirements, and the independent Postal Service were on the line in early 2025 when the administration threatened to privatize the agency. Later that year, our retirement benefits were under siege as Congress worked on its budget reconciliation package, culminating in the enactment of the so-called One Big Beautiful Bill. This all happened during two rounds of collective bargaining, one of which is ongoing, in which we've bargained with the Postal Service in some of the most challenging financial conditions and intense political pressure in our history.

Aside from the threats that came directly at us, we didn't stand on the sidelines as other federal employees and their unions were attacked. Even though they faced impossible challenges, including an executive order that decimated their memberships and collective bargaining rights, we stood up for our fellow federal employees, and helped lead the successful fight against further cuts to their rights and retirement benefits in budget reconciliation.

To put it mildly, the last two years have been unpredictable, unprecedented and tumultuous. That's why in early 2025, we launched our "Fight Like Hell!" campaign, which has guided our union's effort in all the battles we have faced and will continue to guide us as we push for members' best interests every single day.

Through it all, our members haven't wavered. You never hesitated to answer a call to action, organize a rally, or get involved in our bargaining process. These last two years have shown that having the most engaged, activated and committed union membership in the country pays off. It's why we're where we are today—unscathed and stronger than ever.

With 93 percent of letter carriers choosing to be part of NALC, outsiders or those who try to challenge us know we are a united front that can't be divided. Organizing statics like ours are envied and unheard of, and it's not something we take for granted. We use it to our advantage, and it's proven to be our strongest weapon, even in the most difficult times.

One of the last times I was here, NALC was in the fight of our lives, rallying against White House attempts to privatize the Postal Service. Los Angeles

Branch 24 and our labor allies showed up that day, crying "Hell no!" That's what this city, and our union, is about: fighting like hell for workers, for communities and for our futures.

NALC has gathered for a convention in Los Angeles only two other times. The first was in 1941, on Labor Day. This was before letter carriers had full collective-bargaining rights, and the big issue before that convention was how to convince Congress to enact "longevity" wage increases—what we call "step" increases today. Another goal was to achieve a legislated rule that required the Post Office to schedule a letter carrier's eight hours within a nine-hour period. At that time, carriers were often forced to work split shifts that kept them on the job for 12 hours or more each day, though not with pay for the full period. The union was also fighting to win the right to appeal employee dismissals at the U.S. Civil Service Commission, an early form of today's Article 16. That we achieved these goals and each of these is something that we should not take for granted today, and is a reminder that we've had to fight like hell for every contractual provision and workplace protection we have.

After a long gap, we met again here in August 2016. A decade ago, we were celebrating the Postal Service's comeback after the Great Recession, preparing for national political elections hoping to achieve postal reform to return the Postal Service to full financial stability, and discussing the ongoing negotiations for a contract that had expired in May. Little did we know what was to come, standing on the precipice of Trump's first election.

Our union, this city, and our country have been through some turbulent years in the last decade. NALC has negotiated three National Agreements since then, achieving gains in pay, work rules, and significantly improving the city carrier assistant (CCA) position in each round. Letter carriers worked through a global pandemic, providing essential deliveries that kept the country running through multiple lockdowns. And NALC has led the way on legislative solutions to the Postal Service's financial crisis, achieving the repeal of pre-funding in 2022 and continues to push for a full slate of commonsense reforms.

Los Angeles saw a massive wave of successful strikes in 2023. Members of

SEIU Local 99 and the United Teachers Los Angeles joined forces for a three-day walkout that shuttered schools and negotiated significant wage increases and improved conditions for both the workers and students. The Writers Guild of America struck for 148 days from May to September, completely halting TV and film production. The union secured historic protections against AI usage, a new residual structure in response to the dominance of streaming services, and minimum staffing requirements. Shortly after that, SAG-AFTRA struck for 118 days, the longest in the union's history, and won increased base pay, streaming bonuses and AI protections for actors. And, UNITE HERE Local 11 hotel and hospitality workers undertook historic rolling strikes during the peak summer travel periods to protest the rising cost of living in L.A. The union successfully forced major hotels to establish a hospitality workforce housing fund and secured higher wages and better workloads.

However, there has been monumental loss, too. Devastating wildfires razed large communities and forced many others to evacuate in early 2025, killing an estimated 31 people. Over 16,000 homes and businesses were destroyed, and many more damaged. At least 11 NALC members lost their homes and possessions in the fires. And many carriers delivered on streets where the fires raged.

I am proud of how NALC's Disaster Relief Foundation immediately stepped in to provide our members with critical support during such a terrifying time. The road ahead to rebuild after such loss is steep, but Angelinos have used their collective power before, and I have no doubt will rise to the challenge.

We return to Los Angeles ready to embody this spirit and fight for our futures. Over the next week we will discuss the battles we've fought and won, like preventing nearly all of the threats that have come our way, and the many battles we still have ahead, including negotiating a new *National Agreement* and working to achieve the necessary reforms to stabilize the future of the Postal Service and the fate of our very jobs.

No fight is easy. The last two years have proven that fighting together and staying united not only pays off, but it's the only path to success.

'FIGHT LIKE HELL!'

We left the last convention having just endorsed Kamala Harris, hoping to follow President Biden's pro-labor presidency with another labor ally, and the country's first female president, in the White House. And we remained optimistic about the future of the Postal Service as the agency sought to modernize its infrastructure to capture more parcel volume, which had remained high after the COVID-19 pandemic. NALC leadership returned to Washington, DC, as determined as ever to continue negotiations on a *National Agreement* that properly rewarded city letter carriers for what we do day in and day out in service of America's public.

Yet, as we all know, Donald Trump won the presidency, bringing countless attacks on the labor movement, working people, and the Postal Service almost immediately.

Less than a month after President Trump took office, we launched NALC's "Fight Like Hell!" campaign knowing that there would be many fights ahead. At the kickoff event on Feb. 13, 2025, I outlined the ongoing major battles NALC was fighting:

- Our fight for a fair contract that rewards letter carriers for our essential work;
- Our fight against any efforts to privatize or weaken the Postal Service;
- Our fight against proposed changes to the healthcare and retirement benefits letter carriers have earned;
- Our fight for safety and protection on the job, including an end to the assaults and robberies targeting letter carriers on their routes and national standards related to extreme weather;
- And our fight for fair retirement for all letter carriers, including those who spent time in a non-career position, by passing the Federal Retirement Fairness Act.

As I said at the time, our union has a 135-year history of fighting for our members. We know how to fight, and we know how to do it well. Our bipartisan legislative and political strategy, unique among labor unions, has won us many victories. In 2022, we led the way to the bipartisan passage of the landmark Postal Service Reform Act, which was the first step in stabilizing USPS finances with the repeal of the retiree health benefit pre-funding mandate. And just one month before the kickoff of this campaign, we celebrated bipartisan passage of the Social Security Fairness Act, which ensured that Civil Service Retirement System (CSRS) retirees receive the full Social Security benefits they've earned and deserve. This was a monumental win for retired letter carriers after a 40-year fight. In the months leading up to final passage, letter carrier advocates were there every step of the way, contacting their lawmakers, answering our calls to action, and fighting for what was fair. As one of the last pieces of legislation that President Biden signed into law, it was a stark contrast to what would soon come. But, as letter carriers always have, NALC stood firm through the chaos. While we made it our official rallying cry, fighting like hell for our members was nothing new—and we were prepared to live out the message.

Just one week after kicking off our campaign in 2025, *The Washington Post* reported on Feb. 21 that President Trump imminently planned to issue an executive order to privatize the Postal Service and restructure it by firing the members of the USPS Board of Governors and placing the agency under the control of the Commerce Department. This reported executive order would have dismantled the Postal Service,



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jeopardized the jobs of 640,000 postal employees, and threatened the Post Office's greatest asset to the American people: universal service.

NALC immediately activated. Within hours, our members answered one of our first of many calls to action and called House Speaker Johnson (R-LA) with one message for the White House: Hands off the Postal Service. These calls, which eventually shut down Speaker Johnson's phone line due to call volume, were successful and put off an executive order that the day before was imminent. While our members never let up and continued to contact their lawmakers, simultaneously, NALC released targeted digital ads and leaned on our long-formed strong bipartisan relationships to prevent this action.

But we knew there could be more coming, so we got loud.

Less than 72 hours later, we organized a rally on Capitol grounds to send a clear message to the White House: Hell no to dismantling the Postal Service! On Feb. 24, hundreds of NALC members from across the country, labor leaders, union member allies and members of Congress attended. I will never forget the energy of this rally. Each time the crowd cried "Hell no!" it demonstrated the force of letter carriers and the power of the labor movement.

We then organized another digital day of action, encouraging every letter carrier to contact the White House directly on Feb. 26. Once again, letter carriers answered the call to action and delivered.

Next, we took our fight nationwide. On March 23, after lots of organizing, letter carriers and our allies rallied across the country to fight like hell to preserve the future of the Postal Service as a self-sufficient public agency. More than 250 NALC branches and state associations held rallies in nearly every state, amplifying the message that Americans do not want to see USPS dismantled.

At the rally in L.A. I outlined all that was at stake. "Make no mistake, this is an attack on us," I explained, "But the potential ramifications extend well beyond postal employees." This was also an attack on the public, particularly rural Americans, who rely on the affordable universal service that the Postal Service provides. And, with nearly 8 million jobs in the country tied to the Postal Service, which is at the center of a \$1.9 trillion mailing industry, this was an attack on our economy.

We also took the fight to other fronts. Two days after our nationwide day of action, I joined the presidents of the Amer-

ican Postal Workers Union (APWU) and the National Rural Letter Carriers' Association (NRLCA) at a National Press Club Headliners event in Washington, DC, to discuss the threats facing USPS and the future of the agency and educate journalists about all that was at stake. This was all part of the effort to continue to get the message out that Americans care about and rely on our service. NALC also stood ready to fight any executive orders in court. While the potential consequences of Trump's reported proposals were deeply alarming, his threats were also unconstitutional and illegal. The Constitution, carefully crafted by our nation's founders, gave Congress, not the president, a key role in setting postal policy. In fact, the Postal Reorganization Act of 1970 removed the Post Office Department from the president's Cabinet and created USPS as the independent agency that exists today.

All the while, our members continued to ask their lawmakers to support the House anti-privatization resolution (H.Res. 70), which reached a bipartisan majority of co-sponsors in July 2025. This was another clear message to the administration that there was no appetite anywhere, especially in Congress, to privatize the public, independently funded Postal Service.

We have so much to be proud of in this fight: We came together and strategically used our voices where it mattered most, we educated the public about what was at stake and, most importantly, we were successful. President Trump has not issued an executive order dismantling the Postal Service. Many other unions cannot say the same. Our bipartisan strategy has protected us against many of the other attacks that have come labor's way in the last two years. This is a huge victory that was solely possible through our activated membership that's always ready to step up and fight for our future.

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National Association of Letter Carriers (AFL-CIO)

United States Postal Service



OUR FIGHT ON MULTIPLE FRONTS
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COLLECTIVE BARGAINING

Since our last convention, our great union not only fought for the future of our jobs, retirements and the entire Postal Service, but we have also fought like hell for a fair contract in two rounds of collective bargaining. We have faced some of the most difficult bargaining circumstances in our union's history, with parcel volume down, the economy in flux, and continued deterioration of the Postal Service's finances. Despite these challenges, that hasn't changed our goals, what we fight for, and what our members want and deserve.

2023-2026 AGREEMENT

At the 2024 convention, much time was spent discussing the status of negotiations with the Postal Service. Though the *National Agreement* expired in May 2023, NALC agreed to remain at the table with postal management as long as the prospects remained for reaching a tentative agreement that would meet our goals, as we have in recent rounds of collective bargaining. Because talks continued to be productive, we determined this to be the best and least risky way to proceed.

At the rap session the previous November, I shared that while we had

made progress, even reaching tentative agreement on several key issues related to work rules, a gap remained between what the Postal Service was willing to pay and what we believed would constitute a fair agreement that rewarded NALC members for their value and contributions to the Postal Service's success. However, as we always do, we continued to prepare for possible interest arbitration, and in March 2024 we named a neutral chair who would be available later in the year as a way of creating some deadline pressure to get a negotiated agreement. By the convention in August, that gap had narrowed considerably.

On Oct. 18, 2024, after almost 20 months of tireless negotiations, NALC and the Postal Service reached a tentative agreement. The NALC Executive Council met on Oct. 19 to discuss the tentative agreement and, in accordance with Article 16 of the *NALC Constitution*, announced the agreement was to be sent out for a ratification vote via a mail ballot among eligible NALC members.

While the ballots were being prepared for mailing, NALC held four informational sessions the week of Oct. 27 for branch leaders to learn about the tentative agreement. NALC officers, the Executive Council and staff traveled to Houston, TX; San Francisco, CA; Minneapolis, MN; and Washington, DC, to present the provisions of the tentative agreement and answer branch leaders' questions. NALC also made a comprehensive summary of the proposed changes, published projected pay charts and created an online wage calculator available to all members, which could be used to estimate future earnings under the terms of the proposed tentative agreement.

On Dec. 9, ballots began being mailed to all NALC members who were eligible to vote in the contract ratification election. Included in the mailing was a booklet containing all the contractual language changes in the tentative *National Agreement* and a summary of the tentative *National Agreement* provisions.

On Jan. 31, 2025, NALC announced that the active membership had voted to reject the ratification of the tentative agreement. The vote to ratify was 63,680 to reject the agreement versus 26,304 to accept it, as reported by NALC's Ballot Committee chairman, Paul Roznowski of Royal Oak, MI Branch 3126.

That same day, pursuant to Article 16 of the *NALC Constitution*, NALC notified the Postal Service of the result of the ratification vote and our intent to reopen negotiations within five days, for a pe-

riod not to exceed 15 calendar days, and I issued the following statement:

In a democratic vote, the will of NALC's membership has been made clear—the tentative agreement that represented the best offer the Postal Service put on the table is not good enough for America's city letter carriers. We have earned more and we deserve more.

Negotiations reopened on Feb. 3. During the 15-day period, we polled the membership to gain an objective understanding of what letter carriers would deem fair. While there was some movement on those issues, the Postal Service was not willing to move enough to produce a contract that letter carriers deserved.

On Feb. 19, the Executive Council voted unanimously to not send out these terms for a second ratification vote. NALC notified USPS officials that the parties were now at impasse. We immediately began to work with the Postal Service to determine dates for interest arbitration.

However, as I discussed above, on Feb. 20 and 21 national media outlets began reporting that the White House was planning to issue an executive order that would restructure the Postal Service and place it under the control of the Commerce Department, jeopardizing its future as a self-sufficient public agency and potentially putting our collective-bargaining rights at risk. Knowing what the Trump administration had managed to do to other federal workers and their unions after only one month in office, our lack of a collective-bargaining agreement immediately presented a massive legal vulnerability. Our attorneys at Cohen, Weiss & Simon, the nation's premier labor law firm, advised NALC that our standing to sue in federal court to challenge the executive order would be strengthened by having a labor contract in place.

Our priorities suddenly became twofold: earn the best possible contract for our members in impasse proceedings and protect our members by having a collective-bargaining agreement in force as soon as practicable. Thanks to the preparations we begin well before any round of collective bargaining, we had already built a strong interest arbitration case and were ready to use it to fight like hell to achieve the best possible collective-bargaining agreement immediately.

Pursuant to an agreement reached with the Postal Service on Feb. 26, we agreed to employ a mediation-arbitration process modeled on the Healy interest arbitration proceeding used by the Postal Service and the postal unions in 1989. We

also agreed to retain Arbitrator Dennis R. Nolan to serve as both mediator and the sole neutral arbitrator. The process was conducted during the week of March 17, 2025, at USPS Headquarters in Washington, DC—and down the hall from Department of Government Efficiency (DOGE) employees who were investigating the Postal Service's operations, underscoring the need for such a proceeding.

On March 21, Arbitrator Nolan issued a final and binding award that set the terms of the new collective-bargaining agreement between NALC and USPS. The award, which covered the period from May 21, 2023, to May 22, 2026, included the largest annual general wage increases since the 2006 *National Agreement*, six cost-of-living adjustments (COLAs), and full back pay for all hours worked. The terms awarded also addressed several of NALC's objectives, such as increasing starting pay, reducing the time to reach top step and further increasing top-step pay, where letter carriers spend most of their careers and is the salary on which retirement calculations are based.

The award maintained important provisions of the tentative agreement, like reducing the time to reach top step and increasing top-step pay and made several modifications. While the tentative agreement had provided for three annual general wage increases of 1.3 percent in November 2023, 2024 and 2025, and eliminating Steps AA, A and B, Arbitrator Nolan decided to implement higher annual increases in the second and third years (1.4 percent in November 2024 and 1.5 percent in November 2025) and eliminate only two steps at the beginning of the pay scale. These general wage increases exceeded the general wage increase pattern established in collective-bargaining agreements between the Postal Service and the other postal unions in the previous round of collective bargaining and validate that our arguments that letter carriers deserve more were heard in mediation.

The continuation of our long-standing COLA formula and the award of back pay were also major wins, particularly given the state of the Postal Service's finances in 2025. Over the years, NALC has fought like hell to protect our COLA clause in collective bargaining. We have rejected USPS proposals to eliminate our COLA clause and opposed proposals for a COLA "trigger"—applying the COLA clause only if inflation exceeded a certain level. Similarly, NALC had to fight to get full back pay in the Nolan Award.

The Postal Service has typically asked arbitrators to reject back pay and has at times convinced arbitrators to defer COLAs, provide only estimated COLAs or “cash out” COLAS (paying a COLA as a lump-sum payment that does not permanently raise wages). Like every provision and article in the *National Agreement*, the COLA clause and back pay must be fought for and won.

The agreement also contained several initiatives and work rule changes that have improved significant issues related to staffing, mandatory overtime and non-career turnover.

Collective bargaining never truly stops. The truth is that NALC is in a constant state of bargaining with the Postal Service, whether an agreement has just been settled or a contract is on its final days. We perpetually exchange ideas, regardless of where we are in the contract or negotiation cycle. Collective bargaining is no longer an old-school, stuffy process. It isn't a series of pre-scheduled meetings that finalize everything. It's constant conversations with our counterparts at the Postal Service. Whether these happen in person, by phone, video call, email, or even text message, these conversations are continuous. Even if it's not visible or made public, it's always ongoing.

2026 NEGOTIATIONS

The 2023 round of collective bargaining made clear that our members were engaged with the process and craving information. Heading into our 2026 round of negotiations, this was top of mind for the entire Executive Council. As always, we did everything possible to meet our members' needs and committed to increased transparency in the process.

After returning from Boston, NALC officers and staff developed a thoughtful and robust plan, including the creation of Rank-and-File Bargaining Committees, opening a collective-bargaining survey to all active members of the union, membership polls, holding a day of action in conjunction with the opening of negotiations, biweekly members-only updates during the bargaining period, members-only video livestreams, a national collective-bargaining conference for branch and state leaders, podcast episodes, and more. These initiatives took place alongside normal preparations, including regular meetings of subcommittees made up of members of the Executive Council and NALC staff to develop bargaining proposals, a national rap session, and the extensive prepa-

rations for making our case in possible interest arbitration.

As with every round of bargaining, our preparations began well ahead of the start of the bargaining period. In early September 2025, the Executive Council met at NALC Headquarters to create internal bargaining subcommittees, composed of Executive Council members and Headquarters staff. These subcommittees began to review information like official bargaining positions adopted by NALC conventions via resolutions and the other postal unions *National Agreements* in order to develop proposals for submission in the bargaining process. The subcommittees met about weekly throughout the preparatory period.

In late September, the first Rank-and-File Bargaining Committee met in person at the Maritime Institute training facility near Washington, DC. This group of 30 letter carriers from across the country was divided into three groups, Branch Leaders, Contract Enforcers and Newer Members, and were asked to provide input on potential proposals from their various perspectives. Using similar methodology as the Headquarters subcommittees, the Rank-and-File Committee also developed ideas of its own. The committee offered a variety of concepts for achieving our economic goals and many proposed work rule changes.

A second Rank-and-File Bargaining Committee with 30 more members met in January 2026 and followed the same procedure.

The feedback from these committees was invaluable and provided the bargaining subcommittees with comprehensive feedback and suggestions from letter carriers on the workroom floor. The bargaining subcommittee incorporated these ideas to form many of the proposals that were passed to the Postal Service during negotiations.

In November 2025, more than a thousand NALC branch and state leaders representing letter carriers from across the country gathered in Cleveland, OH, for NALC's 2025 National Conference to discuss collective-bargaining preparations and goals.

The first day was devoted to workshops presented by the six bargaining subcommittees. Throughout the day, attendees heard from each group and learned



about the articles of the *National Agreement* they were working on, as well as the ideas and proposals the subcommittees have discussed so far. Committees explained how they consider proposals from all angles to assess how each idea could positively or negatively affect members in different areas of the country, in different sized offices, and at all steps of the pay scale. A significant portion of each presentation was also devoted to attendee questions and feedback. Any attendee could ask the subcommittee questions, and most importantly, offer suggestions for the subcommittee to consider. Subcommittee members heard the feedback, took notes, and will take these suggestions back as they continue working on their bargaining proposals.

The next day I held a rap session and devoted a significant portion of the day to discussing collective bargaining. I spoke at length about the economic side of bargaining, explaining that all members of the Executive Council shared the same economic goals, including higher pay across the entire pay scale, higher general wage increases, equal cost-of-living increases for every step, a shorter time to reach top step, and an all-career workforce. I also explained that the council must consider *how* to achieve these goals and shared that I had led the council through different possible scenarios to illustrate how we must strategically prioritize goals in a way that best benefits our members.



Crucial to the economic preparation is information about which goals members would like the Executive Council to prioritize. To that end, we solicited several polls of members throughout the preparation and bargaining process to understand members' economic priorities this round. We also, for the first time, made a collective-bargaining survey available to all active members in February 2026, through which any active member could provide feedback on bargaining priorities and share any suggestions they had.

On Feb. 22, three days before the opening of negotiations, NALC held fair contract rallies around the country. More than 100 branches from coast to coast held local "Fight Like Hell!" rallies calling for a fair contract. In sun, snow and rain, letter carriers and supporters across the country showed up to fight for what we deserve. The rallies focused on making our demands known and reminding the public that a strong, well-compensated, well-respected workforce is key to the Postal Service's success and the essential service that letter carriers provide. As always, letter carriers successfully delivered the message, and rallies were covered in nearly 50 local media markets.

Negotiations with the Postal Service officially opened on Feb. 25. In my opening statement I emphatically said, "We come here this morning with a singular goal, and that is to reach a contract that

fairly compensates, recognizes, and values America's 200,000 active city letter carriers." I then outlined the major pieces of what a fair contract should contain: an all-career workforce, higher wages at all steps of the pay scale, a reduction in the time to reach top step, and an end to the rampant noncompliance that plagues local post offices. I spoke about our hope of achieving a fair contract by agreement, but I emphasized our readiness to fight like hell in interest arbitration should it become necessary.

Throughout the 90-day bargaining period, bargaining subcommittee members met weekly with the Postal Service to discuss work rule proposals and I met frequently with my counterpart at the Postal Service to discuss economic provisions.

The Executive Council continued to meet frequently to share updates and discuss the status of negotiations. We posted online bargaining updates biweekly to the Members Only portal throughout the bargaining period, noting that progress was being made on work rule proposals.

Beginning May 17, the entire NALC Executive Council, along with Headquarters letter carrier staff, legal counsel and professional staff, came together with the Postal Service's bargaining team at a Washington, DC, hotel for the entire final week of the contract in an attempt to reach a deal. However, as the contract expired on May 22 and after three months of intense negotiations, we had not reached a tentative agreement, though the expired agreement would remain in full force and effect until a new negotiated or arbitrated agreement takes effect.

I held a members-only collective-bargaining livestream the evenings of May 22 and May 31 and shared an in-depth update on the status of negotiations, including where we stood on the economic package. I also discussed a variety of work rule proposals submitted by both sides and shared that, as in previous rounds of negotiations, we intended to continue bargaining through the mandatory 60-day mediation period to try to reach an agreement.

One week after the expiration of the 2023-2026 *National Agreement*, NALC held its first ever two-day Collective-

Bargaining Conference in Washington, DC, to give branch and state association presidents an unprecedented insider's view on the state of negotiations as the process moved through to mediation. More than 250 branch and state association presidents or their designees attended and had the opportunity to freely ask questions, share feedback, and gather information to bring back to their members.

Over the two days, we dove deep into the process and into specific economic and work rule provisions on the table. On the first day, I spent several hours discussing the economic portion of negotiations. On the second day, I shared specifics about our potential case in interest arbitration and proposed work rule changes, specifically related to Articles 8 and 15. Members provided thoughtful, productive feedback that would help the Executive Council understand how best to move forward.

As this report was going to print, negotiations continued in earnest during the mediation period, while Headquarters staff and NALC attorneys also began to make final preparations for possible interest arbitration proceedings.

LEGISLATIVE WINS AND BATTLES

SOCIAL SECURITY FAIRNESS ACT

While much of our efforts in the legislative and political arena have been defensive, at the beginning of 2025 we celebrated a major legislative victory when the Social Security Fairness Act was finally signed into law.

The bill repealed the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO), parts of Social Security law that unfairly reduced or eliminated Social Security benefits for certain Civil Service Retirement System (CSRS) retirees, including letter carriers. For more than 40 years, these provisions had harmed letter carriers and other public servants. For decades, NALC led the fight to repeal them.

Despite a majority of bipartisan support in many Congresses, the bill could never make it through, but that all changed at the end of 2024.

Together, the House bill's co-leads decided to file a discharge petition. This is a procedural measure that, if adopted, allows the bill to bypass the committee of jurisdiction and go straight to the floor for a vote. This complicated and usually unsuccessful maneuver was met with great support. The petition needed a

majority (218) of House members' signatures for the bill to go to the House floor. A little more than a week after the petition was filed, 218 members signed on. The threshold meeting signature came on the same day I spoke at a rally on Capitol Hill calling on all House members to sign the petition and support the bill's passage.

A few weeks later, the bill made history, passing in the House with a 327-75 vote. With the House victory in the rear-view mirror, all eyes were on the Senate, where the companion bill had 62 co-sponsors, which indicated enough support for passage.

In the middle of a lame-duck session where government funding, among other priorities, needed to be considered, it was unclear if the Senate would make time to consider the bill.

Once again, NALC stood up and made our voice heard by participating in a labor-led event on Capitol grounds to call on the Senate to act. Before I spoke to the crowd of labor allies, Leader Chuck Schumer (D-NY) took the stage and committed, to loud applause, to bring the bill to the floor. One week later, the Senate passed the bill, sending it to President Biden to sign into law.

All this work, coupled with NALC members' years of activism calling, writing and meeting with their members of Congress to educate them on this issue, was the reason this bill became law.

BUDGET RECONCILIATION

While we started 2025 off with a major legislative victory, only a few months later we faced one of our most consequential legislative battles in our union's history.

Last spring, under a new trifecta (single-party control of the White House, House and Senate), lawmakers began working on a process called budget reconciliation. This process allowed Republican lawmakers to bypass Democratic opposition to advance the president's comprehensive tax, immigration, energy and healthcare agenda, culminating in the enactment of the so-called One Big Beautiful Bill. In the process, as proposals took on numerous iterations, NALC uncovered massive threats to letter carriers.

The fight began in April 2025, when the Republican-supported House budget resolution, which had passed earlier that year, tasked the House Committee on Oversight and Government Reform with cutting \$50 billion in spending. As anticipated, the committee immediately focused on federal employees' retirement benefits to identify potential savings.

While not all were formally mentioned in committee business, numerous ideas that would have harmed federal employees were thrown around in the weeks leading up to the committee's markup. These included requiring the Office of Personnel Management (OPM) to conduct a comprehensive audit of employee family members currently enrolled in the Federal Employees Health Benefits (FEHB) program and disenroll any ineligible individual, convert new federal workers to at-will employment unless they accept a higher Federal Employees Retirement System (FERES) contribution, eliminate official time unless unions compensate the federal government, charge a fee for federal employees' Merit Systems Protection Board (MSBP) appeals, adjustments to limit federal employee buyouts, and move FEHB from a premium-share model to a voucher model.

On April 30, 2025, our fight came into full focus when the committee advanced a package that included three attacks that would have significantly reduced letter carriers' retirement benefits and pay. The committee called for:

- Increasing the Federal Employees Retirement System (FERS) contribution rate for existing employees.
- Eliminating the FERS Special Annuity Supplement.
- Calculating annuities based on a high-5 average salary instead of a high-3.

Combined, these provisions would have had devastating effects on letter carrier retirement benefits and take-home pay. NALC members quickly answered the call to action, and thousands of letter carriers contacted their representatives, telling them to remove these provisions. At the same time, I worked to get our message out on Capitol Hill and participated in a roundtable with other labor leaders and members of Congress to emphasize the severity of these attacks.

"Our members go into public service because it's a good, stable job with reliable benefits. Cutting retirement benefits and increasing what we have to pay for is unconscionable, and let's call it what it is—a pay cut," I told the panel at the time.

Our members' activism, coupled with our union's ef-

forts in Washington, DC, resulted in the removal of two of these provisions from the first House-passed package. While the blanket FERS contribution increase and the high-5 annuity calculation were removed, elimination of the FERS Special Annuity Supplement, a crucial benefit for FERS-covered employees who retire before becoming Social Security eligible at age 62, was included in a sweeping package that passed the House by one vote. Other anti-labor provisions, which would not have directly affected letter carriers but set a dangerous precedent, also passed in the House. These included forcing new federal hires to choose between at-will employment or an increased FERS contribution and imposing a fee for Merit Systems Protection Board claims and appeals.

Immediately after House passage on May 22, 2025, all eyes turned to the Senate. NALC utilized every possible resource to ensure that the Senate would not eliminate the FERS Special Annuity Supplement. In this process, Republicans were the only lawmakers with any say or control, so NALC's strong bipartisan relationships became as important as ever.

First, we worked with Rep. Brian Fitzpatrick (R-PA), a longtime friend of letter carriers. Rep. Fitzpatrick helped produce a letter to Majority Leader John Thune (R-SD) and Senate Committee on Finance Chairman Mike Crapo (R-ID) urging the Senate not to decrease postal employee retirement benefits. Sixteen other

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INCREASING FEDERAL EMPLOYEE RETIREMENT SYSTEM (FERS) CONTRIBUTION RATES AS HIGH AS 15.6 PERCENT

CALCULATING ANNUITIES BASED ON THE HIGH-5 AVERAGE SALARY INSTEAD OF THE CURRENT HIGH-3

ELIMINATING THE FERS SPECIAL ANNUITY SUPPLEMENT

FORCING NEW FEDERAL HIRES TO CHOOSE BETWEEN AT-WILL EMPLOYMENT OR AN INCREASED FERS CONTRIBUTION

TAKING BACK UNSPENT FUNDS DESIGNATED FOR USPS ELECTRIC VEHICLES (EVS) AND REQUIRING THE AGENCY TO SELL ALL ITS EVS AND ASSOCIATED INFRASTRUCTURE

IMPOSING A FEE FOR MERIT SYSTEMS PROTECTION BOARD CLAIMS AND APPEALS

ATTACKS ON OTHER FEDERAL EMPLOYEES' COLLECTIVE-BARGAINING RIGHTS

"When lawmakers come after our 295,000 members' jobs, retirements and futures, we say

HELL NO!"

NALC President Brian L. Renfro

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House Republicans signed the letter and stood with letter carriers.

At the same time, I steadily met with House and Senate Republican leaders to make it clear that we opposed this provision and cautioned that any package that harmed letter carriers in any way would not be tolerated.

These tactics, along with NALC members continuing to contact their senators, were successful. The Senate never included in any proposal the elimination of the FERS Special Annuity Supplement. However, new attacks were on the horizon.

As Senate committees began the same process undergone in the House and sought their own spending cuts, Senate Homeland Security and Governmental Affairs Committee Chairman Rand Paul (R-KY) decided to target electric postal vehicles. He proposed rescinding any unspent funds designated for USPS electric vehicles (EVs) and requiring the agency to sell all its EVs and associated infrastructure. This ridiculous idea was dead on arrival. NALC immediately shut it down, and it was quickly removed.

With this victory behind us, the fight was still far from over. Next, Chairman Paul called for increasing the FERS contribution rate to a staggering 15.6 percent for all postal employees hired after Jan. 1, 2026. This percentage contribution would have significantly reduced the take-home pay of future letter carriers. For the last time in this months-long battle, NALC members activated and contacted their senators. Before the Senate voted on its final package, this attack was removed.

Once the bill passed in the Senate on July 1, 2025, the House passed the same bill 48 hours later, sending it to President Trump's desk by his self-imposed July 4 deadline. While the fight was long, difficult and unpredictable, NALC ultimately had all threats directly targeting letter carriers removed from the final bill.

While enactment of the so-called One Big Beautiful Bill was nothing to celebrate, the real victory was letter carriers fending off innumerable attacks on our retirement benefits, the postal vehicles we desperately need and other anti-labor measures. The long, difficult battle is a powerful reminder of what is possible when our union comes together and fights like hell for what is best, right and fair for letter carriers.

While Congress is beginning to work on a second reconciliation package, there is no current appetite to come after federal employee benefits. However, if

that changes, we have a successful playbook in place, and we are ready to fight to defend our rights and benefits again.

FIGHTING ATTACKS ON FEDERAL EMPLOYEES, UNIONS AND MORE

The attacks in budget reconciliation and the general threats against the entire Postal Service were just a sampling of the attacks that came against federal unions in the last two years. The last 18 months have been a steady, broad and coordinated assault on labor rights by weakening unions, hollowing out enforcement agencies, and using federal power to make organizing, bargaining and striking harder. The biggest targets have been federal workers, but the damage has also spread to contractors, public services, and the broader labor movement.

The administration's most direct attack on the labor movement has been on the federal workforce and civil service. On the day he took office, President Trump issued an executive order implementing a federal hiring freeze meant to weaken the capacity of federal agencies by leaving positions unfilled and constraining agency staffing. That same day, he established the Department of Government Efficiency (DOGE) by executive order. DOGE's first significant action was to dismantle the U.S. Agency for International Development (USAID), effectively ending the careers of 10,000 federal employees overnight. Over its six-month tenure, DOGE was responsible for cutting an additional 250,000 federal jobs.

In March 2025, the administration launched the most sweeping assault on federal labor rights in U.S. history by issuing executive orders that stripped collective-bargaining rights from hundreds of thousands of federal workers. The administration has also terminated the collective-bargaining agreements of major federal employee unions, including those at the Department of Veterans Affairs, the Environmental Protection Agency and the Transportation Safety Administration. Despite legal action by the unions sometimes resulting in court injunctions and favorable decisions, these unions have been decimated, losing tens of thousands of their members and their collective-bargaining rights. The federal government shutdown, the longest in the country's history, from Feb. 14 to April 31, 2026, similarly sought to punish the federal workforce. Threats that back pay would not be provided put pressure not only on the work-

ers themselves and their families, but pressure on union resources needed to support members.

The administration has also undercut the National Labor Relations Board (NLRB) and Federal Mediation and Conciliation Service (FMCS). One week into his term, Trump removed NLRB Member Gwynne Wilcox (notably the first Black woman to serve on the NLRB since its inception in 1935), leaving the board without a quorum and unable to fully hear cases or issue decisions. Later, FMCS was targeted with staffing cuts and reduced functions. The broader effect of these actions has been to make unions easier to destabilize by weakening the institutions workers rely on to defend representation and contract rights.

More broadly, Trump's Department of Labor has prioritized deregulation rather than enforcement, rolling back many workplace rules protecting workers nationwide. The administration has proposed or sought to roll back numerous workplace safety rules established by the Occupational Safety and Health Administration (OSHA), arguing that they are overly burdensome to businesses. It has also altered overtime eligibility thresholds, preventing millions of workers from receiving overtime pay, and has moved to strip minimum wage and overtime protections for vulnerable care workers and workers with disabilities. The administration has even made efforts to scale back federal child labor protections, loosening rules that safeguard teenagers from dangerous industries.

While some of Trump's actions have targeted the Postal Service, NALC has made it 18 months into the administration largely unscathed, thanks in large part to the strategic decisions we have made.

In March 2025 we learned of Postmaster General Louis DeJoy's unexpected exit from the Postal Service and carefully monitored the USPS Board of Governors search for a replacement. We voiced our concerns about their choice of White House pick David Steiner, directly from the board of USPS competitor FedEx, to lead the agency. While we have worked in good faith with the new postmaster general, we remain alert for evidence of conflicts of interest or further White House meddling.

Also in March 2025, Trump signed an executive order filled with blatant lies meant to undermine the nation's free and fair election process by placing restrictions on voter access to the ballot box. Today, many provisions of this order have been blocked and others are still being challenged in federal courts.



EMERGENCY RESPONSE TEAM



In July 2025, Trump issued an executive order suspending the de minimis exemption for international packages as part of his trade policy. The sudden taxation of all packages under \$800 entering the country through the postal system has permanently reduced international parcel volume and revenue for the Postal Service.

Earlier this year, Trump made another attempt to interfere with elections in March by signing an executive order that would make the Postal Service responsible for ensuring it does not deliver mailed ballots to ineligible voters through a convoluted process of sharing eligible voter lists between different states and agencies. At the time this report was going to print, NALC had submitted a comment opposing this rule; the EO washeld unlawful by a court; and USPS ceased its rulemaking process.

Understanding the context in which unions, particularly federal unions, must now operate, we have fought like hell to successfully protect NALC members from some of the administration's worst consequences.

EMERGENCY RESPONSE TEAM

Fighting for our members means supporting them, regardless of the circumstances. Our union is more than contract enforcement, workplace safety and education. While these are extremely important, the ways our members show up for each other are endless. Nothing has made that more evident than the impact of our new Emergency Response Team (ERT) over the last two years.

The program was convened in 2024 and so far, has trained 62 letter carriers to respond to stations where carriers have experienced a traumatic event such as a colleague's death or serious injury, crime or assault, or another traumatic incident.

To date, ERT members have been deployed to more than 100 post offices across the country, showing up for their fellow members when they need it the most.

The response to the program has been exceptional. Once a request is received, team members are deployed almost instantly, usually arriving at the station the next

day. When they arrive, ERT members provide peer-to-peer support by talking to carriers on the workroom floor or in private if requested. They are also available to talk to family members of the affected carriers. Their role is to provide emotional first aid and guide them toward the available resources to get additional help, depending on their needs.

I am immensely proud of the team members who make this program possible. Their impact has already been immeasurable and has put what our union does best on full display—supporting our members in every circumstance.

WORKPLACE SAFETY

The safety of our members is always a top priority. Unfortunately, letter carriers continue to face daily hazards on the job. Much work has been done since the last convention to combat two critical workplace hazards—on-the-job crime and extreme heat.

In 2024, NALC worked with bipartisan lawmakers in the House and Senate on a legislative solution to combat the extreme uptick of crime and assaults committed against letter carriers. Simultaneously, more than a dozen branches across the country held rallies to raise awareness and ask the Department of Justice to take these crimes and assaults seriously and prosecute all cases.

Our voices were heard and we started to see more of these crimes federally prosecuted, and the number of crimes committed decreased, but the fight for a legislative answer was not over.

In 2024 (the most recent data available), assaults and robberies against postal employees decreased about 25 percent, but robberies remained more than 400 percent higher than they were before the pandemic. Nearly 400 postal employees were

assaulted and 477 were robbed in 2024. Since our last convention, two letter carriers have been tragically murdered while dutifully doing their jobs.

Any crime against a letter carrier is one too many. NALC again worked with Reps. Brian Fitzpatrick (R-PA) and Greg Landsman (D-OH) and Sens. Josh Hawley (R-MO) and Kirsten Gillibrand (D-NY) to reintroduce the Protect Our Letter Carriers Act (H.R. 1065/S. 463) in February 2025. The bill was identical to the previous version and includes three main elements: providing funding to replace and modernize collection boxes, Arrow Keys and lock systems, designating an assistant district attorney in each judicial district to prioritize any case that involves an assault or crime against a letter carrier, and standardized sentencing guidelines for those found guilty of committing these crimes.

Modernizing the postal infrastructure that criminals are seeking and holding those who commit these crimes against federal employees accountable is essential to fixing this problem. In May and July of 2025, I testified before two House subcommittees in support of this legislation.

Bipartisan support continues to grow and at the time of this writing, H.R. 1065 had 215 co-sponsors, just three co-sponsors short of a 218 majority. This number is important because it would allow for certain House procedures that can bypass the committees of jurisdiction and bring the bill to the floor for a vote. NALC remains focused on reaching a majority of co-sponsors and pursuing all opportunities to advance this critical piece of legislation.

Another workplace hazard that continues threatening letter carriers' safety is extreme heat. For more than a decade, NALC has led the fight for a national heat safety standard. Shortly after our last convention, in August 2024, OSHA finally released proposed heat safety rule.

NALC submitted comments in full support of the proposed rule in January 2025. In June 2025, I testified in OSHA's informal rulemaking hearing in support of the proposed rule.

The rule includes several elements that NALC has long fought for, including acclimatization protocols, paid employee breaks, and preserving unions' rights to bargain over heat safety protections. Overall, the proposed rule is strong and if enforced would provide protections that letter carriers need.

While the rule is paused indefinitely in the current administration, NALC remains committed to working with OSHA,

the Department of Labor and all necessary stakeholders to move this proposal through the rulemaking process.

NALC UNIVERSITY

A well-informed union is a stronger union. That's why over the past two years NALC has put extensive efforts into expanding and improving our education opportunities.

In May, NALC launched a new online learning management system, NALC University. While little can replace the value of in-person trainings, NALC University 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.

NALC University features a virtual Informal Step A training program as well as other beneficial training courses for letter carriers. More videos will continue to be added in the coming months. I encourage all letter carriers to log in to the Members Only portal and see what you can learn in NALC University.

INFORMAL STEP A TRAINING

In March of this year, we held our first weeklong in-person Informal Step A Training. This training is fully geared toward new stewards to give them the foundation they need to successfully uphold the *National Agreement* and to file grievances on common workroom floor issues.

Additionally, classes include other topics that assist stewards like time management, the roles a shop steward plays, and how to use the various NALC resources on NALC's website. The training also gives participants the opportunity to practice investigating a contractual violation and then meeting at the Informal Step A level.

Fifty NALC stewards have already completed the program, and the second session is scheduled for September. The results of the program from just one session are already evident, and I look forward to this training continuing to support and educate our new shop stewards.

COMMUNICATIONS: MEETING OUR MEMBERS WHERE THEY ARE

Much like our jobs, our entire world has changed in recent years, and that includes the way we communicate. In the last two years, our union has made extensive efforts to improve the way we share information with our members and expand our digital footprint.

While our magazine, *The Postal Record*, continues to thrive, we know not all our members read it. We have expanded our content and reach on social media platforms like Facebook, Instagram, X, BlueSky, Threads and YouTube to inform our members wherever they are. We have produced more short-form video content than ever before, both to educate our members about contractual information as well as videos that explain our impact to the public.

Following the launch of our "Fight Like Hell!" campaign, NALC rebranded our official podcast with the same name. Since our last convention, we've published 20 audio and video episodes for our members. Topics vary widely and include collective bargaining, information on our health plan, retirement, our Emergency Response Team, rap session recaps and more. The podcast has been an excellent way to jump on the mic and share important updates with our members.

As we gather in L.A., NALC is in the midst of an extensive redesign for nalc.org, both for our public-facing website and the Members Only portal. The new website, expected to launch in early 2027, has two primary goals. First, to be

an easy to navigate resource for our members. Whether it's information about the contract, government affairs, retirement or more, we're creating a centralized hub for you to efficiently find what you need. Second, we're building a website that showcases our value to the public. When our customers understand our story, who we are, and what we do for America every day, they are even more likely to support us when we need it most.

Expanding our communication methods never ends, and I look forward to continuing to find new and unique ways to engage and educate our members in the digital space.

NALC DISASTER RELIEF FOUNDATION

The NALC Disaster Relief Foundation (DRF) was formed in 2018 at our national convention in Detroit. Since then, the DRF has been there to support our members when they need it most after a wildfire, tornado, hurricane or any other natural disaster. The foundation is the definition of members helping members. DRF is funded by NALC member donations, and all donations go directly to helping other members affected by natural disasters.

Since June 2024, the DRF has raised more than \$464,000 and has provided more than \$611,000 worth of grants and other assistance to members. I'm so proud that year after year NALC members continue to give to DRF and step up to help relieve some of burden our members inevitably face after natural disasters.

STAMP OUT HUNGER FOOD DRIVE

In the last two years, NALC has continued our commitment to ending hunger in America with our annual Stamp Out Hunger Food Drive on the second Saturday in May. The 2025 food drive brought in an amazing 48 million pounds of food. While the final numbers are still being calculated, the 2026 total is estimated to be 36 million pounds of food.

Every year, from coast to coast, and off the mainland, our members recommit in our effort to fight hunger in our communities.

And last year, our impact expanded the traditional food drive. In the fall of 2025, during the longest government shutdown in history, letter carriers saw their communities struggling. More than a million federal employees were furloughed



or working without pay and government food assistance programs were paused. Given our branch's strong connections with their local food banks from decades of the food drive, NALC launched a Shut Down Hunger campaign.

NALC branches and state associations made monetary donations to their local food banks. All donations were matched in full by NALC Headquarters. Knowing that our members always deliver, I had high hopes, but I was astounded at the success and impact of this initiative. In only a few months, NALC branches and state associations raised more than \$263,000. With NALC's match, this totaled to more than \$526,000 for food banks nationwide.

This impact, along with contributions of the annual in-person food drive, are a reminder that our members are always willing to step up, give back, and help their communities.

MUSCULAR DYSTROPHY ASSOCIATION

For more than 70 years, letter carriers have worked to deliver the cure for NALC's official charity, the Muscular Dystrophy Association (MDA). In the last two years, NALC branches have continued to get creative with ways to raise funds for research into neuromuscular diseases.

In 2025, NALC raised more than \$945,000 for MDA, and we are on track to make 2026 a \$1 million year. I appreciate every MDA coordinator, branch and state association that continue to prioritize the important work our union does to support MDA.

COMMUNITY HEROES

Every single day, our members do so much more than deliver the mail. We keep an eye on our communities. Since we know our neighborhoods, routes and customers so well, we are often the first to notice when something is wrong and to step in and help.

I hear hundreds of stories like this every year. Letter carriers helping an elderly neighbor, spotting a fire, saving people's lives, and more. Sometimes these stories are picked up in the local media, but more often than not, after stepping up for their communities in a major way, letter carriers go about their day and continue their route without any fanfare or recognition.

Every month, *The Postal Record* publishes hero stories submitted to the

magazine. From those submitted, we celebrate those selected as national heroes of the year at an annual luncheon in Washington, DC. Since our last convention, we've welcomed two groups of heroes in the spring of 2025 and 2026. This is one of my favorite events NALC hosts. It showcases the best of what letter carriers do and who we are while honoring our incredible heroes. It's impossible to talk to these letter carriers and not feel inspired—and a little better about the world we live in.

It's an important reminder of something we all know: Letter carriers make America's communities safer and better.

LABOR MOVEMENT AFFILIATIONS

We know that workers are stronger when we are united. For this reason, NALC is affiliated with the AFL-CIO and UNI Global Union, strengthening our ties to the labor movement both domestically and internationally.

Over the last two years we have continued our long affiliation with the AFL-CIO. Along with the national presidents of more than 50 other unions, I serve as a vice president of the labor federation and sit on the executive council, representing city carriers' interests across a variety of committees. I also help govern the federation itself as a member of the executive committee, which is made up of the presidents of the AFL-CIO's 10 largest affiliated unions. Additionally, I serve on four other committees: legislative and policy, political, safety and occupational health, and state and local labor councils and community partnerships. The AFL-CIO continues to be an important tool for implementing NALC's legislative and political agenda, and a powerful source of support and solidarity we can call on when we are under threat.

We also continued our affiliation with UNI Global Union, the global federation of service-sector unions. NALC belongs to UNI's Post & Logistics sector, which connects postal unions worldwide. I sit on several federation-governing and postal-specific committees. NALC officers and staff travel to UNI meetings to learn from the experiences of workers from other post offices around the



globe, often gaining insight into threats that could be coming our way.

FIGHTS TO COME

I'd like to conclude with fights we have ahead for both the future of our jobs and the Postal Service. I wish these fights were not so existential, but the experiences of other post offices and their labor unions worldwide make clear that they are.

As with any union, understanding your employer's finances is critical in developing strategies to achieve the membership's goals. The Postal Service's financial situation is complicated and affected by two main forces: changes in the letter and parcel market and constraints placed on the agency by Congress.

For more than two decades now, we have grappled with the consequences of a Postal Service that, as of today, has lost over 50 percent of its monopoly volume and revenue, which had traditionally funded the cost of providing universal service to the nation. As letter volume has declined and the number of delivery points increases by about 2 million each year, the Postal Service's finances have deteriorated. The rise of e-commerce, particularly the surge in parcels during the COVID-19 pandemic, has mitigated this decline to an extent, but, unlike letters, the Postal Service competes for this volume with private delivery companies

and has lost market share to Amazon, in particular, in recent years.

On top of this insufficient business model, the Postal Service is in a unique financial situation, where many of the business and financial decisions it should be able to make are limited by Congress, and the agency receives no financial assistance in return. The Postal Service is severely limited by an inadequate debt limit that has not increased since 1994, a requirement to invest retiree funds in extremely low-yielding Treasury bonds and a long-term misallocation of pension liabilities from before the agency even existed.

The Postal Service's most recent fiscal year results revealed concerning indicators that we haven't seen since the Great Recession. At the end of Fiscal Year 2025, the Postal Service had reached its borrowing limit of \$15 billion, ended the year with only about half the cash it had at the end of the previous fiscal year, and yet again defaulted on its CSRS and FERS amortization payments. This was on top of a reported net loss of \$9.0 billion and a controllable loss of \$2.7 billion (notably, 50 percent higher than the previous fiscal year due to further declines in volume, including parcel volume). At that time, the Postal Service reported it only had enough cash to keep operating through November 2026.

Halfway through the 2026 fiscal year, the situation had not improved. Volume and revenue losses persisted, the borrowing authority remained maximized, and the agency still lacked cash to fulfill its retirement obligations and maintain operations long term.

In April 2026, the Postal Service announced that it would begin cash conservation measures, including temporarily pausing all its employer normal cost contributions to its FERS account. Additionally, the Postal Regulatory Commission (PRC) lifted restrictions on certain revenue previously required to be used to pay FERS amortization costs.

In June 2026, the PRC noted that these changes freed up enough cash to keep the agency operating for several years. But, it is clear that we must find a solution soon.

The Postal Service's actions will not immediately have a detrimental impact on current or future retirees, but each missed payment increases the Postal Service's FERS unfunded liability, which under current law, the agency will eventually have to pay. Before undertaking these cash conservation measures, the

Postal Service's combined CSRS, FERS, and retiree health benefit annual costs were expected to increase from about \$11 billion in 2026 to \$18 billion by 2032. The Postal Service cannot afford those costs today, and these measures will only increase them.

Because NALC has an in-depth understanding of the forces affecting the Postal Service's finances, we can develop proposals that lessen or remove their impacts, and in turn support our members' goals and our position in collective bargaining.

This is why we focus so much on legislative solutions to ease the Postal Service's financial constraints. Over the past two years we have pursued investment reform to allow the Postal Service to diversify its retiree funds in higher-yielding assets, implementation of the Segal report recommendations to correct the overallocation of CSRS liabilities on the Postal Service and an increase to the Postal Service's debt limit. Each of these proposals would significantly reduce the Postal Service's retirement liabilities or free up cash that could be spent on operations or to modernize the post office network to meet the needs of today's customers. Enacting these reforms is critical to protecting our futures.

But we must also prepare for other fights that are likely to come our way soon. Worldwide, governments and postal systems are addressing declines in letter volumes and increases in private competition by drastically altering their traditional postal systems: reducing delivery services, scaling down their workforces, and implementing labor practices found in the private sector. Similar ideas have been floated in the United States in recent months, by mailers, the PRC, and the even postmaster general as ways to provide long-term financial stability for the Postal Service. As these ideas gain traction, we must begin to consider in earnest the future we want.

While it may be comforting to know that post offices worldwide are encountering similar financial pressures as they also experience the loss of letter volume and revenue that has sustained their systems for hundreds of years, their solutions can provide insight but are not always welcome.

Many countries in recent years have responded to financial pressures by reducing the scope of their universal service obligations. These changes have ranged from relatively minor, like slow-

ing the speed of delivery in Australia, Brazil and Greece, to a nationwide decision to end delivery of all letter mail in Denmark at the end of 2025. Several countries, including Italy, France and New Zealand, have chosen to reduce the frequency of delivery in certain parts of their countries, particularly rural areas, meaning some residents receive mail delivery only three times a week.

Perhaps the most extensive example is the European Union, which is currently rewriting the laws that set minimum delivery service standards, incorporating many ideas from private-sector shippers.

And our siblings from the Canadian Union of Postal Workers to the north are currently fighting against the government's decision to end all door delivery in Canada.

These USO changes come with huge consequences for workers and their unions. And many of these changes affect letter carrier jobs the most. For example, Canada Post estimates it will cut 30,000 jobs, almost half of its workforce, by 2035 as fewer employees will be needed to perform cluster box deliveries.

Changes to the USO are of course not the only outcome of the Postal Service's financial challenges. Other methods of saving money on last-mile delivery exist and could also have an impact on our work. Privatization was a popular solution in the 2010s, resulting in the privatization of the British, German and Japanese post offices, to name a few, and downward pressure on postal employee wages. There is also the threat of technology. UPS, Amazon and FedEx all use artificial intelligence to create dynamic routes for their delivery drivers each day, but control and surveil their drivers to vastly different extents.

While we pursue the important legislative reforms, we must also consider the future we want for our jobs, as workers, and for the Postal Service, as Americans. Being clear-eyed about what could be coming our way can help us act strategically and work together in our best interests.

As this report goes to print, we are still in intense negotiations with the Postal Service while we weigh the potential benefits and risks of interest arbitration. I do not know what the future holds, but I am confident that when given the opportunity, the members of NALC will fight for the future we want and deserve.

EXECUTIVE COUNCIL

The Executive Council is the governing body of the NALC between national conventions and is responsible for determining the direction of the union. In accordance with Article 9, Section 11 of the *NALC Constitution*, the Council consists of the president, executive vice president, vice president, secretary-treasurer, assistant secretary-treasurer, director of city delivery, director of safety and health, director of life insurance, director of the health benefit plan, director of retired members, the board of trustees and the national business agents (NBAs).

As of May 21, 2026, the Council had convened 28 times since May 31, 2024.

Meetings of the Council are an important opportunity for national officers and key staff to focus on the important issues facing letter carriers. NALC leaders learn about the latest developments from the field and tackle significant issues of national importance. Often, staff members in attendance will report on departmental activities. By meeting as a group, Executive Council members gain the perspective needed to make important decisions on behalf of the membership.

The following is a brief overview of those council meetings that took place:

June 26-27, 2024, Washington, DC: President Brian L. Renfroe reported to the Council on the progress of negotiations with the Postal Service and advised that the membership would be notified of the status of a collective-bargaining agree-

ment. President Renfroe reviewed the recommendation process for the proposed amendments to the *Constitution* to be considered by the delegates at the national convention. The Council approved a code of conduct statement to be read to the members at all NALC events.

July 12, 2024, virtual meeting: President Renfroe led the Council in a discussion on the collective-bargaining process and answered all the questions related to the updates provided. The Council was informed that the Postal Service agreed to extend the time limits addressed in Article 15 of the collection-bargaining agreement specific to processing grievances due to the national convention. The Council was informed that an endorsement for the presidential elections would be discussed at the convention.

July 30-Aug. 8, 2024, Boston Convention: President Renfroe provided the council with updates on the state of negotiations and introduced Elizabeth (Lisa) Kott as the new staff attorney. The Council discussed the additional resolutions received since the last Council meeting and made recommendations for approval or disapproval. The Council approved an increased stipend for Step B representatives and discussed the possible acquisition of property for Region 14. The Council was given a detailed agenda for the week of the convention.

Oct. 10, 2024, Washington, DC: President Renfroe informed the Council that a tentative agreement was imminent and that all the

details of the agreement would be provided so that it may be accurately conveyed to the membership. President Renfroe advised the Council that there would be four mini “rap sessions” across the country to inform the members of the details of the agreement. The Council was given the status report on Nalcrest reflecting the impacts of hurricane Milton and the power outages in southern Florida.

Oct. 19, 2024, Washington, DC: President Renfroe informed the Council that a tentative agreement was provided to the membership via social media and then discussed the details at length. President Renfroe provided the Council with information concerning open season for health benefit plans and the implementation of the new Postal Service Health Benefits Program. The Council was informed of the campaign releases for the election and the sites of the four rap sessions: Houston, San Francisco, Minneapolis and Washington, DC.

Jan. 31, 2025, virtual meeting: President Renfroe informed the Council that the tentative agreement was rejected by the membership and that the Postal Service agreed to reopen negotiations. The council was informed that the membership would be polled about the economic package and that a second ratification vote was possible if there was another agreement. President Renfroe expressed concerns to the Council about the negative impact the new administration could have on contract negotiations.

Feb. 19, 2025, virtual meeting: President Renfroe reported to the Council that there was no new agreement with the Postal Service at the close of the 15-day window for negotiations and that the NALC will be finalizing preparations for interest arbitration. The Council discussed concerns about the newly created Department of Government Efficiency (DOGE) and the possible direct impact on the Postal Service. The Council discussed plans for a rally based on the “Fight like Hell” campaign.

Feb. 20, 2025, virtual meeting: President Renfroe called a meeting of the Council based on reports of an impending executive order placing the Postal Service under the Department of Commerce and the possible impact on the NALC. The Council approved moving forward with an expedited interest arbitration process.

Feb. 21, 2025, virtual meeting: President Renfroe called a meeting of the Council to provide an update on the possible executive order as reported by the *Washington Post*. The Council was also informed of the agreement by the Postal Service for the expedited arbitration process.

March 10, 2025, virtual meeting: President Renfroe informed the Council that DOGE was currently meeting with the Postal Service and the Board of Governors. The Council was informed of the possibility of a lawsuit should the administration follow through on publicized threats attacking labor unions and provisions of collective-bargaining

agreements. The Council was informed of plans for an informational rally to be held on March 23. The Council was informed that interest arbitration hearings would begin on March 17.

March 15, 2025, virtual meeting: President Renfro called a meeting to update the Council on DOGE's meeting with the Postal Service. The Council was informed that DOGE is looking over postal real estate and leases and that their engagement with the Postal Service is limited to 120 days.

March 26-27, 2025, Washington, DC: The Council passed a resolution concerning the rates for the NALC Health Benefits Plan for employees and staff, based on the staff plan actuary analysis. President Renfro provided the Council with an explanation of the completed interest arbitration process, and the council approved the purchase of property for the Region 6 NBA office.

May 28, 2025, Washington, DC: President Renfro updated the Council on implementation of the Article 8 provisions and the New Employee Experience Retention and Mentoring Program. The Council discussed the selection of David Steiner as postmaster general (PMG) and the results of the latest food drive.

June 17, 2025, Washington, DC: President Renfro met with the Council and provided a legislative update and informed the council of the July 17 start date for the new PMG. The Council was given a timeline for the implementation of the provisions of the new collective-bargaining agreement.

Aug. 18-19, 2025,

Washington, DC: The Council elected the officers of Nalcrest and the Board of Directors for the Disaster Relief Foundation. President Renfro informed the Council of the hiring of Paul Swartz as the new director of legislative and political affairs and was given an update on the status of the build-out of the online learning platform. The Council approved the financing for the purchase of property for the Region 14 NBA office and discussed the potential impact of the threats by the administration.

Sept. 3-4, 2025, Washington, DC: The Council began preparations for negotiations by forming bargaining committees. All Council members were assigned committees along with the letter carrier staff. The Council was informed of the creation of "Rank-and-File Committees" to provide input on bargaining proposals.

Oct. 8, 2025, Washington, DC: The Council was given an update on the initial meeting of the Rank-and-File Committees and the continued preparation for collective bargaining. The Council discussed the government shutdown and possible attacks against the NALC, including dues deduction and threats to representation. The Council was provided with the agenda and travel plans for the scheduled rap session in Cleveland.

Oct. 9, 2025, virtual meeting: The Council had a meeting to discuss changes to the Health Plan. The council was informed that it was no longer financially feasible to offer coverage to non-postal federal employees through the NALC Health Benefit Plan, so the decision had been made to discontinue that

coverage option effective with the 2026 health plan open season.

Oct. 21, 2025, Washington, DC: President Renfro followed up with the Council on the changes to the Health Benefits Plan. The Council was given an extensive itinerary for the rap session and its format. The Council discussed the impact of the government shutdown on the Postal Service and was given a timeline and goals for the upcoming round of collective bargaining by President Renfro.

Nov. 5, 2025, Washington, DC: President Renfro discussed with the Council the economic priorities of the NALC in the upcoming round of collective bargaining. The Council approved the trustees' resolution for the staff plan for the NALC Health Benefit Plan. The Council discussed several incidents of Immigration and Customs Enforcement (ICE) agents and their interactions with letter carriers. The Council was informed of the hiring of a new communications director and several regional and headquarters appointments.

Nov. 20-21, 2025, Cleveland, OH rap session: President Renfro led the council on a discussion about the financial status of the Postal Service and polling results from the members. The Council discussed goals of collective bargaining. The Council approved financial assistance to the Disaster Relief Foundation. The Council discussed the agenda for the rap session.

Dec. 11, 2025, Washington, DC: The Council approved an update for the I.T. system and discussed the economics of bargaining. The Council was informed of a second group

of Rank-and-File Committees scheduled to meet in January. The council was also given a timeline for the opening of collective bargaining in February.

Jan. 20, 2026, virtual meeting: President Renfro had a brief meeting with the Council about the virtual meeting scheduled with branch presidents later that evening. The Council was informed that a National Day of Action was planned for Feb. 22, and the details would be provided to the presidents during the meeting.

Feb. 24-25 2026, Washington, DC: The Council discussed the opening of collective bargaining and was given an overview of NALC's opening statements. President Renfro reviewed the interest arbitration process with the Council. The Council discussed the possibility of potential benefit opportunities that could be made available to NALC employees.

March 26, 2026, Washington, DC: President Renfro provided the Council with an analysis of the testimony by the PMG before Congress. The Council continued with ongoing preparations for interest arbitration.

May 18-22, 2026, (Collective Bargaining) Washington, DC: President Renfro led the Council on discussions during the final week of bargaining about the proposals presented by the NALC and the Postal Service during negotiations. The Council was updated daily of the status of bargaining.

LEGISLATIVE AND POLITICAL AFFAIRS

Since our last convention, the NALC pursued an aggressive legislative agenda that focused on protecting letter carriers from being assaulted and protecting the Postal Service from privatization, improving workplace safety, safeguarding retirement and labor benefits, expanding workers' compensation protections, supporting voting by mail, and advocating for federal employee rights.

The Republicans gained the trifecta after the 2024 elections and now control the presidency, Senate and House. However, slim majorities in both the House and the Senate have made it nearly impossible to pass legislation without bipartisan support. Throughout a majority of the 119th Congress, Speaker Mike Johnson (R-LA) could only afford to lose two members on any party line vote. As we come up on the NALC's 74th biennial convention, the current numbers in the House stand at 218 Republicans, 212 Democrats, one independent, and four vacancies.

The Senate margins are just as tight. Currently, the Republicans hold a 53-47 seat majority. Due to the filibuster, passing anything in the Senate through regular order requires 60 votes. The Senate majority leader, through a process called reconciliation, can pass legislation by simple majority (more on reconciliation below). This process, however, can only be used once during a fiscal year. As of press time, Congress is already working on Reconciliation 2.0 to fund U.S. Customs and Border Protections and Immigration and Customs Enforcement. Reconciliation is expected to be narrow in scope. However, Congress will have one more shot at a reconciliation

package in October, and Reconciliation 3.0 will likely be a much larger bill that could once again affect letter carriers and federal employees.

FIGHTING FOR A FINANCIALLY STABLE POSTAL SERVICE

A financially viable Postal Service for the long-term future remains a top priority for the NALC. The USPS reported a net loss of \$9 billion last fiscal year, and so far the balance sheet has not improved. During a March 2026 hearing in the House Subcommittee on Government Operations, Postmaster General David Steiner warned lawmakers that the Postal Service could run out of money in about a year.

In a submitted statement to the House Subcommittee on Government Operations, President Renfro identified three areas that would significantly increase the financial condition of the Postal Service. These three areas include sensible investment reform for USPS retiree health and pension funds, correcting the decades-long Civil Service Retirement System (CSRS) pension misallocation, and increasing the borrowing limit.

Congress allowing the Postal Service to invest in higher-yielding funds with a higher rate of return will improve and reduce the Postal Service's retirement liabilities. Currently, the USPS is constrained by law on how it can invest its retirement trust funds. Under current law, the Postal Service must invest its retirement accounts in low-yielding Treasury bonds, earning between only 1 and 3 percent interest. Congress must allow the Postal Service to invest in a more fiscally re-

sponsible manner that is still low risk. A higher-yielding investment strategy will save the agency billions of dollars while reducing any appetite to lower service standards or quality.

In addition to being constrained by a disadvantageous investment plan, the Postal Service is also affected by an unfair overallocation of its CSRS pension liabilities. This unfair calculation has cost the Postal Service more than \$1 billion in the past 50 years. Multiple analyses have found that the current methodology used by the Office of Personnel Management (OPM) to allocate CSRS pension costs unfairly place unwarranted responsibility on the Postal Service. This unfair responsibility has cost the USPS \$3 billion annually and has shifted at least \$90 billion in unjust financial obligations onto the agency.

Finally, the Postal Service must be allowed to increase its borrowing authority. Currently, the Postal Service has maxed out its \$15 billion borrowing limit. This limit was placed on the Postal Service in 1992 and has not been adjusted for inflation or growth since. If adjusted for inflation, the limit today would be about \$35 billion. This is unacceptable and does not allow for the Postal Service to access sufficient capital to make investments necessary to modernize its network, or to cover the cost of providing universal service. NALC continues to advocate for these three common-sense financial changes that are the best ways to improve the Postal Service's financial outlook while preserving letter carriers' jobs, retirements, and the service they provide.

LEGISLATIVE VICTORY: SOCIAL SECURITY FAIRNESS ACT ENACTED

A significant victory for letter carriers occurred in January 2025 when the Social Security Fairness Act was signed into law, eliminating the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO). For the past several decades, the NALC worked closely with Congress to repeal these unfair provisions that reduced or eliminated Social Security benefits for certain retired members. The repeal was retroactive to January 2024, with eligible retirees receiving a one-time lump-sum payment covering the difference in their benefits.

NALC and our advocates were instrumental in the decades-long fight for the enactment of this law. At the end of 2024, in the months leading up to House and Senate votes, NALC put out numerous calls to action and participated in rallies and press conferences on Capitol Hill to push the bill forward. NALC members should be proud of their unwavering efforts in this long fight for all our members to finally receive the full Social Security benefits they earned and are owed.

PRIORITY LEGISLATION

The NALC continues to advocate for letter carriers on several other issues as well, including the Protect Our Letter Carriers Act (POLCA)—H.R. 1065/S. 463, Federal Retirement Fairness Act—H.R. 1522, Anti-Privatization Resolution—H.Res. 70/S.Res. 147, the Equal COLA Act—H.R. 491/S. 624, the Improving Access to Workers' Compensation for Injured Federal Workers Act—H.R. 3170/

S. 3296, and the USPS Shipping Equity Act—H.R. 3011.

In February 2025, the bipartisan Protect Our Letter Carriers Act was reintroduced in both chambers of Congress to address the rising number of assaults and robberies targeting letter carriers. Once again, Reps. Brian Fitzpatrick (R-PA) and Greg Landsman (D-OH) introduced the House version, and Sens. Josh Hawley (R-MO) and Kirsten Gillibrand (D-NY) introduced the bill in the Senate.

The USPS Office of Inspector General (OIG) and the Government Accountability Office (GAO) found that armed robberies and assaults on letter carriers surged nearly 700 percent in recent years. These assaults are largely driven by criminals who target the arrow key, giving criminals access mail, packages, financial statements and checks.

The NALC has made passage of this legislation a top priority. The legislation includes three important provisions to deter criminals and prevent these crimes from happening:

- It provides \$7 billion over five years (\$1.4 billion annually) in funding for the Postal Service to secure its infrastructure, including installing high-security collection boxes and replacing the Arrow Key with an electronic version.
- It would ensure that every crime committed against a letter carrier is prosecuted by requiring the attorney general to appoint an assistant U.S. attorney in each judicial district to prioritize any case that involves an assault or crime against a letter carrier.
- It would strengthen sentencing guidelines for these crimes by ensuring they are treated in the same manner as assaults

on federal law enforcement officers.

On July 23, 2025, the House Subcommittee on Government Operations held a hearing titled “An Update on Mail Theft and Crime” to examine the spike in attacks on letter carriers. NALC President Brian L. Renfroe testified before the committee on the importance of getting H.R. 1065 passed and signed into law.

The NALC has also been closely following proposals that could alter USPS governance or move toward privatization. Early in 2025, the administration actively pursued the idea of privatizing the Postal Service, citing the agency’s financial losses. The administration proposed restructuring the Postal Service by merging it with the Department of Commerce. Commerce Secretary Howard Lutnick and the Department of Government Efficiency (better known as DOGE) explored ways to merge the Postal Service or sell off the operations handled by the USPS that a private-sector company could handle.

In response to the attempt to privatize the USPS, NALC supported H.Res. 70 and S.Res. 147. H. Res. 70, introduced by Reps. Stephen Lynch (D-MA) and Nick Lalota (R-NY), and S. Res. 147, introduced by a bipartisan group of senators led by Senator Gary Peters (D-MI), affirms the sense of both the House and Senate that the Postal Service should remain an independent agency and not be subject to privatization. Currently, H. Res. 70 has a majority of House members, 237 co-sponsors, that agree the Postal Service should not be privatized.

Along with supporting this resolution, in response to the administration’s reported efforts to restructure the Postal Service, NALC put out numerous calls to action that culminated in an in-

son national day of action on March 23, 2025, where more than 250 branches across the country heled rallies to say “Hell no” to dismantling the Postal Service. NALC’s collective action focused on a singular goal was a massive success and no executive order threatening the independence or structure of the Postal Service has been issued.

While enactment of the Social Security Fairness Act was a massive victory, more must be done legislatively to achieve a fair retirement for all NALC members. A question letter carriers frequently ask is, “Am I able to buy back my time spent in non-career status?” The Federal Retirement Fairness Act was reintroduced in February 2025 by the late Rep. Gerry Connolly (D-VA), along with Reps. David Valadao (R-CA), Nikki Budzinski (D-IL) and Don Bacon (R-NE). The bill would allow eligible temporary federal and Postal Service employees to make catch-up contributions for their time spent in non-career status after Dec. 31, 1988, making it credible service under the Federal Employees Retirement System (FERS). Roughly 70 percent of active NALC members would have some sort of credible time under this bill. The NALC continues to educate members and staff on this legislation, as many are unaware of this impact on letter carriers and other federal employees.

The NALC continues to fight for other priorities as well. For the retirees, the NALC supports the Equal COLA, H.R. 491 and S. 624. The Equal COLA Act would end the cost-of-living disparity between FERS and CSRS annuitants. The legislations ensure that retirees under the FERS system would receive the exact same annual inflation protection as those retirees under CSRS.

The NALC is also advocating for letter carriers who get

injured on the job. The Improving Access to Workers’ Compensation for Injured Federal Workers Act, H.R. 3170 and S. 3296, would expand care options for letter carriers who are injured on the job to allow NPs and PAs to prescribe or recommend treatment. In May, President Renfroe testified before the House Subcommittee on Workforce Protections, a hearing focusing on reform and oversight of the Federal Employees’ Compensation Act (FECA) program. President Renfroe stated how vital FECA is to letter carriers, and how postal employees account for nearly half of the claims made to OWCP each year.

Finally, the NALC continues to work to end a pre-Prohibition era ban that prohibits the Postal Service from delivering alcoholic beverages. Once again, Rep. Dan Newhouse (R-WA) introduced H.R. 3011, the USPS Shipping Equity Act. H.R. 3011 would allow the Postal Service to ship beer, wine, and other alcoholic beverages directly from licensed producers and retailers to legal customers. It is estimated this legislation would generate an additional \$190 million annually in new revenue for the Postal Service, leveling the playing field where private shippers such as UPS and FedEx are the only options.

RECONCILIATION

Last summer, the NALC engaged in one of its most important and biggest legislative battles in recent history as it fought to preserve letter carrier benefits and union protection from budget reconciliation in Congress. The House Committee on Oversight and Government Reform sought to reduce the federal deficit by more than \$50 billion. To achieve these cuts, the committee proposed major

benefit cuts to reduce benefits for letter carriers and other federal employees. These cuts included increasing the FERS contribution rate, eliminating the FERS supplement, and changing the annuity calculation to a high-5 salary average rather than a high-3.

The Senate Homeland Security and Governmental Affairs Committee (HSGAC) recommended to limit spending by proposing a \$32.5 billion increase over the 2026-2035 fiscal years. To achieve this limit in spending, HSGAC proposed \$24 billion in savings by proposing for at-will employment for a lower FERS contribution for new hires, verifying any family members added to Federal Employees Health Benefits (FEHB) programs by disenrolling ineligible beneficiaries, imposing a 10 percent fee to cover the costs for any optional payroll deductions, and charging unions for the use of official time. While the reconciliation bill, called the One Big Beautiful Bill, did pass and was signed into law, all of the benefit proposal cuts to letter carriers were removed from the final bill due to an aggressive grassroots lobbying effort by NALC and its members. Letter carriers from around the country mobilized and contacted their members of Congress to defeat these arbitrary cuts to their benefits. With so much on the line, letter carriers delivered and were one of the only groups to come out of this process intact and unscathed. To read more about the NALC's involvement in reconcilia-

tion, please see the Executive Report on page 19.

FIGHTING ATTACKS AGAINST VOTE-BY-MAIL

In January 2026, Congress introduced the SAVE America Act. The bill would require individuals to provide documentary proof they are a U.S. citizen, either in person or by submitting a physical copy. If passed, the SAVE America Act would largely eliminate online and voting by mail. NALC opposed this bill and sent opposition letters to both the House and the Senate.

The legislation is largely based on the idea that voter fraud is widespread and rampant. However, multiple extensive audits, government reports, and court rulings have found that voter fraud is incredibly rare, and does not occur on a scale that would alter an election. In fact, during the 2020 election, a comprehensive review by two leading universities found no evidence of systemic or widespread fraud.

But that is not stopping Congress or the administration from acting to stop this false idea of voter fraud. In March, President Trump signed an executive order titled "Ensuring Citizenship Verification and Integrity in Federal Election," which addresses the process of mail-in and absentee ballots. The executive order instructs the Department of Homeland Security and the Social Security Administration to compile a database and generate a statewide list of verified adult U.S. citizens.

These lists would then be given to each state's election officials to verify eligibility. Once the states have the list, they would submit the list of eligible mail-in or absentee voters to the Postal Service. It would be the Postal Service's responsibility to cross-reference the list to create a participation list for those voters eligible to receive mail-in or absentee ballots.

President Renfro participated in a House field hearing in April focusing on election security and vote by mail. The hearing was hosted by Speaker Emerita Nancy Pelosi (D-CA) and House Committee on Administration Ranking Member Joe Morelle (D-NY). President Renfro was invited as a panelist to share letter carriers' views on the recent attacks on mail-in ballots and how it could affect letter carriers' work.

The NALC continues to monitor the executive order very closely. Several lawsuits have been filed by civil rights and voter rights groups, arguing that the executive order violates Article 1 of the Constitution, which grants each state the power to set rules for federal elections.

OUR POWER ON CAPITOL HILL: LETTER CARRIER POLITICAL FUND

With this large legislative agenda with multiple attacks coming from all branches of the government, the Letter Carrier Political Fund (LCPF) continues

to be an important weapon to fend against these attacks. The NALC is actively engaged in Washington and in each congressional district with the help of our letter carrier congressional liaisons who engage members in the district.

With the upcoming midterm elections in November, and the possible power shift in the House, the Senate or both, the LCPF allows us to continue to invest in candidates and members who support us. All letter carriers probably have health insurance, life insurance and car insurance to protect them in the event of an incident. Contributing to the LCPF is like having job insurance. Unfortunately, only 12 percent of our members support the LCPF. Despite that level of participation, the LCPF generates nearly \$7 million in an election cycle, making the NALC a very powerful association on Capitol Hill. If we can increase the number of letter carriers who donate to the LCPF, the LCPF would dominate.

Our legislative and political organizers (LPOs) have been instrumental in increasing the LCPF. They have been working closely with state associations and branches to educate LCPF coordinators to maximize local contributors. As local branches schedule events or trainings, please use your LPO as a resource for any assistance. They are ready and available to help grow the LCPF in your branch or state.

Note: By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. 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.

INFORMATION CENTER

The NALC Information Center (IC) continues to evolve but its mission remains the same: to obtain, organize, protect, and provide access to information resources needed by the union's officers, staff, and membership. To meet these needs, the IC works in several areas to enhance access to materials with better organization, thorough indexing and metadata, and follow-through of retention schedules, all while following the regulations and legalities as required. The IC strives to preserve NALC's institutional memory along with the past and present histories of letter carriers, as documented in our historical collections. Since the last convention, our former archivist has pursued another career opportunity. Margaux Newell joined in September 2025 as NALC's new archivist.

ARCHIVES

Since 2001, NALC's official archives have been stored at Walter P. Reuther Library at Wayne State University, where a professional staff of archivists and technicians safeguard the materials. NALC maintains a relationship with Reuther's staff to evaluate records for future transfers and to make current holdings more accessible to the union's officers, staff, and members, as well as the labor community. By doing so, NALC's history will be preserved and made available to a broad audience. Anyone interested in NALC, the Postal Service and its workers, or the American labor movement can access this wealth of historical material.

Reuther continues to process NALC records. Professional archival process-

ing is a time-consuming yet necessary action, as it increases public access to archival collections by way of creating finding aids, which help researchers locate specific items of interest. NALC's collections at Reuther include paper records, photographs, posters, videos, badges, uniforms, and other memorabilia. If you go to the Reuther website (reuther.wayne.edu), you will see the finding aids to NALC's collections and a photo gallery of historic images.

While the union's official archives are in Detroit, many historical items and records remain in Washington. Some archival materials remain on site for the use of staff and officers as reference materials, while other archival materials remain on site in consideration of other projects. The collection of historical artifacts started in earnest with the celebration of NALC's centenary in 1989 and has continued since. We have, among other things: historical institutional records, historic NALC Auxiliary (NALCA) meeting minutes, uniform items from USPS, the Post Office Department and foreign postal services, convention badges, pins, buttons, and scrapbooks. Archives exist to be used; Newell and the staff at Reuther are hard at work fostering active, ongoing collaboration between our institutions to facilitate access to our significant historical collections.

RECORDS MANAGEMENT

As branches should be aware, the Labor-Management Reporting and Disclosure Act (LMRDA) imposes strict retention requirements on unions on

both the local and national level. However, records management is about more than legality; records management is an essential component for a functioning union. The purpose of the records management program at NALC headquarters is to organize and preserve the substantial amount of material generated by the union while disposing of that which is no longer needed.

Although increasing amounts of NALC's work is done solely in digital format, paper is still a part of the records management process and must be considered properly. Requirements for records retention—whether practical or legal—and space limitations often clash. NALC continues to reinforce its physical record management standards and ensure timely destruction of material that is no longer needed or legally required. This allows the valuable records storage spaces in the headquarters building to be used to store only those items in which officers and staff may need more convenient and frequent access to. Care is always taken to safeguard personal and financial data and other sensitive information when disposing of records.

NALC continues to implement its electronic records retention policy to ensure efficient and ideal usage of space, optimize retrieval capabilities, eliminate redundancy, and support effective management. This effort includes restructuring and organizing digital files, removal of duplicated and outdated items, and scanning projects. In addition, NALC uses a digital asset management system to ensure items that require permanent retention are stored in a secure space that also

allows for enhanced searchability provided by extensive metadata.

As mentioned above, branch recordkeeping is also subject to the LMRDA and must follow the same general principles that govern records management at the Headquarters level, if on a smaller scale. Branch officers' training, offered by the secretary-treasurer, provides classes on records management, with the aim of helping branches comply with LMRDA requirements.

INFORMATION CENTER

The NALC Information Center holds a large collection of NALC and postal materials, and a smaller collection of general interest and reference sources. The IC maintains copies of all NALC publications, including all convention materials dating back to our 33rd national convention in 1941, the very first time it was held in Los Angeles! In preparation for the national convention, this proves useful as many need to reference past proceedings, officers' reports, and resolutions. In combination with convention materials, past editions of *The Postal Record* can trace the most significant moments from every convention of the union's history, back to the very beginning. The resources available in the IC are also used when the union is engaged in bargaining or preparing for arbitration. Among other items, the IC has transcripts and exhibits from all NALC interest arbitrations, and those from many of our sister postal unions.

One of the most significant parts of the IC collection is postal-related material. The IC can supply, when asked, the changing

language of a section of the *Employee and Labor Relations Manual (ELM)* or *Handbook M-41* or other postal documents going back to its origins. Branches needing support for arbitration, as well as headquarters officers and staff, have access to this information through the IC. In addition to official USPS documents, the IC has an extensive collection of postal-related literature, ranging from past President

William C. Doherty's *Mailman USA* to the late Walt Hill's *Reminiscences of Mr. Zip*, which chronicles the day-to-day experiences of a previous city letter carrier.

Increasingly, digital access is part of the IC, as digital subscriptions to larger online archives of materials replace physical subscriptions. Digital access is also a goal for our ongoing scanning projects involving IC materials. This allows of-

ficers and staff to use the IC materials wherever and whenever they may need to for research and to assist members.

Moving the IC forward, Newell is currently processing NALC's most important institutional collections—such as our convention collection—and rehousing older, more fragile records into acid-free boxes and folders to address conservation concerns. Additionally, she

is creating NALC-specific finding aids, which will help the union's members, researchers, and the labor community discover what records exist in our collections, understand their historical context, and determine how to access these records. Newell is always happy to answer reference questions or assist with research projects by drawing on the unique materials the IC has available.

NALC DISASTER RELIEF FOUNDATION

At the 2018 National Convention in Detroit, the creation of the NALC Disaster Relief Foundation was announced to the delegates in attendance. The mission of the Foundation is to respond to the far too often occurrences of devastating natural disasters by providing relief to alleviate the suffering of effected NALC members.

NALC branches and members remain determined to provide aid to members who are affected by these disasters.

When a disaster strikes, DRF officers and directors quickly identify carriers who are affected and give them aid as soon as possible. The aid might include supplies such as water, food, clothing and postal uniform items. Working closely with local branch leaders, the DRF helps members whose homes are uninhabitable and/or damaged to find temporary housing and transportation, as well as apply for DRF grants.

The Foundation is structured so that when a natural disaster occurs, an assessment can be made quickly and then followed up with much-needed relief for our affected members. Since being established, hundreds of individual do-

nors, branches and state associations have pitched in to help the Foundation build its capacity to assist active and retired regular NALC members in need.

Through the NALC Disaster Relief Foundation, NALC are answering the call from branches and individual members who wanted a mechanism to send donations, supplies, uniforms and other assistance to their brothers and sisters affected by natural disasters. "The foundation is ready to provide rapid help for our affected brothers and sisters," President Brian L. Renfroe said. "But it can't do its job without our support."

Donations should be sent to NALC Disaster Relief Foundation, 100 Indiana Ave. NW, Washington, DC 20001-2144. The Foundation is a 501(c)(3) non-profit organization, and your contribution may be tax deductible. It is recommended that you seek further advice from your tax advisor. All donations from letter carriers, branches and state associations go directly to NALC members who need assistance—no administrative costs are deducted. Any NALC member who has faced hardship as a result of a natural disaster or wildfire can apply

for assistance by completing the Application for Relief Grant available on the Foundation's web page at nalc.org/disaster.

"If you have not donated yet, please help your fellow letter carriers affected by a natural disaster," Renfroe said. "Let's all donate to the Disaster Relief Foundation now so that it can be ready when disaster strikes."

The DRF received \$464,128.72 worth of donations, from June 1, 2024, through May 31, 2026.

- **Members: \$144,787.46**
- **Branches: \$216,593.11**
- **State: \$31,047.89**
- **Region: \$9,723.25**
- **Others: \$61,977.01**

The DRF has also provided \$611,300 worth of grants and other assistance for the following storms, during the same time frame. Assistant to the President for Community Services Christina Vela Davidson states, "Everything that goes to these carriers in need comes from you, our donors," Davidson continues. "They are eternally grateful for your continuing support. "The next victim of a disaster could be you or someone you work with," she added. "Any amount

helps. We are here for you, and we thank you for your support."

2024

- Hurricane—TX, GA, NC, SC, FL
- Floods—TN, TX, MN, NM, CT
- Wildfires—NM

2025

- Floods—WV, KY, IN, TX, NJ, WI, IL
- Wildfires—CA
- Hurricanes—FL, GA
- Tornado—GA, KY, MO, IL
- Lighting—TX

2026

- Winter storm—NJ
- Tornado—MO, IL, MI
- Floods—WI

The eligibility requirements are outlined in the application. The Foundation's board of directors will consider the applications and will issue grants on an objective basis to eligible individuals as funds are available. Members do not have to wait for emergency relief or insurance claims to be settled to apply for aid. Applications must be received no later than 120 days after the date when the natural disaster occurred, unless the applicant can provide sufficient reasons for the delay.

COMMUNICATIONS DEPARTMENT

The NALC Communications Department is an integral part of the union's official communications efforts to NALC members. The department's mission is to inform the active and retired NALC members. Our aims are to inform them about the postal situation, tell them what's at stake for them and inspire them to take action when appropriate, whether through political activity or by spreading the message.

The chief forms of communication with members are *The Postal Record*, NALC's monthly magazine and official publication, which is mailed to our 290,000 members and some others, including lawmakers, and posted on NALC's website, nalc.org. Also central to our efforts are the *NALC Bulletin* (a periodic publication that is posted in branch halls and post offices), the NALC Member App for smartphones and our outreach through various social media channels.

The quality of the department's work has been recognized by our peers in the labor communications community. Since the last convention, news articles in print and online have won several awards from the International Labor Communications Association's (ILCA) Labor Media Awards, the largest competition in the United States recognizing excellence in labor journalism.

The Postal Record is, as mentioned, NALC's chief communications vehicle with the membership. It is a unique resource, without peer in the U.S. labor movement in focus and quality. The official journal of NALC, *The Postal Record* is two years older than the union itself, having been founded in 1887. Its pages address the concerns of letter carriers in the workplace, legislative and political spheres; when rel-

evant, it places topics in the context of the broader labor movement. The magazine's emphasis is on straightforward information so members can make their own informed decisions. *The Postal Record* also explains how members can help make NALC stronger. It provides thorough and up-to-date reports on the letter carrier craft, the Postal Service, public policy issues and the many notable efforts of NALC members to improve the communities in which they work; for example, through the annual food drive or the Muscular Dystrophy Association. The staff also writes feature stories relevant to letter carriers.

In planning magazine articles, the staff works directly with resident national officers and coordinates with other NALC Headquarters departments. Most of the articles are written by Communications Department staffers, but staff members from other departments provide essential material for many items or even write stories themselves.

The Postal Record has featured a wide range of articles recently, such as ones reporting on the efforts by members to raise public awareness about crimes against letter carriers, encouraging members to get involved in the legislative process, informing new and veteran members of their rights, and preparing for the biennial convention in Los Angeles.

Meanwhile, because it is not on a set publication schedule, the *NALC Bulletin* provides a timely way to address issues such as legislation, contract negotiations and various union campaigns, as events warrant. Further, the *Bulletin* is available to all postal employees across crafts, because it's posted on union

bulletin boards in the work areas of post offices as well as in branch halls. Nearly 10,000 copies of the *Bulletin* are mailed to branch officials and shop stewards.

Along with these publications, the department maintains the NALC website, which aims to be attractive, content-rich, focused and current. While the website's primary goal is to provide information to members, it also serves as a public relations tool by communicating to a wider audience the value of the universal postal network and the important contributions made by letter carriers to their communities every day. The level of interest is reflected in the tens of thousands of visits a month to NALC's website. Contract-related documents account for the majority of downloads from the website. Its seven main sections—About NALC, News & Research, Government Affairs, Workplace Issues, Union Administration, Community Service and Member Benefits—contain subsections with hundreds of pages of information and thousands of supporting documents.

The Communications staffers also work closely with other NALC Headquarters departments to post important information to the website in timely fashion.

The department delivers vital information to members quickly through the NALC Member App for iPhone and Android smartphones, a tool that uses today's technology to get the most up-to-date information and resources into the hands of our stewards and members. The app was developed at NALC Headquarters with the needs of all members in mind. It contains links to workplace resources, including the *National Agreement*, the *Joint Contract Administra-*

tion Manual (JCAM), the Materials Reference System (MRS), city carrier assistant (CCA) resources and more. It also includes legislative tools, as well as one of the most useful features for all letter carriers—an interactive non-scheduled days calendar. Members can sign up for notifications based on their interests and where they live. The app is available in the App Store or on Google Play.

The Communications Department continues to expand its digital efforts and provides frequent updates on social media platforms, including Facebook (facebook.com/nalc.national); X (@NALC_National); Instagram (@LetterCarriers); Threads (@lettercarriers); and BlueSky (@lettercarriers.bsky.social). We use YouTube (youtube.com/ThePostalRecord) to post NALC-made videos. The department also produces video and audio versions of the union's official podcast, "Fight Like Hell!" The staff uses short and long-form video, graphics, and other types of posts to spread NALC's message, educate letters carriers, and to generate enthusiasm among the rank and file for the union's agenda and activities. We also use social media to engage with the lawmakers and media stories that are particularly relevant to letter carrier issues.

Additionally, the department provides creative, editorial and publishing support for other departments, and prepares materials for national conventions and rap sessions. The expertise and experience that is gathered in the department gives other NALC Headquarters operations the ability to create a variety of professional-quality publications in-house at a substantial savings over contracting with outside

vendors, ranging from greeting cards and invitations to major works such as *Carriers in a Common Cause* and the *JCAM*.

For national conventions, the department produces the *Officers' Reports* book, the *Financial Reports* book and the *Pocket Guide*. It also works with video vendors during the convention to quickly isolate key events for posting to NALC's website as well as to its YouTube account.

When the convention is in session, the department writes and produces a daily summary, the *Convention Chronicle*, with department staffers covering the events—monitoring the proceedings, taking notes, writing articles, taking photographs, editing, doing layout, and proof-reading from morning well into

the evening. The *Chronicle* is produced completely on-site and printed overnight at a union printer for distribution of about 8,000 copies the next morning to delegates.

Following the convention, the department produces a special convention edition of *The Postal Record* to share convention business with the full membership. Later, the staff assembles the *Convention Proceedings*, a verbatim account mailed to every NALC branch represented at the event.

Department members also participate in training and developing the union's future leaders at the NALC Leadership Academy by explaining how to create effective branch publications and websites.

COST OF THE POSTAL RECORD		
	4/22 to 3/24	4/24 to 3/26
Printing	\$3,238,293	\$3,200,690
Postage	\$2,595,178	\$3,167,018
Total	\$5,833,472	\$6,367,708
Number of issues	23	23

COST OF NALC ACTIVIST		
	4/22 to 3/24	4/24 to 3/26
Printing	\$7,521	\$33,939
Postage*	--	--
Number of issues	2	6

COST OF NALC BULLETIN		
	4/22 to 3/24	4/24 to 3/26
Printing	\$135,297	\$110,573
Postage	\$396,590	\$409,275
Total	\$531,887	\$519,848
Number of issues	26	28

*The NALC Bulletin and the NALC Activist share a USPS postage account, so the postage cost here is estimated.

RESEARCH DEPARTMENT

The NALC Research Department provides research and analysis to NALC's Office of the President, Executive Council and union staff. Holly Feldman-Wiencek joined the department in 2016 as a research assistant and has been NALC's research director since January 2023. Sean Crosbie joined the department in 2017 as a staff assistant for economic analysis.

Examples of Research Department work include analysis of quarterly and annual USPS financial reports; analysis of postal regulatory developments and filings; monitoring of USPS volumes by class of mail; support for collective bargaining; coordination of NALC's interest arbitration case and hired expert witnesses; analysis of city carrier craft demographics and workforce data; research on U.S. postal and parcel industry trends; evaluation of regulations and developments among international postal operators; and representation of NALC on postal

industry panels and at postal conferences.

Since the 2024 biennial convention, the Research Department has worked on many matters on behalf of NALC members.

COLLECTIVE BARGAINING AND INTEREST ARBITRATION

The Research Department's preparations for a new round of collective bargaining begin far in advance of a contract's expiration. The department began this work for the current round in the fall of 2025, ahead of the May 2026 expiration. The department engages with collective bargaining in two ways: before bargaining opens, we provide initial research and insight into USPS finances and the labor market to give NALC leadership a detailed understanding the broader context in which they will bargain, and, during negotiations, we work in collaboration with NALC's attorneys to craft the case that the union will make in interest arbitra-

tion. While we never know before negotiations open if we will reach an impasse and go to interest arbitration, the department works these dual tracks to ensure we will be ready for arbitration if necessary.

Before contract negotiations begin, the department conducts preliminary research into the overall health of the economy, labor market trends, wages in the parcel and delivery market, and trends in USPS workforce data. This information is shared with the Office of the President and other NALC officers who will be at the bargaining table. During negotiations, the department is on call to provide any research or analysis as issues arise.

The department's focus during bargaining is preparing the case for interest arbitration. This work is comprehensive and meticulous and includes updating previous NALC presentation exhibits and analyses, developing new exhibits and identifying expert witnesses to support NALC's case. In this round

of preparations, the department created exhibits on the economic conditions of the city carrier craft, comparisons of wages across the delivery industry, injury and illness rates among city carriers. The department also worked closely with outside experts on wage comparability, delivery industry employment trends, and workforce structure. The department worked with these experts to craft exhibits and testimony that will support NALC's case in interest arbitration should the parties reach impasse.

ANALYSIS OF USPS REPORTS

The department monitors USPS financial results, volumes, service performance and workforce data and provides analysis and context for the Office of the President. Examples of items the department analyzes include USPS product revenue and volume, workers' compensation accounting, the USPS balance sheet and monthly reports on

RESEARCH DEPARTMENT

employment and work hours. The department also monitors the usage of postal products and services through the annual USPS Household Diary Study, which documents the public's interaction with postal products and the postal network.

Relatedly, the department reviews what others write about the USPS financial results, including reports published by the Postal Regulatory Commission (PRC), the U.S. Postal Service Office of the Inspector General (USPS OIG) and industry groups.

Since the 2024 convention, the Postal Service's financial situation has declined. The department has provided analysis of this situation and possible future impacts to NALC officers and briefings to the executive council. This information is critical to understanding what is possible to achieve in collective bargaining and how best to protect city carrier jobs into the future.

COLA TRACKING, ANNUITY TABLES

The Research Department tracks the monthly changes in the consumer price index (CPI) and summarizes where the contract, retiree and Federal Employees' Compensation Act cost-of-living adjustments (COLAs) stand each month.

Every month, the department calculates the accumulation toward the next contract COLA, or in the case of the release of the January and July CPIs, the actual COLA amount to be paid per the National Agreement.

The department also maintains and updates the Civil Service Retirement System and the Federal Employees Retirement System annuity projection tables that

are included in *The Postal Record* and on the NALC website. Past pay tables, COLA memos and annuity projections can be found on the NALC website.

ANALYSIS OF PRC AND USPS OIG REPORTS

The department analyzes and interprets reports and studies from the PRC, the USPS OIG and other independent bodies.

Department staff review and summarize reports and supporting materials available through PRC dockets. These reports include the PRC's financial analysis of USPS financial results and 10-K Statement, the PRC's Annual Compliance Determination and the PRC's Analysis of the Postal Service's Annual Performance Report and Performance Plan. The department also monitors other parties' filings with the PRC to determine if they may impact NALC.

At this time, NALC is closely monitoring a docket in which the USPS has petitioned the PRC to review the Market-Dominant rate-making system. The PRC, which has the authority to determine the price cap for USPS's monopoly products (like First-Class Mail, Marketing Mail and Periodicals), opened a review of the current price cap earlier than scheduled due to the significant decline in letter volume and the Postal Service's resulting financial condition. The Postal Service has requested that the PRC remove the price cap from Market-Dominant products and give the agency authority to charge what it would like. The PRC and mailers are opposed to this request. The docket is currently open for review and comment.

The research staff also monitors research published by the USPS OIG and provides summaries and insights on reports relevant to NALC issues. Some reports of note in the last two years were: *The OIG's Oversight of the U.S. Postal Service's Delivering for America Plan; Grievance Management; The Financial History of the U.S. Postal Service; International Approaches to Adjusting the Universal Service Obligation; Increasing Costs in Workers' Compensation at the Postal Service; Benchmarking Hiring Strategies: Insights for the Postal Service's Pre-Career Hiring Practices; Projecting Mail Volume: Future Trends and Implications for the Postal Service; Pre-Career Retention Initiatives; A Comparative Study of International Postal Models; Analysis of Historical Mail Volume Trends; and Postal Service's Adverse Weather Condition Procedures*. The information gathered from these reports helps to inform union decisions and can provide useful evidence for our case in collective bargaining and interest arbitration.

NALC also provides input on reports produced about the USPS. In the past two years, the USPS OIG has reached out to NALC officers and staff seeking input on reports about possible options for USPS financial cost savings, how the Postal Service manages its grievances and payouts, expanding access to government services through the USPS network, and non-career retention.

INDUSTRY TRENDS

The Research Department also monitors major developments in the delivery industry and looks for trends that might impact the work

of city carriers in the future.

The department tracks mail and parcel volumes to understand how the industry is changing. Since 2024, mail volume has continued to decline while parcel volume has increased industry-wide. However, because USPS has not seen parcel volume increases, this indicates that USPS is losing market share in the parcel delivery market.

This is largely due to the unceasing growth of Amazon's in-house delivery network, which now delivers more packages than any other delivery company in the country, including the USPS as of 2025. In May 2026, Amazon announced that it would be opening its delivery network to businesses who do not even sell on the Amazon marketplace, officially making the company a direct competitor for USPS customers. The department will continue to track Amazon's growth and its impact on the parcel market and delivery jobs.

Research staff have also been monitoring trends in universal service obligation (USO) changes worldwide, which have intensified since 2024. As letter volumes have declined due to the increase in electronic communication in the last two decades, post offices are no longer able to cover the cost of providing universal service. While the increase in parcel volumes in more recent years has helped to mitigate this crisis, there is private competition for the delivery of parcels, so post offices must compete with private companies for that business. All over the world, the loss of letter mail and the competition for parcels have left post offices struggling financially and unable to cover the cost of providing universal service.

Governments and post offices are responding to this situation by weakening their USOs. For example, in September 2025, Canada Post announced that it would be ending door delivery due to several years of financial losses. Other countries like France and Italy have reduced the number of days of delivery in certain parts of their respective countries, particularly in rural areas. And in December 2025, the Danish post office ceased delivery of all letters. As the Postal Service grapples with its own financial crisis, it will be informative to understand what has happened in other countries and how USO changes have been implemented and received.

LABOR AND THE ECONOMY

The Research Department also analyzes broader economic indicators, evaluates how these indicators may affect letter carriers and the labor movement and alerts union leadership about these findings. The department seeks to understand economic developments by analyzing a wide range of economic data.

The department explores

the forces that affect working people, such as the declining real value of the minimum wage; income and wealth inequality; the gap between productivity and wages; employee compensation trends; and the latest trends in the labor market. We also analyze data related to union membership so that NALC may gain a better understanding of the state of unionized America and how NALC membership compares to that of the overall workforce.

The department also tracks the state of the economy as a whole, looking at various economic data, including the core CPI, CPI for delivery services and postage, gross domestic product, delivery worker employment data, e-commerce sales, labor costs and compensation and any other data involving the general labor market and the market for those employed in delivery capacities. This data is released on a monthly, quarterly or annual basis and provides NALC with snapshots of how these indicators are performing at a given moment and over the year. While these indicators are often incomplete ways to gauge the health of the

economy for letter carriers, they provide NALC with a sense of how the economy might affect letter carriers and USPS.

REPRESENTING NALC AT CONFERENCES AND PANELS

The Research Department represents NALC internationally through UNI Global Union (the global federation of unions to which NALC is affiliated) and at various conferences, postal industry meetings, and on panels throughout the year. In addition, the department represents NALC on several AFL-CIO staff committees including the Affiliates Table on Digital Technology and Artificial Intelligence, the Affiliates Table on Clean Energy Jobs, and the Contract Campaign & Strike Hub.

Letter carrier and Research Department staff represent NALC at UNI Global Union and traveled to several informative conferences since the 2024 convention. Shortly after the 2024 convention, in September NALC staff traveled to the UNI Global Union headquarters in Nyon, Switzerland, to attend the annual meeting of the UNI Amazon

Alliance. In September 2025, NALC staff virtually attended the UNI World Post & Logistics Conference which was being held in Bangkok, Thailand, and learned about the many struggles impacting other postal unions worldwide. The next month, staff traveled to Ottawa, Canada, to attend a UNI Post & Logistics meeting of postal unions from North and South America. NALC staff traveled to Berlin, Germany, in December to attend the 2025 UNI Amazon Alliance meeting. And, in May 2026, department staff traveled to UNI headquarters to attend a Universal Service Obligation conference and a meeting of global postal unions.

In April 2025, department staff attended the National Postal Forum in Nashville, TN, to learn about the Postal Service's future plans which were unclear at the time due to previous Postmaster General DeJoy's abrupt departure in March.

In August 2025, Holly Feldman-Wiencek attended the Strategic Labor Research Conference at UCLA to attend classes and trainings to gain new strategic research skills and strategies to apply at NALC.

THE POSTAL EMPLOYEES' RELIEF FUND (PERF)

The Postal Employees' Relief Fund (PERF) was created in 1990 to help carriers, clerks, and other active and retired postal employees rebuild after a major natural disaster.

PERF continues to serve the needs of active and retired postal employees, whose home, as a result of a major natural disaster, suffered substantial damage.

Over the 36 years that PERF has existed, it has provided grants to 4,768 postal employees and retirees,

providing \$23,069,200 to individuals, including hundreds of letter carriers—who have requested assistance related to losses from earthquakes, hurricanes, tornadoes, flooding, wildfires, home fires and other natural disasters.

PERF receives many of its contributions through payroll deductions authorized by postal employees and other federal employees during the annual Combined Federal Campaign (CFC), although some indi-

vidual and organizational donations are also received. As of June 4, 2026, the fund has a remaining balance of \$1,799,046.83

The PERF grant structure was modified after Hurricane Sandy, effective Oct. 29, 2012, to maintain a stable and sufficient fund balance to help all postal employees well into the future.

Generous contributions from postal employees and other donors through the CFC have allowed the fund to maintain a stable base

of resources. An inspired effort is needed this fall to continue PERF's work. Donations can be made safely with a credit card via PayPal by visiting postalrelief.com/donate or via check or money order made payable to PERF at: Postal Employees' Relief Fund, P.O. Box 41220, Fredericksburg, VA 22404-1220. For more information: call 202-408-1869, visit the PERF website at postalrelief.com, or send an email to perf10268@aol.com.

MUSCULAR DYSTROPHY ASSOCIATION (MDA)

Although MDA has changed its brand, NALC has not changed its commitment to helping “Deliver the Cure” for muscular dystrophy. We have been there since 1952 and will be there until the need has disappeared.

I want to thank all the branches that raised funds and awareness throughout the year. Although 10 branches are recognized each year, I know hundreds of other NALC locals make our national effort a success.

Letter carriers from almost every state have held or participated in activities such as golf tournaments, bowlations, “muscle walks,” satchel drives, trivia contests, and letter-writing campaigns. These and other events make a critical difference. My message to you is to get involved and increase your current efforts. Appoint an MDA coordinator if your branch does not have one. Don’t be afraid; no action is too small; just get started and see the difference. Together, we can deliver a cure.

MDA activities build camaraderie among members, building a stronger union. Let’s do what we can to promote strength, independence, and life to MDA while showing the best of what we union members are: trusted and respected public servants.

Thanks to you, families served by MDA have a future with hope. Let’s keep up the great work and strive to Deliver the Cure. In 2024, NALC branches, state associations, auxiliaries and Headquarters raised **\$1,125,912.18**. Below are the top winners in each branch category.

Since 1952, NALC has raised millions of dollars for the cause. Our members have also logged several volunteer hours to benefit MDA through camp programs, fundrais-

2024

Category	Branch	Branch Name	Collected Amt
1	38	NEW JERSEY MERGED BRANCH #38	\$ 51,558.28
2	82	PORTLAND, OREGON	\$ 20,715.00
3	14	LOUISVILLE, KENTUCKY	\$ 19,220.21
4	358	NORTHEASTERN NEW YORK BR 358	\$ 16,650.00
5	116	SUMMIT CITY BRANCH 116	\$ 19,214.36
6	284	ERIE, PENNSYLVANIA	\$ 16,752.00
7	828	SOUTH CENTRAL INDIANA BRANCH	\$ 14,020.02
8	63	EDWARD J ZINSMIESTER BR.63	\$ 9,996.80
9	490	MANITOWOC, WISCONSIN	\$ 12,780.00
10	295	ASTORIA-SEASIDE OREGON	\$ 3,476.00

2025

Category	Branch	Branch Name	Collected Amt
1	38	NEW JERSEY MERGED BRANCH #38	\$ 50,813.12
2	9	MINNEAPOLIS, MINNESOTA	\$ 25,112.62
3	14	LOUISVILLE, KENTUCKY	\$ 19,743.22
4	358	NORTHEASTERN NEW YORK BR 358	\$ 10,554.83
5	116	SUMMIT CITY BRANCH 116	\$ 26,241.83
6	284	ERIE, PENNSYLVANIA	\$ 15,387.00
7	828	SOUTH CENTRAL INDIANA BRANCH	\$ 18,005.19
8	63	EDWARD J ZINSMIESTER BR.63	\$ 8,018.00
9	490	MANITOWOC, WISCONSIN	\$ 15,291.00
10	463	LARAMIE, WYOMING	\$ 1,149.00

ers, and more. In 2025, NALC branches, state associations, auxiliaries and Headquarters raised **\$945,757.16**. Below are the top winners in each branch category.

Again, your extraordinary fundraising efforts is outstanding and greatly appreciated. Let’s make 2026 a million-dollar year!

Every year, the MDA Honor Roll is published in *The Postal Record*. It has been in the April or May issue for the past several years, along with a feature article relating to MDA. With our continued efforts, letter carriers and NALC hope to fulfill our commitment and one day truly “Deliver the Cure” for those with muscular dystrophy.

If you want your branch events to be shared on social media, please send them to mda@nalc.org, cdavidson@nalc.org, or social@nalc.org.

Please continue to send me copies of all items your branch sends to MDA so your branch gets the correct credit for the 2026 year. Please visit the 2026 NALC/MDA national donor page to see whether your branch has been registered to use for online donations: mda.donordrive.com/NALC2026. If your branch has not been registered, don’t hesitate to contact Tawny Saunders to assist your branch in registering. If you have any questions, contact Christina Vela Davidson at 202-662-2489 or mda@nalc.org. Saunders at 312-392-1100, or nalc@mdausa.org.

Mailing address for offline donations: Please use an allocation form when you mail in any offline gifts to Muscular Dystrophy Association, Inc.; Attn: NALC; P.O. Box 7410354; Chicago, IL 60674-0354.

HONORING LONGTIME MEMBERS

The NALC honors its retirees in a unique way. Our retirees are an integral part of our organization and, as such, retain both their membership and union rights. But more than that, when they have belonged to the NALC for 50 years or more, we honor them with either a gold membership card, a lapel pin or a plaque.

The gold cards are presented to our 50-year members (since 1939); the lapel pins are given to our 60-year members (since 1954) and 65-year and 55-year members (since 2012); and the plaques are awarded on the members’ 70th and 75th anniversaries (since

1974). A number of 80-year plaques have also been awarded (since 2014).

Most of our branches make quite an occasion of the actual presentations, and NALC sends a letter to the retiree expressing gratitude for his or her continuing support of the NALC over the years.

The following presentations of life membership awards have been made since the Boston convention:

80-year plaques	20
75-year plaques	75
70-year plaques	251
65-year pins	770
60-year pins	1,267
55-year pins	4,799
50-year gold cards	1,179

STAMP OUT HUNGER FOOD DRIVE

On the second Saturday in May, letter carriers across the United States, Puerto Rico, the Virgin Islands, and Guam display concern, compassion and commitment to their postal customers—and to the communities in which they serve—by participating in the Letter Carriers’ Stamp Out Hunger® Food Drive, the nation’s largest one-day food collection effort.

The food drive is a simple idea brought to life. Letter carriers, with the help of postal employees and community volunteers, collect bags of nonperishable food placed near their mailboxes by residents and then deliver the nourishment to food banks and pantries in the local area.

Approximately 1 in 7 Americans, including millions of children, senior citizens and veterans, are unsure where their next meal will come from. The Stamp Out Hunger food drive helps to relieve shortages of food that local pantries experience when winter holiday donations are depleted and schools are closing for the summer, so the need for food grows.

Like nearly all aspects of our lives, the food drive was significantly impacted by the COVID-19 pandemic. Prior to the pandemic, with the help of volunteers and our partners, we collected more than 70 million pounds of food annually. We were unable to hold the food drive in 2020 and 2021 for health and safety reasons. Since returning to the in-person food drive in 2022, the total amount of food collected has been around half the amount collected annually prior to the pandemic.

In 2024, we continued building on more than a quarter century of delivering hope and help to those

Category	Branch	Branch Name	Region	State	Pounds Collected
1	24	LOS ANGELES, CALIFORNIA	1	CA	1,005,500
2	1091	CENTRAL FLORIDA LETTER CARRIERS	9	FL	649,120
3	458	OKLAHOMA CITY, OKLAHOMA	4	OK	1,337,470
4	2008	CLEARWATER, FLORIDA	9	FL	1,501,767
5	826	PONCE, PUERTO RICO	15	PR	546,600
6	6156	SUN CITY, ARIZONA	4	AZ	265,693
7	763	COLUMBIA, MISSOURI	5	MO	673,118
8	906	SOUTHERN DELAWARE BRANCH 906	13	DE	331,635
9	621	BUTTE, MONTANA	2	MT	157,244
10	513	STAUNTON, VIRGINIA	13	VA	80,845
11	4132	LYNDEN, WASHINGTON	2	WA	21,277

in need. With 50 percent of NALC branches and rural offices reporting, the nationwide total of collected food was approximately 36 million pounds. Local pantries received \$392,738.20 in cash donations, raising the total to 40 million pounds.

The 2025 Letter Carriers’ Stamp Out Hunger Food Drive brought in 48,104,028 pounds of food, an increase of more than 4 million pounds of food from 2024. This incredible outcome made a meaningful difference for families and communities nationwide.

While the totals are still being tallied for 2026 as numerous branches have yet to report, preliminary num-

bers stand around 36 million pounds.

The annual food drive wouldn’t be possible without the support of our national partners: the U.S. Postal Service, the United Food and Commercial Workers International Union (UFCW), the National Rural Letter Carriers’ Association (NRLCA), RR Donnelley, United Way Worldwide, the AFL-CIO, Valpak, Nutri-Grain and CVS Health.

In the quarter century since it began, the Letter Carriers’ Stamp Out Hunger food drive has resulted in nearly 2 billion

pounds of food collected, replenishing food shelves in thousands of community food banks nationwide and helping countless Americans when they needed it most.

While times continue to challenge us on many fronts, our combined efforts and actions continue to make a difference by improving lives and uplifting communities.

PRESIDENTIAL RULINGS

Members can find the presidential rulings in the *Officers’ Reports* book distributed at the NALC convention in Los Angeles or on the August *Postal Record* page at nalc.org.

HEROES OF THE YEAR (2025)

Every day, letter carriers are on the streets in every neighborhood of every city in every state. Every day, the very nature of their jobs puts them in constant contact with the public. They are, in fact, perhaps the last public servants to make regular rounds and come into daily contact with the customers on their routes.

As a result, there are many times when letter carriers are first to arrive at the scene of a crisis, an accident, a disaster, a crime—and the first to offer assistance. Or perhaps because of their daily vigilance, a community problem such as a child without shoes, increasing substance abuse among neighborhood youth, families without food or fuel, a lonely senior citizen who needs cheering up—is recognized and action is taken to provide solutions.

To recognize these letter carriers, NALC established the Heroes of the Year Awards in 1974 to pay public tribute to outstanding letter carriers who, ignoring dangers to themselves, perform selfless and heroic acts to rescue those at risk of losing their lives.

In 1978, a second category—Humanitarian of the Year—was initiated to honor letter carriers for significant, sustained personal contributions to a worthy cause.

Independent judges—representing the labor community and community service organizations review items published in *The Postal Record's* "Proud to Serve" column to determine the winners.

"These letter carriers delivered courage, astute thinking and care when it mattered most," NALC President Brian L. Renfro said. "Their actions remind us that heroes are often right in our own neighborhoods."

On duty or off, letter carrier heroes generously deliver that "extra service" to the Ameri-

can public every day, and in doing so they proudly carry on a great tradition of delivering for America, six days a week.

NATIONAL HERO OF THE YEAR

CHRISTOPHER PEREZ OF WESTCHESTER MGD., NY BRANCH 693

Christopher Perez, a four-year letter carrier, had just finished one section of his route in Yorktown Heights, NY, on March 28 when he saw a white plume of smoke coming from an area he had just delivered to. At first, the Westchester Merged Branch 693 letter carrier thought that maybe someone was putting leaves in a fire pit, but when the smoke turned black, he realized that burning leaves is not allowed in this development.

He got in his truck and drove back to the area, where he saw several neighbors gathered. This was a 55-plus senior community, so they had canes and walkers and were unable to do much when it came to the fire.

Perez first ran around the four-unit building, knocking on everyone's doors to make sure that they knew about the fire and were getting out. No one came out of one of the units, but he knew, or thought he knew, that the customer who owned the unit normally went to Florida in the winter. But the neighbors informed him that they had seen a man in the unit. Perez walked to the back of the building and saw the man come out onto the second-floor balcony in the back of the house.

"I'm telling the gentleman, 'Hey, I don't know if you know, but the house is on fire. You need to get out of the house,'" Perez recounted. "He looked at me and goes, 'Oh, I gotta get my keys and my phone.' And I'm like, 'OK, you better hurry

up. You better hurry up. Come on, get out of the house.'"

Within minutes, the house was starting to go up in flames. "So, now I'm getting pretty antsy," Perez said. "I'm like, 'Dude, you really gotta get out of there, sir.' He kept saying that he can't find his keys. He kept continuing to go in and out of the house. I'm thinking, 'You know what? I'm going to go to the front door, kick in the door and bring him out, and that'll be the end of the story.'"

Little did Perez know that he wouldn't be able to get within 20 feet of the front door because it was covered in flames. "At the time, I had a big beard that went down to, like, the middle of my chest," he said, "and when I ran to the front where the fire was at, it literally curled my beard on my face. Now that plan is completely out, because there's no way I'm running through a door that's completely engulfed in flames."

The carrier kept his cool and figured out his next steps.

"The flames at this time were at least 20 feet high," Perez recalled. "I'm like, 'My God, this guy's not going to be able to get out, and the only way he's going to be able to get out is if he jumps.'"

He continued: "So, I run to the back, and I'm like, 'Sir, listen, there's no way you can get out this front door. Can you please jump? If you jump, I'll catch you somehow. We're both going to get hurt, but I can guarantee you that's probably going to be the best-case scenario, because you will die if you stay in this house.' He was like, 'No, I'm not jumping.'"

The man was in his 50s, and Perez remembered him saying that he couldn't "afford" to jump due to the possible effects it could have on his body. Despite the man's refusal to comply, Perez knew he had to do something.

"It was like a fight-or-flight situation, and I chose to fight," Perez said.

He decided to move his truck underneath the balcony. He climbed up on the hood, then on the roof, then climbed over the banister. He made his way into the house and found the man in the kitchen, still looking for his keys and phone.

"I was like, 'Forget about your keys and your phone. That's replaceable, but you are not,'" Perez said. "Then, I dragged him and pulled him out the door. He did not want to put his leg over the banister. I don't blame him when you're at a certain age—you're not trying to go over no banister—but at that point, I'm like, 'Dude, it's do or die now. We've got to go.'"

To urge him to jump, Perez said, "'I have a family, and I've got to make it home to them, and there's no way that I can go home to my family and say that I left you behind. So, we both have to go,' and he just looked me in my eye and said, 'Fine.'"

Finally agreeing to leave the building, the man let Perez help him over the banister and onto the truck.

Although the building was severely damaged, none of the residents sustained any serious injuries. After being demolished, the building is now in the process of being rebuilt.

Perez often helps out elderly customers in need on his route. On one occasion he performed CPR, bringing back his customer. Even as Perez was being interviewed by *The Postal Record* about the fire story, a customer with dementia suddenly collapsed in the street.

"I put him on my back, and I piggybacked him up the little flight of stairs in the front of his house then brought him into his wife," Perez said.

The carrier has received some media attention for his actions, but he's brushed

off any praise. “I feel like it’s something that anyone would do, you know?” he told News 12 New York.

EASTERN REGION HERO

KYLE QUILLEN OF CAMDEN, NJ MGD. BRANCH 540

On April 23, Kyle Quillen, a one-year letter carrier, was on his route in Cherry Hill, NJ, turning from one street to the next when he smelled smoke.

When the Camden Merged Branch 540 member turned his head back, he said he saw “a plume of smoke coming from the house.” Quillen called 911 and ran back to the house, which he had delivered to earlier, and saw that it was now engulfed in flames. He knocked on the door, then turned to knock on the neighbors’ doors—but as he turned the corner, he saw a woman, a baby and a dog all on the side porch. The woman was “petrified” by the fire when he found her, the carrier added.

“I ask her just to hand off the baby to me, but she’s worried about the dog getting loose, so I grab the dog [with a make-shift leash made out of his Arrow Key chain], I bring him out and I give him off to a neighbor,” Quillen said. “Now she [the woman] is in the backyard trying to go out through the back gate, but the fire’s moving pretty quick. So, as I made contact with her, I grabbed the baby and tucked him into my shoulder, and we ran past the fire, and I got them both out of the back yard, past the fire of the house.”

About two minutes after Quillen helped everyone out, the fire department arrived. Firefighters were able to put out the two-alarm fire, but the house has been razed and has been vacant since. The woman and child were checked out for smoke inhalation at a nearby hospital.

After talking to the fire officials, Quillen went on with the rest of his route.

“I was just completely happy that the only thing that was lost was the house, and nobody’s life was lost,” Quillen said. “Nobody lost their pet. It was a good feeling.”

CENTRAL REGION HERO

SYDNEY BILLINGSLEY OF DAYTON, OH BRANCH 182

Sydney Billingsley, a Dayton, OH Branch 182 member, was delivering her route on June 28 when she heard a man screaming for help along with dogs barking. Initially, the four-year letter carrier was unsure whether she was hearing correctly, but quickly realized she was, so she approached the house. She asked the man whether there were any dangerous dogs, and he said there were not.

When she entered the house, she found him lying in a pool of blood, having been shot eight times.

“I used to be a firefighter, so I’m no stranger to danger,” Billingsley said. “It was just an instinct. I just saw a man call for help, and I have some medical experience.”

She called 911 and used towels she found in the house to apply pressure to his wounds.

“I was lying across this man’s body,” Billingsley said. “I had my right arm over the top few wounds ... and then I had my left hand pressing on his left thigh.”

The ambulance came in about five to 10 minutes, while the carrier stayed on the phone with the 911 operator and asked the man questions.

“I knew exactly what to do: put pressure, keep him conscious and talk to 911 thoroughly,” Billingsley said.

The man survived the shooting, but after being released from the hospital, he was taken to rehab due to the loss of feeling in his legs. “The person who heard the male calling for help and ultimately called 911 likely saved the vic-

tim’s life by getting him the medical attention he needed in a timely manner,” Dayton Police Sgt. Andrew Zecchini told the Dayton Daily News.

The Dayton police investigation led them to a suspect who, as of July 11, was facing two counts of felonious assault and one count of aggravated robbery.

EASTERN REGION HERO

JAIRO LOPEZ OF OKLAHOMA CITY, OK BRANCH 458

Heavy smoke coming from a customer’s trailer windows and loud smoke alarms alerted Jairo Lopez to a possible fire as he was working his Midwest City, OK route on March 13. The Oklahoma City Branch 458 member had worked on his current route for about two years and knew that an elderly woman who was deaf lived there and that she wouldn’t have been able to hear the alarms.

The eight-year letter carrier knocked on the door and tried to open it along with the windows, but it was to no avail. So, he searched for help.

“I drove around to the other street where I had seen some maintenance workers,” Lopez said. “I notified a maintenance worker, and he drove with me back to the lady’s house.”

The maintenance worker had a spare key to the woman’s home, so they went into the trailer together. They found the woman toward the back of the trailer. She was unaware of the fire, because she didn’t hear the alarms or see a sign of the fire and when Lopez reached her, she was “unconscious or asleep.” Lopez said, “We took her out,” explaining that they lifted her “shoulder to shoulder” and carried her outside.

The fire was minor and resulted from a faulty wire in the oven. It was contained in time, leaving only smoke damage. The woman was fine afterward and hadn’t sustained any

injuries. Lopez has seen the customer on several occasions since, and she often greets him when he is delivering mail.

Lopez never told anyone about the incident. His actions became known only after the property manager informed the post office about the carrier’s good deeds. “If I can help out, I’ll help out,” he said. “I’m not really a person that likes attention.”

HUMANITARIAN OF THE YEAR

MEAGAN MURRAY OF WATERLOO, IA BRANCH 512

In late September 2024, Meagan Murray, a carrier in New Hampton, IA, drove up to where she was going to park to start her next loop, but as soon as she pulled in, the Waterloo Branch 512 member saw smoke coming from a house. She called 911 and started walking to the door. Knowing that an elderly woman lived in the house and usually was home at that time of day, Murray banged on the doors trying “to see if she was in there, even,” she said.

She tried multiple doors and there was no answer, so the carrier moved onto windows. At this point Murray said, “smoke was, like, really coming out all through the roof and the foundation.” She knocked on a few windows, then she said she “tried one more time and then the lady finally knocked back from the inside in the window.”

She went to the doors to see if she could open them, but they were all locked. “I have no idea if it was adrenaline or what, but I just was, like, banging on the door, like, wiggling the doorknob as much as I could,” Murray, a three-year letter carrier, said. “Jerking it, pushing it. I don’t know if it was God or what, but I got it.”

Murray walked into the smoke-filled house and spotted the soot-covered resident.

The carrier reached out to the woman, and helped her out of the house to safety, comforting her until her family arrived.

As it turns out, the homeowner had just returned home from an errand and started the stove. A few minutes later, she heard a “pop” in the basement and then started to smell and see smoke. She couldn’t get the door between the kitchen and garage open, so she instead made her way to the living room door. She had begun banging on the window when she spotted Murray.

A fire department investigation found that the electrical cord of a dehumidifier in the basement was likely the source of the fire, so luckily the resident wasn’t touched by flames. The letter carrier has seen the resident since, and she seemed OK.

“If you drive by the house, you wouldn’t think anything had happened,” the fire chief told the New Hampton Tribune, “but there’s pretty serious damage. If you think about it, when you have a fire in a basement, it’s going to cause damage to the floor joists for the first floor.” The home was deemed a total loss, but the resident is still living in the same neighborhood while she waits for it to be rebuilt.

HONORABLE ACT

ALEXANDER SKOMRA OF BUFFALO-WESTERN NEW YORK BRANCH 3

Over the summer, Buffalo-Western New York Branch 3 member Alexander Skomra visited Philadelphia, PA, and happened upon a fire station that was giving away free Narcan, a medicine that reverses an opioid overdose. Thinking that he would never know when it might come in handy, the carrier picked up some. On Oct. 15, only his third day carrying mail alone, his decision ended up saving a customer’s life.

Skomra had missed a delivery and went back to put it in the mailbox when a man came up to him asking if he happened to have Narcan. Remembering the Narcan he had in his bag, Skomra retrieved it from his truck.

They went to the living room of the apartment where a woman appeared to be overdosing. When Skomra arrived, the woman was making “this awful breathing noise,” he said. Skomra administered the Narcan to the woman by nose.

“Within a couple minutes, she was fine,” Skomra said. “She, like, came around and could answer questions and stuff. Before that, you could just see her eyes moving.”

“I was glad I was there,” Skomra said. “I should have already had left that area. It was kind of weird that it happened in a way for me to be able to be there to help.”

TIFFANY MCCARTY OF WICHITA, KS BRANCH 201

Tiffany McCarty, a two-year letter carrier in Wichita, KS, was delivering mail on Feb. 26 at 10 a.m. when a young woman suddenly ran across the street toward her. She yelled to the Branch 201 letter carrier, “He’s going to kill me!” and asked her to call 911.

“She was so scared and crying,” McCarty said. “She was hysterical. ... She was only 21. ... I felt like I had to do something right then.”

To hide her, McCarty had her sit on her LLV steps, which were facing away from the house she had run out of. As McCarty was calling 911, she saw the man whom the young woman was running from emerge from a nearby house. He had a gun raised just enough for McCarty to see it. After spotting the gun, McCarty crouched down on the floor of the LLV between a tray and her seat. The man looked around, seeing the mail truck, but did not notice her, so he went back inside the home.

“I was scared for her. I’m a mom, so I can only imagine [her] being one of my daughters,” McCarty said. She added that she didn’t feel scared for herself and felt as if she was “a bulletproof vest for [the young woman].”

An emergency response team arrived in about 10 to 15 minutes. After McCarty spoke with them, she returned to her route.

Following the incident, she was still delivering mail to the assailant’s house, which made her worry something would happen to her on her route.

“I was nervous for the simple fact that I was still on that route, and I wasn’t sure if he would find out that the postal worker said something, you know?” McCarty said.

A few days after the incident McCarty found out from a police report that the man had been arrested for aggravated robbery. He had stolen toiletries, a charger, a debit card and a few other items from her. McCarty is unsure of what has become of the assailant, but she is now working at a different station.

THE VIGILANT AWARD

THEODORE “THEO” MAY OF BUFFALO-WESTERN NEW YORK BRANCH 3

Theodore May was walking his route on Oct. 21 when the Buffalo-Western New York Branch 3 member came across a child walking down the middle of a side street near the busy Main Street in Buffalo. The carrier had just gotten out of his truck when the boy’s cries coming from the street alerted him that something was amiss.

“I was shocked,” the three-year letter carrier recalled. “You see a 3-year-old, you’re not thinking he’s unsupervised. ... It was just him in the road, ... so I was kind of in shock for a minute.”

May knew there was a day care facility about half a mile

away because it is part of his delivery route. May stayed with the child while a nearby resident called the business. The day care was unaware of the boy being missing, although May estimated that he had been gone for at least 10 minutes.

Concerned about the day care’s loss of the boy, May reported the day care to the Office of Children and Family Services, the agency responsible for childcare in New York state. “I just want to make sure this doesn’t happen again to a kid,” May said.

Reflecting on the incident, May remembered that there wasn’t anyone around, saying, “If it weren’t for me, he probably would have been gone.”

RAFAEL POZO OF ARLINGTON HEIGHTS, IL BRANCH 2810

Smoke coming from a garbage truck alerted Arlington Heights, IL Branch 2810 member Rafael Pozo of a fire as he was delivering his route on the afternoon of Dec. 6, 2024. The 13-year letter carrier saw the driver get out of the truck and attempt to put out the flames with a small fire extinguisher, but the fire had already reached about 15 feet high, so it was of little use.

After making sure that the driver was all right, Pozo called 911. Worried about the children who were leaving school for the day and going onto the residential street where the fire was raging, Pozo warned students and administrators.

Within minutes, firefighters arrived. They had only started setting up to fight the fire when the blaze reached the compressed natural gas the truck ran on, causing it to explode. Shrapnel “flew everywhere, injuring three of the emergency responders, including a firefighter whose leg was hit with shrapnel.

“Those guys are the heroes in this situation,” Pozo said of the emergency responders.

One teacher was about to drive up to her house when Pozo warned her, and she was able to avoid the shrapnel from the explosion.

"She would have been standing in her living room when the truck exploded," Pozo said. "Shrapnel flew through her living room window, destroying the interior of her house. She says that I saved her life."

The shock wave from the explosion caused substantial

property damage in the immediate area. Sections of roof and siding were blown off onto nearby houses and windows were shattered. Parts of the truck were found several blocks away.

Although Pozo was far enough away from the explosion to avoid getting hit with shrapnel, he said, "My ears were definitely ringing for a couple of days after that," due to the extremely loud noise that came with the explosion.

This wasn't the last time this happened. Exactly six months later, on June 6 around the same time of day and in the same part of his route, Pozo again called 911 about a garbage truck that was on fire. There were hundreds of kids outside for their end-of-the-school-year party. Pozo described the situation as being a lot "scarier," so he made sure to warn them of the fire.

"If that thing blows up, you're talking about dozens of

kids getting hurt," he said. "I was worried that it was going to fall on one of the kids."

This time the driver avoided the explosion by dumping the truck load onto the pavement, preventing the fire from reaching the natural gas.

The fire department determined that the fires had been caused by a lithium battery, which are not supposed to be disposed of in the regular pickup due to their tendency to ignite if damaged or crushed.

VETERANS GROUP

The NALC Veterans Group was created in 2015 to provide access to information and tools specific to veterans' rights and benefits within the Postal Service. It seeks to give all NALC military veterans—active and retired letter carriers the resources, information, and a sense of camaraderie. Veterans of the U.S. Armed Forces comprise almost a quarter of the membership of the National Association of Letter Carriers—ac-

tive NALC members as well as retired members.

These veterans traded their military uniforms for letter carrier uniforms, and they continue to serve their communities and this great nation. Gratitude is often expressed in words such as "thank you," but it's rarely followed up with tangible expressions.

The creation of the NALC Veterans Group is intended to be something tangible and valuable. Since 2015, our group has been growing steadily,

and now we can say we have over 20,000 veterans in our Veterans Group and counting.

The Veterans Group will provide the ability to connect with fellow NALC veterans and stay informed on issues of importance to letter carrier veterans. Members receive a pin as a symbol of gratitude for their military service. Members also are recognized in the November Postal Record every year. Members can also purchase Veteran Group memorabilia from the

NALC online store. Upon request, a physical *Veterans Guide* can be mailed to you; however, you can go to the NALC website and read the flipbook version.

If you are interested in joining the group, please go to nalc.org/veterans. You may also complete the sign-up card in each issue of *The Postal Record* and return it to NALC Veterans Group, National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001-2144.

COMBINED FEDERAL CAMPAIGN

The National Association of Letter Carriers has long been an enthusiastic supporter of the Combined Federal Campaign (CFC), which is designed to allow postal and federal government employees the ability to make charitable donations through payroll deduction.

Pledges made by donors during the campaign season support eligible non-profit organizations chosen by the donor. Postal and federal government employees can choose the charity or group of charities they want to support from a list of more than 2,000 eligible charities.

NALC is directly involved in two charities:

- **The Muscular Dystrophy Association (MDA, CFC No. 10561)** is NALC's only official charity. It is the world's leading non-profit health organization sponsoring research into the causes of and effective treatments for neuromuscular diseases. MDA research grants support about 150 research projects worldwide, as well as camps and activities for children who have one of these diseases.
- **United Way Worldwide (CFC No. 11188)** is the leadership and support organization for the network of nearly 1,800 community-based United

Ways in 40 countries and territories. The United Way's focus is creating community-based and community-led solutions that strengthen the cornerstones for a good quality of life: education, financial stability and health.

In 2023, charities covered by CFC pledged a total of \$2,803,536 from postal employees, including 2,134 hours of time spent by employees volunteering for the campaign, which equated to \$46,843 in cash donations, bringing the overall total donations to \$2,850,379.

During the 2024 campaign, postal employees

pledged a total of \$2,672,421 in monetary donations, including 2,187 hours of volunteer time, which equated to \$51,012 in cash donations, bringing the overall total donations to \$2,723,433.

In 2025, charities covered by CFC pledged a total of \$1,894,741 from postal employees, including 2,745 hours of volunteer time, which equated to \$96,805 in cash donations, bringing the overall total donations to \$1,991,546.

As of March 4, 2026, the CFC Charity Portal has been decommissioned and is offline. The future of the Combined Federal Campaign is uncertain.

NALC UNIVERSITY

Since 2024, NALC has been working on the creation of an online learning system, NALC University (NALCU), to help deliver training to members around the country. As a union, NALC has done an excellent job educating union representatives how to enforce the contract and the proper way to use the grievance procedure to enforce letter carriers' rights on the workroom floor.

Historically, this training has been presented in an in-person class at events like national and state conventions, national and regional rap sessions, and training events held at all levels of the union. The intent of NALCU is to augment, not replace, the in-person classes that so many members have attended over the years. NA-

LCU includes training which is designed to fill in the gaps between what members can learn from a live class and what information that was not covered during a training session. The learning modules available at NALCU can also act as a refresher for union representatives who wish to review an issue they are currently dealing with on the workroom floor. NALCU can also help those members who may not be able to attend an in-person class, but still have a desire to learn.

The classes available at NALC University cover four main categories and include multiple modules within each one. These categories 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.

When it was launched, NALCU included 10 learning modules with each category represented. Beginning July 1, 2026, NALC began adding two new modules to NALCU every two weeks.

The design and launch of NALCU was completed in conjunction with Vocalmeet, a company that helps organizations like NALC build online education programs. As NALCU continues to grow and additional modules are created, Vocalmeet will provide ongoing support by hosting the platform members use to access the material.

To access NALCU and begin taking classes, members will need to log into the Members Only portal on the NALC website. After logging in, the link to NALCU is found in the Members Menu. Restricting access to NALCU via the Members Only page ensures that these modules are only available to active and retired letter carriers who are dues-paying members.

INFORMAL STEP A TRAINING

In addition to the development of NALCU, NALC has created a standardized Informal Step A Training program designed to be delivered in person. 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.

The Informal Step A Training is designed for 50 participants per class and will include both large- and small-group instruction. The goal of the program is to give brand-new stewards the foundation they need to successfully uphold the National Agreement and to file grievances on issues common on the workroom floor.

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small-group instruction. The goal of the program is to give brand-new stewards the foundation they need to successfully uphold the National Agreement and to file grievances on issues common on the workroom floor.

The training will take the participants with little to no understanding of rights as shop stewards or the grievance procedure through all of the aspects of the Informal Step A level to the point of appealing the grievance to Formal Step A.

This weeklong class includes modules which are currently available on NALCU or will be added in the future. During this class, shop stewards learn a variety of subject to help them in their role as a union representative. These subjects include the following:

- Structure of the NALC
- Roles of a shop steward
- NALC resources for shop stewards
- How to fill out PS Form 8190
- Ethical decision making
- Incident dates
- Effective statements and interviews
- The burden of proof
- Bargaining in good faith
- Remedies and settlements

The class also includes hands-on exercises include how to grieve the following issues:

- Attendance-related discipline
- Management's use of an office projection tool to determine a letter carrier's workload
- Overtime-related violations
- Management's denial of

light duty

- Management's failure to perform a special route inspection (271.g)

At the end of the class, shop stewards have the opportunity to investigate and present a grievance at Informal Step A.

The in-person Informal Step A Training classes began in March 2026, with additional classes scheduled for 2026 and 2027. The cost for this training is covered by the local branch or shop steward attendee.

All of the materials available in NALCU and presented during the Informal Step A Training program were created by NALC members from around the country and include the following people:

- Doug Lape—special assistant to the president, NALC HQ, Cincinnati, OH

- Branch 43
- Jazmin Correa—assistant to the president for CAU, NALC HQ, Lancaster, CA Branch 4430
- Jason Atchley—regional administrative assistant, Region 8, Decatur, AL Branch 1314
- Amie Gallo—regional grievance assistant, Region 2, Salt Lake City,

- UT Branch 111
- Anna Mudd—regional grievance assistant, Region 6, Louisville, KY Branch 14
- Mandy Hankins—regional grievance assistant, Region 6, Flint, MI Branch 256
- Josh Leeking—regional grievance assistant, Region 12, Lancaster, PA

- Branch 273
- Kate Drass—president of Huntsville, AL Branch 462
- Chris Williams—president of Newport, KY Branch 374
- Jennifer Nolf—vice president of Huntsville, AL Branch 462
- Jade McBride—vice president of Olympia, WA Branch 351

Each member of this team brings a different perspective based on their experience representing members at every level of the grievance-arbitration process. This group continues to develop modules for inclusion in NALCU and the Informal Step A Training program.

EMERGENCY RESPONSE TEAM (ERT)

As an additional way to help letter carriers in crisis, NALC created the Emergency Response Team (ERT). When there is a critical incident that has happened at a station or affecting a member in the station, NALC's ERT is ready to help members in need. Convened in the spring of 2024, the ERT has quickly proven its necessity by responding to post offices where carriers have experienced trauma.

The ERT responds swiftly to stations where carriers are dealing with the aftermath of a traumatic event, such as a colleague's death or serious injury. Some are victims of crime; others have died or suffered injury from other causes. Each event left a group of co-workers who may need help coping with the emotional burden.

ERT members are letter carriers, at least two from each of NALC's 15 regions, with special training on how to respond to trauma. Team members are trained in peer-to-peer individual and group crisis intervention. The focus of crisis intervention is to provide rapid emotional support, information and guidance as the affected individual navigates through the initial days after the event. Peer support has become the standard of care for many occupational communities, such as first responders and medical

providers. When necessary, ERT members will refer their brothers and sisters to additional services or licensed professionals.

When they arrive, the ERT members provide peer-to-peer support by talking to carriers on the workroom floor or, if requested by a carrier, in private. They are also available to talk to family members of the affected carriers. Their role is to provide emotional first aid and guide them toward the available resources to get additional help, depending on their needs. These resources include the USPS Employee Assistance Program (EAP), the Office of Workers' Compensation Programs (OWCP), the NALC Mutual Benefit Association (MBA), the Federal Employees' Group Life Insurance (FGLI), the Federal Employees Retirement System (FERS), and employees' specific health plans.

Before joining the ERT, each team member is trained and certified by the International Critical Incident Stress Foundation (ICISF), a leader in providing training on comprehensive crisis intervention and disaster behavioral health services to emergency responders and other professions. The training focuses on how to meet the immediate emotional needs of anyone who experiences trauma. The weeklong train-

ing sessions provide team members with tools to deal with a wide range of emotions, uncertainty and sensitive circumstances that may arise after a traumatic event. They connect with members in a deeper way, one that transcends the usual contractual role.

The first 29 ERT members attended training March 3-8, 2024, led by Dr. Jeffrey M. Lating of the ICISF, who taught them how to offer peer-to-peer support with critical events, such as deaths and life-altering injuries. In addition, NALC officers and staff provided the team members with information about the post-al-specific resources for responding to members in crisis.

To request ERT assistance when there is a critical incident at a station or traumatic event affecting a member, the local branch president or the national business agent alerts Director of Safety and Health Manuel L. Peralta Jr. at NALC Headquarters. Once notice is received, Peralta, Assistant Secretary-Treasurer Mack Julion, and the Headquarters ERT team coordinate the selection of the team members to be deployed; arrange for their travel authorization, contact information and a briefing on the event; and provide notice to the Postal Service that our team will be visiting the

work site. They select ERT members to deploy based on who is available nearby and the typical deployment consists of two team members and lasts two days. Since the purpose is to meet the immediate needs of carriers, the program is organized to respond quickly. A team is usually assembled and ready to go within a couple of hours after the call for help comes in.

While the ERT members are normally in a station for two to three days, they can ask for more time if needed. Once the team members are done talking to the letter carriers at the station, they come back and do a debriefing with each other. That way, they get a more complete view of what is going on and can relay that information to Headquarters.

With the overwhelming success of the program over the last two years, NALC has tripled the number of ERT trained members. After four intensive training sessions, there are now 92 trained ERT members across the country, ready to respond quickly. Since March 2024, the ERT has responded to more than 170 deployments to all 15 of NALC's regions. If your post office experiences a traumatic event, NALC members can reach out to the ERT through their branch president or by contacting their national business agent's office.

WORKERS' COMPENSATION DEPARTMENT

NALC's Workers' Compensation Department—headed by Coby Jones, assistant to the president for workers' compensation, and under the direction of Director of Retired Members Dan Toth—provides information and advice to the membership on the Federal Employees' Compensation Act (FECA) and its administration by the Office of Workers' Compensation Programs (OWCP).

Dealing with injury claims and OWCP has always been frustrating for our injured members as they try to navigate through the bureaucratic requirements of OWCP in order to get their claims accepted and to get their medical treatment and lost wages covered. While OWCP has worked with the NALC in recent years to in-

stitute a number of procedure and policy changes that have benefited injured workers by making the program more accessible and transparent, all that has changed under the new administration and the process has again become less friendly and more difficult to navigate.

The NALC's goal is to provide OWCP representation to NALC members at every level of the organization. Eleven full-time regional workers' compensation assistants (RWCAs) assist national business agents (NBAs) and branch officers with OWCP claims and other FECA-related matters. RWCAs provide training at the national, regional, state, and local levels. Branch officers should contact their NBA office to request RWCA assistance.

The department will also represent members who file appeals with the Labor Department's Employees' Compensation Appeals Board (ECAB). NALC members who are contemplating an ECAB appeal should contact the compensation office at NALC Headquarters for assistance.

The Workers' Compensation Department provides information and advice to the membership through *The Postal Record*, *The NALC Activist*, the "Injured on the Job" section of the NALC website and national convention workshops. The department also furnishes OWCP training to NALC Leadership Academy students focusing on the history of the FECA and its underlying social compact, the FECA's structure and regula-

tory underpinnings and how the FECA intersects with the *National Agreement*.

The Workers' Compensation Department works closely with the Contract Administration Unit (CAU) on grievances that deal with OWCP issues. Close monitoring of management's obligations under FECA and the contract help every injured worker by enforcing strict compliance. The Workers' Compensation Department also assists the CAU with the USPS handbook and manual changes and postal programs to ensure that they are in compliance with the FECA.

Under President Renfroe's guidance, NALC provides the most comprehensive OWCP representation of any federal-sector union.

LEADERSHIP ACADEMY

Founded in 2005 by President Emeritus Bill Young and then-Executive Vice President Jim Williams, the NALC Leadership Academy continues to reflect the national leadership's belief in the importance of developing and preparing current and future NALC leaders for the challenges of today and those that are surely ahead. Since the Chicago convention in 2022, the Academy has graduated Classes 29, 30 and 31. There are more than 900 graduates since its inception.

Interest in the Academy has remained high. Each year, hundreds of NALC activists apply for one of the 30 slots available in each class. Most encouraging is how closely the demographics of the applicants reflect those of NALC as a whole. As was reported in a previous report, 35 percent of the applicants were female and 45 percent came into the

Service as city carrier assistants, the applicants came from branches of fewer than 20 members to those with more than 7,000, and from members with barely a year in the Postal Service to those with more than 33. More than 45 percent were applying for the first time, while dozens were seeking admission for the sixth, seventh or eighth time. This is promising on many levels. It shows that there's a high interest among newer members in becoming of greater service to the union. It also shows that in spite of not being selected in previous attempts, many continue to reapply each year, showing that they are determined and not easily discouraged, both characteristics of a good leader.

Admission to the Academy begins with the completion of a written application form available on the NALC website

during the application acceptance period. Applicants must be endorsed by a union leader who commits to being their mentor throughout the Leadership Academy experience and provides them with additional learning opportunities. It's an extremely difficult job to select only 30 students for each class from among the many qualified applicants.

The rivers of NALC talent and dedication continue to run deep, as evidenced by the high quality of each new Leadership Academy class. At least 28 state presidents, 28 regional administrative assistants, 11 Headquarters staff members, three full-time advocates, eight regional workers' compensation assistants, six regional office assistants, five legislative and political organizers, 12 national business agents and five resident national of-

ficers are graduates of the Academy. Additionally, Academy graduates have been elected to leadership positions in their local branches, small and large, with many becoming full-time union officers. Just as important: Hundreds of graduates have gone on to serve NALC in various other capacities. These include as arbitration advocates, Dispute Resolution Team members, Office of Workers' Compensation Programs representatives, shop stewards, route adjustment team members, and Carrier Academy instructors, as well as food drive, MDA and community service coordinators.

The commitment to working hard and helping others seen in each successive leadership class is always encouraging. If this is any indication of the future of NALC, the union has a bright future ahead of us.

NATIONAL-LEVEL ARBITRATION DECISIONS

1. Case No. 4B19N-4B-C 23120456 (Non-Payment of Wages)—The issue in this national-level arbitration was whether USPS violated the *National Agreement* by failing to reimburse employees whose direct deposit pay was stolen by criminals who had obtained unauthorized access to the employees' accounts on USPS's LiteBlue system and had rerouted the employees' direct deposit payments. The case was heard by Arbitrator Dennis Nolan in January 2024. In September 2024, Arbitrator Nolan issued an award finding that NALC failed to prove that USPS violated the *National Agreement* by not reimbursing the employees for their stolen wages.

2. Case No. 4J19N-4J-C 24032223 (NACI)—The issues in this national-level arbitration were (1) whether a grievance challenging the removal of an employee based on an unfavorable NACI background check report is arbitrable if the employee already completed probation when the report issued, and (2) if such a grievance is arbitrable, whether USPS has to prove that it had just cause for the removal. The case, initiated by APWU, and joined by NALC and two other postal unions, was heard by Arbitrator Margo Newman in December 2024. In June 2025, Arbitrator Newman issued an award in favor of the unions, finding that a grievance challenging the removal of an employee based on an unfavorable NACI background check report is arbitrable if the employee already completed probation when the report issued, and that USPS must prove that it had just cause for such a removal. USPS's suit seeking to vacate the award (see Litigation Report) is pending.

NALC DIRECT ARBITRATION COSTS			
	Two-year period ended 3/31/24	Two-year period ended 3/31/26	Percentage Change
Arbitrators' fees	\$2,911,225.72	\$3,121,965.77	7.24%
Cancellation fees	551,053.71	\$408,437.50	25.88%
Transcripts	—	—	—
Miscellaneous	—	—	—
TOTAL	\$3,462,279.43	\$3,530,403.27	1.97%

NALC DISCIPLINE ARBITRATION					
	Sustained	Sustained in part	Denied	Total*	Percent denied
2016	92	49	149	290	51.4
2017	105	45	137	287	47.7
2018	75	81	121	282	43.6
2019	81	92	135	321	43.8
2020	72	76	127	279	46.1
2021	61	69	121	260	48.2
2022	50	38	95	183	51.9
2023	48	48	89	185	48.1
2024	65	57	121	243	49.8
2025	127	90	87	352	24.7
2026	37	18	51	106	48.1

NALC CONTRACT ARBITRATION					
	Sustained	Sustained in part	Denied	Total*	Percent denied
2016	115	45	86	246	35.0
2017	100	30	65	195	33.3
2018	278	142	163	629	27.9
2019	247	85	126	474	27.5
2020	144	56	84	304	29.5
2021	208	44	92	367	26.7
2022	205	65	85	355	23.9
2023	169	49	57	275	20.7
2024	176	89	87	352	24.7
2025	185	89	149	423	35.2
2026	36	17	40	93	43.0

*The total figure includes cases where no decision was issued by the arbitrator—for example, because the cases were settled during or after the hearing.

LITIGATION REPORT

COURT CASES

DUTY OF FAIR REPRESENTATION CASES

Sung v. Cancel—In March 2023, former letter carrier Mo Chiao Sun filed this employment discrimination suit against NALC President Brian Renfroe and other defendants in the U.S. District Court for the Eastern District of New York. In September 2024, the Court granted judgment for the defendants, based, among other reasons, on in-

sufficient service of process.

Covington v. NALC—Former letter carrier Kwane Covington filed this suit against NALC and certain individual defendants in Wisconsin state court in July 2025. Covington claimed that NALC and other defendants breached the duty of fair representation, and violated state law, when processing the grievance challenging Covington's removal from USPS employment. The defendants removed the suit to the U.S. District Court for the Eastern District of Wisconsin and, in

October 2025, filed a motion to dismiss. Their motion to dismiss remains pending.

Scott v. NALC—Former letter carrier Joshua Scott filed this suit in August 2025 against NALC, Branch 421 and certain individual defendants in the U.S. District Court for the Western District of Texas. The suit claimed, among other things, that NALC and the branch had failed to represent him properly. The court dismissed Scott's suit in February 2026 based on failure to serve process. Scott filed his

suit again in the same court in March 2026. The defendants have not yet been served with Scott's new suit.

Dargan v. NALC—Letter carrier StarrQueena Dargan filed this suit in November 2025 against NALC and other defendants in the U.S. District Court for the District of Maryland. The suit claims that NALC breached its duty of fair representation regarding USPS's alleged noncompliance with an arbitration award. NALC answered Dargan's complaint in December 2025. In April

2026, Dargan filed a motion for leave to amend her complaint. Her motion to amend remains pending.

Thomas v. NALC—Former letter carrier Jasmine Thomas filed this suit in March 2026 against NALC, Branch 4016 and other defendants in the U.S. District Court for the Northern District of Illinois. The suit claims that NALC breached its duty of fair representation in connection with the removal of Thomas from USPS employment. In March 2026, NALC and the branch moved to dismiss. That motion remains pending.

OTHER NALC COURT LITIGATION

Noble v. NALC, Branch 9, Branch 421—In June 2022, retired letter carrier David Noble filed this action against NALC, Branch 9 and Branch 421 in the U.S. District Court for the District of Columbia. The suit sought an injunction requiring the defendants to allow Noble to place campaign advertisements in their publications. In December 2022, the district court dismissed the lawsuit. In May 2024, the U.S. Court of Appeals for the District of Columbia Circuit reversed the dismissal and remanded to the district court for further proceedings. In January 2025, Noble filed a voluntary dismissal of the suit.

USPS v. APWU, NALC, NPMHU, NRLCA—In September 2025, USPS sued NALC and three other postal unions in the U.S. District Court for the District of Columbia, seeking to vacate a national-level arbitration award issued in June 2025. NALC and the other unions filed a counterclaim, seeking a court order confirming the award. The arbitration award held that a grievance challenging the removal of an employee based on an unfavorable NACI background check report is arbitrable if the employee already completed probation when the report issued, and it further held that USPS must prove just cause

in order to remove such an employee. In the lawsuit, both USPS and the unions have moved for summary judgment, and their motions remain pending.

NATIONAL LABOR RELATIONS BOARD CASES

Branch 455 (Schroeder)—In August 2012, the NLRB issued a complaint against Branch 455, based on an unfair labor practice charge by former letter carrier Irma Schroeder. The complaint alleges that the branch caused USPS to discharge her in retaliation for her alleged dissident union activity. The hearing on the case was originally scheduled in 2012 but adjourned, and then scheduled and adjourned again in 2020. The NLRB has now returned the case to the trial calendar.

Branch 642 (Daniels)—In April 2023, the NLRB issued a complaint against Branch 642, based on an unfair labor practice charge by letter carrier Terry Daniels. The complaint alleges that the branch failed to properly process various grievances for Daniels. After a hearing in February 2025, an NLRB administrative law judge issued a decision in December 2025, finding that the branch had committed unfair labor practices by delaying providing Daniels with information and documents related to certain grievances and in its processing of a grievance over a disciplinary suspension that Daniels had received.

Branch 3 (Samargian)—In July 2025, the NLRB issued a complaint against Branch 3, based on an unfair labor practice charge by former letter carrier Penny Samargian. The complaint alleged that the branch continued to accept dues payments from Samargian after she had transferred to another craft and had requested cancellation of her dues payments. In September 2025, the NLRB withdrew its complaint after the parties entered into a settlement agreement.

Notes: All salaries are for July of each year and include cost-of-living adjustments not yet rolled into basic pay. Prior to 1971, it took 21 years for employees to reach top step; between 1971 and 1984, it took eight years; between 1984 and 1991, it took 10.7 years; it now takes 12.5 years. Under the 2011-2016 National Agreement, the January 2013 COLAs were calculated in 2013, but payment was deferred until 2014.

CUMULATIVE PAY (TABLE 2) SINCE 2013

Year	Step: AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
2013	—	\$34,752	\$36,306	\$37,860	\$39,414	\$40,968	\$42,522	\$44,076	\$45,630	\$47,184	\$48,738	\$50,292	\$51,846	\$53,400	\$54,954	\$56,508	—
2014	—	\$35,190	\$36,763	\$38,337	\$39,910	\$41,484	\$43,057	\$44,631	\$46,204	\$47,778	\$49,351	\$50,925	\$52,498	\$54,072	\$55,646	\$57,219	—
2015	—	\$36,466	\$38,096	\$39,727	\$41,357	\$42,989	\$44,618	\$46,249	\$47,879	\$49,511	\$51,140	\$52,771	\$54,402	\$56,033	\$57,663	\$59,294	—
2016	—	\$36,814	\$38,459	\$40,106	\$41,751	\$43,399	\$45,043	\$46,690	\$48,335	\$49,983	\$51,627	\$53,274	\$54,921	\$56,567	\$58,213	\$59,859	—
2017	—	\$37,474	\$39,148	\$40,824	\$42,499	\$44,176	\$45,851	\$47,526	\$49,201	\$50,879	\$52,552	\$54,228	\$55,904	\$57,581	\$59,256	\$60,931	—
2018	—	\$38,439	\$40,155	\$41,874	\$43,593	\$45,313	\$47,031	\$48,750	\$50,469	\$52,188	\$53,905	\$55,622	\$57,343	\$59,062	\$60,782	\$62,499	—
2019	—	\$39,615	\$41,384	\$43,157	\$44,928	\$46,700	\$48,470	\$50,243	\$52,014	\$53,786	\$55,557	\$57,329	\$59,099	\$60,871	\$62,641	\$64,413	—
2020	—	\$40,541	\$42,352	\$44,165	\$45,978	\$47,791	\$49,603	\$51,417	\$53,230	\$55,043	\$56,855	\$58,669	\$60,480	\$62,294	\$64,105	\$65,918	—
2021	20.71	\$41,353	\$43,200	\$45,049	\$46,898	\$48,748	\$50,595	\$52,446	\$54,296	\$56,144	\$57,993	\$59,843	\$61,690	\$63,541	\$65,389	\$67,237	—
2022	21.19	\$43,881	\$45,841	\$47,803	\$49,765	\$51,728	\$53,688	\$55,652	\$57,616	\$59,576	\$61,538	\$63,501	\$65,461	\$67,426	\$69,386	\$71,347	—
2023	22.13	\$46,038	\$48,094	\$50,153	\$52,211	\$54,271	\$56,327	\$58,387	\$60,448	\$62,505	\$64,562	\$66,622	\$68,679	\$70,740	\$72,796	\$74,855	\$75,299
2024	22.81	\$47,450	\$49,586	\$51,691	\$53,813	\$55,936	\$58,055	\$60,178	\$62,302	\$64,423	\$66,543	\$68,665	\$70,786	\$72,911	\$75,029	\$77,150	\$77,609
2025	—	—	\$51,133	\$53,321	\$55,510	\$57,701	\$59,887	\$62,076	\$64,267	\$66,455	\$68,643	\$70,831	\$73,019	\$75,211	\$77,396	\$79,584	\$81,057
2026	—	—	\$52,510	\$54,757	\$57,005	\$59,255	\$61,501	\$63,749	\$65,998	\$68,246	\$70,492	\$72,739	\$74,986	\$77,237	\$79,481	\$81,729	\$83,226

Notes: All salaries are for July of each year and include cost-of-living adjustments not yet rolled into basic pay. Prior to 1971, it took 21 years for employees to reach top step; between 1971 and 1984, it took eight years; between 1984 and 1991, it took 10.7 years; it now takes 12.5 years. Under the 2011-2016 National Agreement, the January 2013 COLAs were calculated in 2013, but payment was deferred until 2014.

CUMULATIVE PAY (TABLE 1) SINCE POSTAL REORGANIZATION

Year	Old step: New step:	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12	P
1970	(Last year of Post Office Department)																
1971	(First NALC-USPS National Agreement)																
1972		—	—	—	\$7,072	\$7,307	\$7,542	\$7,777	\$8,012	\$8,247	\$8,482	\$8,717	\$8,952	\$9,187	\$9,422	\$9,657	—
1973		—	—	—	\$7,322	\$7,557	\$7,792	\$8,027	\$8,262	\$8,497	\$8,732	\$8,967	\$9,202	\$9,437	\$9,672	\$9,907	—
1974		—	—	—	\$8,072	\$8,307	\$8,542	\$8,777	\$9,012	\$9,247	\$9,482	\$9,717	\$9,952	\$10,187	\$10,422	\$10,657	—
1975		—	—	—	\$8,188	\$8,423	\$8,658	\$8,893	\$9,128	\$9,363	\$9,598	\$9,833	\$10,068	\$10,303	\$10,538	\$10,773	—
1976		—	—	—	\$10,129	\$10,364	\$10,599	\$10,834	\$11,069	\$11,304	\$11,539	\$11,774	\$12,009	\$12,244	\$12,479	\$12,714	—
1977		—	—	—	\$11,298	\$11,533	\$11,768	\$12,003	\$12,238	\$12,473	\$12,708	\$12,943	\$13,178	\$13,413	\$13,648	\$13,883	—
1978		—	—	—	\$11,902	\$12,137	\$12,372	\$12,607	\$12,842	\$13,077	\$13,312	\$13,547	\$13,782	\$14,017	\$14,252	\$14,487	—
1979		—	—	—	\$13,313	\$13,548	\$13,783	\$14,018	\$14,253	\$14,488	\$14,723	\$14,958	\$15,193	\$15,428	\$15,663	\$15,898	—
1980		—	—	—	\$14,416	\$14,651	\$14,886	\$15,121	\$15,356	\$15,591	\$15,826	\$16,061	\$16,296	\$16,531	\$16,766	\$17,001	—
1981		—	—	—	\$15,577	\$15,812	\$16,047	\$16,282	\$16,545	\$16,787	\$17,029	\$17,271	\$17,513	\$17,755	\$17,997	\$18,239	—
1982		—	—	—	\$17,658	\$17,900	\$18,142	\$18,384	\$18,626	\$18,868	\$19,110	\$19,352	\$19,594	\$19,836	\$20,078	\$20,320	—
1983		—	—	—	\$19,268	\$19,510	\$19,752	\$19,994	\$20,236	\$20,478	\$20,720	\$20,962	\$21,204	\$21,446	\$21,688	\$21,930	—
1984		—	—	—	\$20,130	\$20,372	\$20,614	\$20,856	\$21,098	\$21,340	\$21,582	\$21,824	\$22,066	\$22,308	\$22,550	\$22,792	—
1985		—	—	—	\$20,991	\$21,233	\$21,475	\$21,717	\$21,959	\$22,201	\$22,443	\$22,685	\$22,927	\$23,169	\$23,411	\$23,653	—
1986		—	—	—	\$22,092	\$22,340	\$22,589	\$22,837	\$23,086	\$23,334	\$23,583	\$23,832	\$24,080	\$24,329	\$24,577	\$24,826	—
1987		—	—	—	\$23,068	\$23,322	\$23,578	\$23,832	\$24,088	\$24,342	\$24,598	\$24,854	\$25,108	\$25,364	\$25,618	\$25,874	—
1988		—	—	—	\$19,927	\$22,021	\$22,045	\$24,305	\$24,568	\$24,568	\$24,828	\$25,091	\$26,080	\$26,614	\$26,877	\$26,660	—
1989		—	—	—	\$22,814	\$22,950	\$25,013	\$25,279	\$25,347	\$25,812	\$26,046	\$26,346	\$26,346	\$27,147	\$27,416	\$27,949	—
1990		—	—	—	\$21,480	\$23,616	\$25,679	\$25,945	\$26,213	\$26,478	\$26,746	\$27,012	\$27,280	\$27,548	\$27,816	\$28,347	—
1991		—	—	—	\$22,903	\$25,039	\$27,102	\$27,366	\$27,636	\$27,901	\$28,169	\$28,435	\$28,703	\$28,971	\$29,236	\$29,505	—
1992		—	—	—	\$24,381	\$26,517	\$28,580	\$28,846	\$29,114	\$29,379	\$29,647	\$29,913	\$30,174	\$30,438	\$30,700	\$31,248	—
1993		\$22,420	\$24,927	\$27,088	\$29,176	\$29,445	\$29,716	\$29,985	\$30,256	\$30,525	\$30,796	\$31,067	\$31,336	\$31,608	\$31,876	\$32,147	—
1994		\$23,026	\$25,775	\$27,968	\$30,087	\$30,359	\$30,635	\$30,907	\$31,183	\$31,455	\$31,731	\$32,006	\$32,279	\$32,555	\$32,827	\$33,102	—
1995		\$24,028	\$26,809	\$29,036	\$31,184	\$31,461	\$31,740	\$32,017	\$32,294	\$32,576	\$32,852	\$33,134	\$33,412	\$33,688	\$33,964	\$34,243	—
1996		\$24,907	\$27,723	\$29,984	\$32,165	\$32,447	\$32,730	\$33,011	\$33,296	\$33,576	\$33,859	\$34,142	\$34,423	\$34,708	\$34,988	\$35,271	—
1997		\$25,240	\$28,056	\$30,317	\$32,498	\$32,780	\$33,063	\$33,344	\$33,627	\$33,909	\$34,192	\$34,475	\$34,756	\$35,041	\$35,321	\$35,605	—
1998		\$25,647	\$28,463	\$30,785	\$32,992	\$33,277	\$33,564	\$33,848	\$34,135	\$34,420	\$34,706	\$34,993	\$35,277	\$35,565	\$35,849	\$36,135	—
1999		\$26,375	\$29,225	\$31,513	\$33,720	\$34,005	\$34,292	\$34,576	\$34,863	\$35,148	\$35,434	\$35,721	\$36,005	\$36,293	\$36,577	\$36,863	—
2000		\$27,011	\$29,885	\$32,210	\$34,443	\$34,731	\$35,022	\$35,309	\$35,600	\$35,888	\$36,177	\$36,468	\$36,755	\$37,046	\$37,334	\$37,623	—
2001		\$28,893	\$31,875	\$34,269	\$36,578	\$36,876	\$37,177	\$37,473	\$37,774	\$38,072	\$38,371	\$38,672	\$38,968	\$39,270	\$39,568	\$39,867	—
2002		\$31,844	\$35,064	\$36,314	\$38,707	\$39,036	\$39,367	\$39,692	\$40,022	\$40,351	\$40,676	\$41,007	\$41,335	\$41,664	\$41,995	\$42,323	—
2003		\$32,735	\$36,013	\$37,285	\$39,721	\$40,056	\$40,393	\$40,724	\$41,060	\$41,395	\$41,726	\$42,063	\$42,397	\$42,732	\$43,069	\$43,401	—
2004		\$33,446	\$36,773	\$38,063	\$40,535	\$40,875	\$41,217	\$41,553	\$41,894	\$42,234	\$42,570	\$42,912	\$43,250	\$43,591	\$43,933	\$44,272	—
2005		\$34,331	\$37,697	\$39,002	\$41,502	\$41,846	\$42,192	\$42,532	\$42,877	\$43,221	\$43,561	\$43,907	\$44,250	\$44,594	\$44,940	\$45,282	—
2006		\$35,602	\$39,010	\$40,331	\$42,862	\$43,211	\$43,561	\$43,905	\$44,254	\$44,603	\$44,947	\$45,297	\$45,644	\$45,993	\$46,343	\$46,689	—
2007		\$37,205	\$40,655	\$41,992	\$44,554	\$44,908	\$45,262	\$45,610	\$45,963	\$46,317	\$46,665	\$47,019	\$47,370	\$47,724	\$48,078	\$48,428	—
2008		\$38,527	\$42,025	\$43,381	\$45,979	\$46,338	\$46,697	\$47,050	\$47,408	\$47,766	\$48,119	\$48,478	\$48,834	\$49,193	\$49,552	\$49,907	—
2009		\$39,669	\$43,229	\$44,609	\$47,253	\$47,619	\$47,984	\$48,343	\$48,708	\$49,072	\$49,431	\$49,797	\$50,159	\$50,524	\$50,880	\$51,251	—
2010		\$41,888	\$45,513	\$46,919	\$49,612	\$49,984	\$50,356	\$50,722	\$51,093	\$51,464	\$51,832	\$52,202	\$52,571	\$52,943	\$53,315	\$53,683	—
2011		\$42,610	\$46,300	\$47,732	\$50,474	\$50,852	\$51,231	\$51,604	\$51,984	\$52,359	\$52,732	\$53,110	\$53,486	\$53,865	\$54,243	\$54,618	—
2012		\$43,313	\$47,067	\$48,523	\$51,313	\$51,697	\$52,083	\$52,462	\$52,846	\$53,230	\$53,610	\$53,994	\$54,377	\$54,763	\$55,147	\$55,529	—
2013		\$44,292	\$48,046	\$49,502	\$52,292	\$52,676	\$53,062	\$53,441	\$53,825	\$54,210	\$54,589	\$54,973	\$55,356	\$55,742	\$56,128	\$56,508	—
2014		\$44,881	\$48,672	\$50,143	\$52,961	\$53,349	\$53,739	\$54,121	\$54,509	\$54,888	\$55,281	\$55,669	\$56,056	\$56,445	\$56,835	\$57,219	—
2015		\$46,772	\$50,620	\$52,113	\$54,972	\$55,366	\$55,762	\$56,150	\$56,543	\$56,938	\$57,327	\$57,721	\$58,113	\$58,508	\$58,904	\$59,294	—
2016		\$47,215	\$51,100	\$52,608	\$55,495	\$55,893	\$56,293	\$56,684	\$57,081	\$57,480	\$57,873	\$58,271	\$58,667	\$59,065	\$59,465	\$59,859	—
2017		\$48,136	\$52,067	\$53,593	\$56,515	\$56,918	\$57,323	\$57,718	\$58,120	\$58,524	\$58,921	\$59,324	\$59,725	\$60,128	\$60,533	\$60,931	—
2018		\$49,540	\$53,521	\$55,067	\$58,026	\$58,435	\$58,845	\$59,245	\$59,652	\$60,061	\$60,463	\$60,872	\$61,278	\$61,686	\$62,096	\$62,499	—
2019		\$52,220	\$56,553	\$58,092	\$61,036	\$61,481	\$61,928	\$62,375	\$62,822	\$63,269	\$63,716	\$64,163	\$64,610	\$65,052	\$65,497	\$65,943	—
2020		\$53,591	\$57,873	\$59,362	\$62,302	\$62,752	\$63,204	\$63,649	\$64,095	\$64,547	\$64,994	\$65,438	\$65,880	\$66,324	\$66,772	\$67,237	—
2021		\$54,776	\$59,105	\$60,605	\$63,540	\$64,000	\$64,450	\$64,905	\$65,350	\$65,800	\$66,250	\$66,700	\$67,150	\$67,600	\$68,050	\$68,500	—
2022		\$58,728	\$63,112	\$64,612	\$67,550	\$68,050	\$68,550	\$69,050	\$69,550	\$70,050	\$70,550	\$71,050	\$71,550	\$72,050	\$72,550	\$73,050	—
2023		\$62,078	\$66,517	\$68,017	\$70,955	\$71,455	\$71,955	\$72,455	\$72,955	\$73,455	\$73,955	\$74,455	\$74,955	\$75,455	\$75,955	\$76,455	—
2024		\$64,216	\$68,816	\$72,034	\$72,500	\$73,895	\$74,365	\$74,820	\$75,292	\$75,760	\$76,222	\$76,688	\$77,159	\$77,609	\$78,079	\$78,549	—

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective March 7, 2026

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

Career city letter carrier increases

Effective Date	Type of Increase	Amount
Aug. 26, 2023	July COLA	\$978
Nov. 18, 2023	General wage increase	1.3%
March 9, 2024	January COLA	\$353
Sept. 7, 2024	July COLA	\$978
Nov. 16, 2024	General wage increase	1.4%
March 8, 2025	January COLA	\$416
June 14, 2025	Step P adjustment	\$1,000
July 12, 2025	Eliminate Steps AA and A from Table 2	
Sept. 6, 2025	July COLA	\$790
Nov. 15, 2025	General wage increase	1.5%
March 7, 2026	January COLA	\$250

City carrier assistant increases

Date	Type of Increase	Amount
Nov. 18, 2023	General wage increase	2.3%
Nov. 16, 2024	General wage increase	2.4%
June 14, 2025	Wage adjustment	\$0.50
Nov. 15, 2025	General wage increase	2.5%

NOTE: Any time spent in PTF step AA will be credited to the carrier when converted to full-time status.

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

NOTE: In accordance with Article 9.3.B, COLAs become effective the second full pay period after the release of the January and July Consumer Price Index for Urban Wage Earners and Clerical Workers.

Table 1: City Carrier Schedule

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

Basic Annual Salaries																RSC Q (NALC)	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Most Prev. Step
City Carrier (Grade 2)	68,450	73,076	73,182	76,492	76,972	77,455	77,931	78,406	78,889	79,358	79,843	80,325	80,800	81,290	81,764	83,226	483
Carrier Technician*	69,887	74,611	74,719	78,098	78,588	79,082	79,568	80,053	80,546	81,025	81,520	82,012	82,497	82,997	83,481	84,974	485
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	34.36	36.68	36.74	38.40	38.64	38.88	39.12	39.36	39.60	39.84	40.08	40.32	40.56	40.81	41.05	41.78	
Carrier Technician*	35.08	37.46	37.51	39.21	39.45	39.70	39.94	40.19	40.43	40.68	40.92	41.17	41.41	41.67	41.91	42.66	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	32.91	35.13	35.18	36.78	37.01	37.24	37.47	37.70	37.93	38.15	38.39	38.62	38.85	39.08	39.31	40.01	
Carrier Technician*	33.60	35.87	35.92	37.55	37.78	38.02	38.25	38.49	38.72	38.95	39.19	39.43	39.66	39.90	40.14	40.85	
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	O-P	YRS.	
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	46	13.3	

* Carrier Technicians receive an additional 2.1%

Table 2: City Carrier Schedule

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

Basic Annual Salaries																Most Prev. Step
	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	52,510	54,757	57,005	59,255	61,501	63,749	65,998	68,246	70,492	72,739	74,986	77,237	79,481	81,729	83,226	2,248
Carrier Technician*	53,613	55,907	58,202	60,499	62,793	65,088	67,384	69,679	71,972	74,267	76,561	78,859	81,150	83,445	84,974	2,295
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	26.36	27.49	28.62	29.75	30.87	32.00	33.13	34.26	35.39	36.52	37.64	38.77	39.90	41.03	41.78	
Carrier Technician*	26.91	28.07	29.22	30.37	31.52	32.67	33.83	34.98	36.13	37.28	38.43	39.59	40.74	41.89	42.66	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	25.25	26.33	27.41	28.49	29.57	30.65	31.73	32.81	33.89	34.97	36.05	37.13	38.21	39.29	40.01	
Carrier Technician*	25.78	26.88	27.98	29.09	30.19	31.29	32.40	33.50	34.60	35.71	36.81	37.91	39.01	40.12	40.85	
Percent Step P																
	63.09%	65.79%	68.49%	71.20%	73.90%	76.60%	79.30%	82.00%	84.70%	87.40%	90.10%	92.80%	95.50%	98.20%	100.00%	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	B-C 46	C-D 46	D-E 46	E-F 46	F-G 46	G-H 46	H-I 46	I-J 46	J-K 46	K-L 46	L-M 46	M-N 46	N-O 46	O-P 46		YRS. 12.4

* Carrier Technicians receive an additional 2.1%

Table 3: City Carrier Assistant Schedule

Hourly Rates

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

	BB	AA
City Carrier (Grade 2)	21.21	21.71
Carrier Technician (add 2.1%)	21.66	22.17
Steps (From BB to AA) in weeks	52	

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

	BB	AA
City Carrier (Grade 2)	22.88	23.38
Carrier Technician (add 2.1%)	23.36	23.87
Steps (From BB to AA) in weeks	52	

CALLING THE GAME



Rosenberry calls plays from the announcers' booth at Wayne High School's stadium.

Sports have always been a passion for Ted Rosenberry.

Growing up, he played baseball and basketball, but there was one sport he was forbidden from participating in. "I was not allowed to play football—I was a very skinny kid—but I played football video games," he said. "I watched football religiously, and I still do to this day. So, I've always been interested in sports and always followed along with it. That comes from growing up with my dad and him loving sports as well."

Because of this, talking about sporting events came naturally to him. While Rosenberry never studied journalism or broadcasting while in college, he was the morning radio host on Norse Code Radio at Northern Kentucky University from 2007 to 2010. He also hosted a sports talk show on Thursday nights called "The Sports Patrol," and had the role of sports director. "I learned a lot from my college radio experience, including how to produce a show, how to transition in and out of commercial

breaks, and how to piece a show together segment by segment," he said. "The sports talk show in particular taught me how to be efficient at explaining a topic, such as a specific play or the outcome of a game."

After transferring to a different school, Rosenberry decided to take some time off from college, eventually beginning his USPS career in 2015 as a city carrier assistant working in The Plains, OH. While there, a morning show host for one of the local radio stations was one of his postal customers. "I was very persistent—some would call it nagging him—to see if I could help out at the radio station in any way I could," he said.

Rosenberry's persistence paid off. "Eventually he said, 'Well, I can't accept volunteer work. All I can do is pay you. So, if you would like, I can train you to do this,'" the carrier said. "And that's where it started. ... He was kind enough to give me an opportunity to learn all the ins and outs of all the background stuff when it comes to radio."

The carrier started working for 970 WATH and 105.5 WXTQ in Athens, first producing high school football game broadcasts behind the scenes on WXTQ by "running the board," he said, making sure all the commercials play, making sure the mics are on, and communicating with the broadcasters. He later hosted the nightly talk show, "The Sports Fan" on WATH as well.

The next year, the Dayton Branch 182 member became a regular and transferred to the Miamisburg station. He soon found a radio role in nearby Huber Heights with the Oldies 97.3 sports team as a producer running the board and also serving as an occasional sideline reporter.

"I did that for couple of years and then stopped [in 2017] because I actually started my own website to cover high school football for a couple of years," Rosenberry said. "Life kind of got in the way, so I had to step away from broadcasting and journalism."

A new opportunity popped up in 2023 when Rosenberry got a message

from an old friend at Oldies 97.3 saying that he needed some help with the broadcast and asked if Rosenberry could help with color commentary for a football game as a substitute. “We had just gotten out of COVID, so I was more than happy to get back into broadcasting,” he said.

Rosenberry subbed in at a couple of games in 2023, and when his friend

stepped aside for personal matters, he took it on as more of a regular, first as a color commentator in 2024 for football and basketball. He got his big break starting with the 2025 football season taking over as play-by-play announcer at Oldies 97.3 for Wayne High School in Huber Heights, while also producing the broadcast and setting up all the broadcast equipment.

There are two types of athletics announcing: play-by-play and color commentary. “So, the play-by-play... you’re giving the generalness of it, such as, you know, ‘There’s a fly ball to left field and it’s caught, and there’s the first out,’ ” Rosenberry said. “And the color commentary is filling in all the blanks, putting all the details in there saying, you know, ‘It was a good pitch, and he didn’t quite hit it right, so it was an easy play for the left fielder,’ things like that. ... The play-by-play you’re drawing the outline, and color commentary you’re filling in inside the outline like a cartoon.”

The color commentary has always come fairly natural to him, especially growing up as a singer and actor performing in high school musicals and plays. “Having that performance aspect to it definitely helps calm my nerves with all the broadcasts,” he said.

His first experience was a slightly different story, though. “When I did my first game play-by-play, I was understandably nervous going into the game,” Rosenberry said. “However, one thing that helped was by complete accident. It was a game between Wayne and... a school in the Columbus area, and there was a travel delay. The team bus for Wayne did not arrive to the stadium until the game was scheduled to start, so we went on

the air and we had to fill time because there was a delay and we didn’t know when to start. So, that actually put me at ease for everything.”

Overall, he tries to just be himself. “In my college radio days, I took on an alter ego that was a little bit more ornery than I am in real life. I took the professional wrestling approach of ‘take your own personality and dial it up to 11,’ ” he said. “But for sports broadcasts, I’m just myself. ... I have a few quirks and I have a few different things that I like to say, but I’m not trying to be anything other than my authentic self.”

He’s now doing every football game in the fall, regular season and playoffs, as well as select basketball and baseball games, usually about once a week. “I do the play-by-play commentary, but I also help set up the equipment as far as the microphones, the making sure we have access to an internet connection so we can... have the game streaming,” he said. “But also, I have my laptop with me so I can still run the commercials and make sure everything is turned on as I’m doing play-by-play.”

His broadcast is on the radio on Oldies 97.3 FM in Huber Heights, but it also streams online at daytonoldies.org, and there’s also an Oldies 97.3 app where it can be streamed from anywhere. “We have regular listeners in England, Alaska, Canada. One football game, we had someone listen to the entire game streaming from New Zealand,” Rosenberry said. “It’s a small audience, but we get people from all over the place, people that used to live in the area and people that have just found the station for both the oldies music, but also for our coverage of high school sports.”



Ted Rosenberry

Rosenberry shows off his field pass for the game.

Rosenberry had some announcer role models growing up in Cincinnati. “For 45 years, Marty Brennaman was the play-by-play man on the radio for Reds games, and I was lucky enough to meet him on a couple of occasions, once when I was a kid and once when I was an adult,” he said. “I actually got to, as an adult, ask him for advice on broadcasting, and he gave me some very kind words and some useful advice to stick with it and, you know, to do the best I could.”

He also looked up to ABC Sports TV broadcaster Keith Jackson. “I never got to meet him before he passed away,” he said, but “he was the voice that I would hear and say, ‘That’s the voice of an announcer,’ and that’s the style that I want to be. I want to be able to do what he does.”

It takes prep work at home at night researching whatever information he needs for the next matchup. “For each basketball and baseball game, it usually takes about an hour to two hours to come up with all the stats and information that I need, and also to write down a little monologue to start each broadcast with,” he said, and added it can take up to six hours for a football broadcast “making sure I have all the different schedules for both teams, knowing... who they’ve played, who they’re about to play, any sponsors that we have that I want to make mention on the radio. So, there’s a lot that goes into it for any given broadcast.”

There are quite a few reasons Rosenberry enjoys his side gig. “Honestly, it’s a bit of an escape for me. A lot of things in life we are not able to control, whether it be internal or external,” he said. “But when I’m on the air and I’m describing the action, I’m in complete control of everything, both with what

I say, with how the broadcast goes, but also, I’m able to have some camaraderie with the person I’m broadcasting the game with.”

On occasion, Rosenberry said, spectators have approached his team, which includes Zack Riepenhoff and Kyle Corbin, before or after a broadcast “just thanking us for doing this and showcasing the—not just the games, but being able to give the kids a spotlight and being able to let the kids have their moment.”

They were in the national spotlight this past basketball season as well, where a player on the Wayne High School team made a half-court shot and the school won the game because of it. “The video of that actually was on [ESPN] SportsCenter that night as the No. 1 play,” he said. “Later on, we were able to splice our audio of that game with that video and post it onto Facebook, and it got all kinds of positive response, and it was very exciting. I was very proud to be able to be a part of that.”

Rosenberry is not on the overtime list at his post office, so he hasn’t had trouble making it to the evening games, and many of his co-workers know about his side gig, which makes for interesting conversations at work the morning after football games of how the teams did and how his broadcast went. “It’s actually led to a very open and positive working environment,” he said.

His favorite sport to announce is football. “With football, you’ve got

the play itself, but you also have the little details of what goes on around the play and that you might not see if you’re... just watching where the ball is. ... And I love that challenge of being able to see, ‘OK, what in this play is important and what’s maybe something that most people might miss?’ and be able to bring that to an audience,” he said. “I’ve mentioned my dad is a huge sports fan, and I’ve been with him a lot of times, and I’ll point out little things that even he doesn’t see because of my experience with doing games on the radio.”

Rosenberry said he hopes to continue with his broadcasting endeavor as long as he can, “all while proudly representing the NALC and USPS in the community and on the air.” His only goal is to keep having fun with it. He’s simply taking it day by day and preparing for the next game on the schedule. “Our next broadcast is tomorrow, weather permitting,” he said. **PR**



Carriers and the mail make news online

Mail-centered stories frequently appear on social media and online news sites. The following are a few that have come to NALC's attention recently. If you find a story you'd like us to consider featuring, send it to postalrecord@nalc.org.

New Jersey carrier honored for his 27 years of service

New Jersey Merged Branch 38 member **Donald Densel** spent 27 years as a letter carrier in the township of Bloomfield, and his dedication to the community didn't go unnoticed. After retiring on Feb. 27, the mayor and the township council recognized his years of hard work by presenting him with a proclamation at a township council meeting at the end of April.

"I want to thank the town of Bloomfield, and I want to thank the honorable mayor and honorable council," Densel said, according to TAPinto Bloomfield. "We have been together for 27 years. I felt the love and support; we were family. I love you all, and I am deeply humbled by this."



The mayor and other township officials commended Densel, saying, "Through every season and in all conditions, Don has gone above and beyond to ensure Bloomfield residents receive their mail safely and reliably," according to Postal Times. "More than that, he's been a familiar, friendly face in our neighborhood—building connections and brightening the day for so many along his route."

Influencer's history of giving back to her couriers

For the past several years, Serena Neel, a Las Vegas, NV, resident and short-form social media creator with more than 14 million followers across all platforms at @serenaneel, has been going above and beyond to show appreciation for her delivery people, including her letter carriers.

One of her first videos about her mail carriers was posted in April 2023. In the video, she puts together a basket of snacks to leave outside for her letter carriers and says, "I love feeding the mail men." She noted that she had done this the previous Christmas.

"I'd sit and watch them pick snacks from the window, and it was really fun," she said with a smile.

On July 13, 2024, she made a video putting out a cooler with drinks for her mail and package couriers on a 112-degree day. Sometime between then and April 2025, she swapped it for a small fridge with drinks and snacks meant to hydrate and energize them on their



A delivery driver checks out an influencer's "free 7/11" she set up on her front stoop.

long days. Over time, Neel has worked hard to brighten her delivery people's days even more.

Eventually she added a stuffed goose atop the fridge, which she adorns in festive outfits. In November, Neel added a claw machine that delivery drivers can use to win various prizes.

In one video posted in April, Neel created a pizza party competition between her delivery drivers where she assigned each delivery company a color of pom-pom and for each package they deliver, they put one of their color in a jar. The winning delivery service, FedEx, was given several Domino's gift cards for a pizza party.

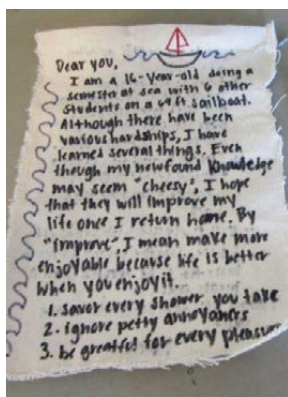
One of her recent endeavors to show appreciation for her delivery people was inviting them to a hibachi dinner in her back yard. Neel was able to get a pretty good turnout.

At the dinner, she said, "Thank you for coming, and thank you for delivering my insane amount of mail."

In the beginning of June, she set up a "Free 7/11" convenience store for her mail carriers and members of the community. She created posters and



Sumner and Molinari



Molinari's message in a bottle

stickers that said "Free 7/11" to add to the theme. Not only did Neel provide snacks, candies and drinks, she even offered toiletries and foods that have to be heated or frozen, emphasizing the convenience store experience. She added a hot dog warming machine, a cheese sauce machine, a freezer with ice cream and popsicles, a coffee machine, a slushy machine, and a warming oven with pizzas and taquitos, which she bought from the real 7/11.

"So many mailmen came today," Neel said at the end of the video. "My heart is just so happy."

Message in a bottle leads to a decade of friendship

When Anna Molinari was in a boarding high school in New York 12 years ago, she took part in a semester at sea. As part of it, she sailed from the Dominican Republic to the Bahamas, but it wasn't very windy on their journey, so the sailboat was moving slowly. The students and staff came up with ways to pass the time. One of them had the idea of writing messages and putting them in bottles then dropping them into the ocean, hoping someone would write back.

Molinari, 16 at the time, wrote her message about what she had learned on the trip and how she had grown as a person. An 18-year-old fisherman from North Carolina, Sumner, came across the bottle off the coast of the Carolinas. Molinari had included the school's address, so months later, she received a letter back from Sumner. About a year later, Molinari's family visited the Outer Banks, and Sumner drove five hours with his longtime friend to meet her in person.

According to *People*, Molinari described the pair as being "the real-life

John B and JJ from the 'Outer Banks' TV show." Continuing, she said, "He hopped out of his surfer car with swim trunks, bare feet and dirty-blond hair."

Throughout the years they have kept in touch through occasional phone calls and social media. Although their lives differ significantly, with Sumner working as a fisherman and Molinari in the social media and fashion design industries, they found commonalities.

Reflecting on the experience, Molinari told *People*, "I hope that people realize how organic and unexpected connections can be. They can come when you least expect them, and from someone who lives a completely different lifestyle than you. You truly just never know."

Virginia carrier beats cancer, returns to route

Willie Stone, a Richmond, VA Branch 496 member, has worked as a letter car-



Willie Stone

rier for 40 years, treating his customers like family—his job meant much more to him than just delivering mail. After vomiting and becoming weak during a workday last October, he was diagnosed with non-Hodgkin's lymphoma, a cancer of the blood, which led to his absence from his route for six months.

"I love what I do, serving the community and serving the people. I get a chance to bring spark, to bring life, to bring joy," Stone told WTVR-TV, the local CBS affiliate.

His customers appreciate his presence in the community.

One customer, Carla Thompson, told CBS, "He is really part of the family, we just consider him that way."

Another said, "He's the mailman of the century!"

When Stone was away from his route, his customers took notice.

"Just don't give up, don't quit," they said. "I'm giving you back what you give us," Stone said, describing his customers' support during his treatment.

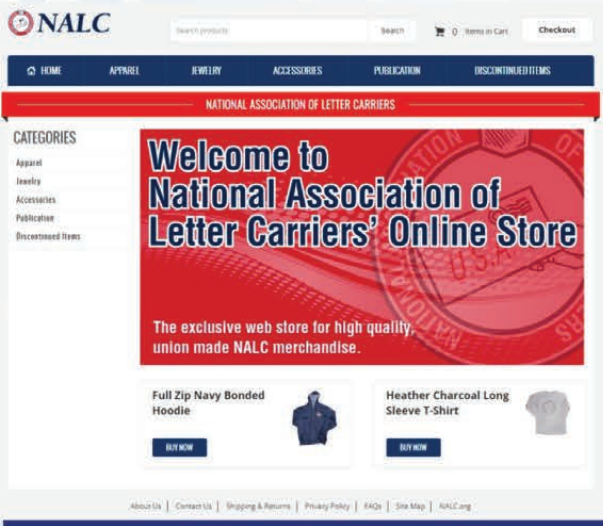
After six months, Stone went into remission and was back to delivering. On his first day back, the community showered him with support, decorating their mailboxes and yards with messages that thanked Stone and welcomed him back.

"They touched me in a way that you can't even put into words," Stone said. "That's what we need out here more than anything. We still need to show one another that people still matter and care." **PR**

Residents welcome Stone back to the route and thank him after his medical leave.



NALCSTORE.ORG



Placing an order online is very simple!

- Register by clicking on **Login/Register** on the top right corner. Fill in the necessary fields.
- Once you're registered, you can start adding items to your basket.
- When you're finished, click **Checkout** on the top right. Proceed by filling in the necessary fields. All orders ship via USPS.
- The store accepts Visa, MasterCard and American Express.
- Once you've completed your order, you will receive an order confirmation email.

NALC Financial Statement

NATIONAL ASSOCIATION OF LETTER CARRIERS UNCONSOLIDATED STATEMENT OF CASH RECEIPTS AND CASH DISBURSEMENTS BY FUND FOR THE SIX MONTHS OF OCTOBER 1, 2025 - MARCH 31, 2026

	Donehon										
	General Fund	Building Fund	Convention Fund	Legislative and Political Action Fund	Public Relations Fund	Political Education Fund	Doherty Scholarship Fund	Subtotal Unrestricted Fund	Scholarship Restricted Fund	Total All Funds	
Cash Receipts											
Per capita tax	28,348,760	99,725	94,738	49,862	19,945	299,172	13,864	28,912,202	2,770	28,912,202	
Investment Income	3,199,014	260,278					3,473,157	3,475,927		3,475,927	
Postal Record Advertising Income	3,010						3,010			3,010	
Inventory Sales	65,849						65,849			65,849	
Contributions	55,388						58,338		150	58,488	
Service Allowance Transfer	12,300,000						2,950	12,300,000		12,300,000	
Other Income	117,251							117,251		117,251	
Building Corporation Transfer	3,550,000							3,550,000		3,550,000	
Total Cash Receipts	47,639,272	360,003	94,738	49,862	19,945	299,172	16,814	48,479,807	2,920	48,482,727	
Cash Disbursements											
Salaries and Other Compensation	16,084,112							16,084,112		16,084,112	
Benefits and Employment Taxes	7,451,619							7,451,619		7,451,619	
Office and Administrative Expenses	3,787,478					1,015		3,788,493		3,788,493	
Contributions, Awards & Scholarships	311,769					6,000	2,000	319,769		319,769	
Affiliation & Fees	1,415,424							1,415,424		1,415,424	
Professional Expenses	4,210,180		70,649		19,945			4,300,774		4,300,774	
Meetings and Travel	4,108,126		501,021			220,014		4,829,161		4,829,161	
Communications & Publications	3,036,230		8,598			260		3,045,088		3,045,088	
Office Occupancy	3,957,193							3,957,193		3,957,193	
Capital Assets Purchased	2,023,715	1,382,261						3,405,976		3,405,976	
Total Cash Disbursements	46,385,846	1,382,261	580,268	0	19,945	227,289	2,000	48,597,608	0	48,597,608	
Excess (Deficit) of Cash Receipts over Cash Disbursements	1,253,427	(1,022,257)	(485,530)	49,862	0	71,883	14,814	(117,802)	2,920	(114,882)	

Nicole Rhine
Secretary-Treasurer

State Summaries

Indiana

“Five day is the wrong way,” “Say no to privatization,”...what’s next? Currently letter carriers are fighting internally and externally. Internal debates concerning whether our work hours should look like four days at 10 hours each or five days at eight hours each. External debates concerning whether the P.O. will be a for-profit government entity. Overall, the P.O. is veering in a direction no one is familiar. We are faced with more and more technology additions within our work environment, such as real-time vehicle and scanner modifications. We used to mainly be concerned with technologies in drone delivery, now deliveries using the scanner, next it could be robots delivering. Technology within the duties of letter carriers is not a fade; it’s more relevant today than ever before.

We letter carriers cannot be complacent; neither can we get lost among all the noise that quickly grabs our attention. Letter carriers are used to being resilient in all things. We’ve been resilient to anthrax and COVID. Resilient against political challenges against our work hours, wages and working conditions. Resilient to management and customer attacks. Just because we have held our own against a lot does not mean we’ll always be on the winning side.

Retirees, we need you. Leadership in national positions, regional positions, state positions, and local positions, we need you. Most importantly, to the general public, we need you. We need all to rise against all things that are not in the benefit to letter carriers. Contact your congressperson, contribute to the Letter Carrier Political Fund, and learn bits and pieces of the contract at a time.

By the time you will have read this, the national convention will have ended. Ask a delegate what they took from it. We are our brothers and sisters’ keepers.

Kieaunta Roberson

Michigan

My wife and I have been voting by mail-in ballots for the last 20 years. The state of Michigan allows any citizen to do so simply upon request. And I understand why mail-in voting becomes more popular with every election. I look at the list of candidates, and if I haven’t yet made up my mind, I can learn more about the candidate and see who endorses them. This is particularly helpful for the judicial candidates. But this convenient and secure form of voting is under attack.

Article 1, Section 4, Clause 1 of our U.S. Constitution states: “The Times, Places, and Manner of holding Elections for Senators and Representatives shall be prescribed in each State by the Legislature thereof; but the Congress may at any time by Law make or alter such Regulations, except in the Places of choosing Senators.” States decide how elections work. The president of the United States? Not mentioned at all.

According to the Heritage Foundation, the most conservative think tank in this nation, the scientific data on verified voting fraud is extremely rare. And the data on mail-in voting fraud is even more rare. Mail-in voting is legal in all 50 states. The USPS processed over 99.2 million mail ballots in 2024 alone. And yet, there are only an average of four cases of verified vot-

ing fraud for every 10 million mail-in ballots. Don’t believe me? Check the data yourself.

Mail-in voting is the most democratic form of voting in this country, but it is under attack. The United States Postal Service and America’s letter carriers ensure that the process is secure. Many of our most vulnerable and home-bound patrons rely on it. We must do everything in our power to preserve mail-in voting. The future of our democracy depends on that duty.

John “Cementhead” Dick

Tennessee

Hola, sisters and brothers!

You have just moved, and besides filling in a change of address card, you must notify friends, relatives and businesses that you pay for a service. But there’s one address that most movers forget about, and that is their voter registration. As a former poll worker, if you don’t update your voter registration, you won’t be able to vote in all future elections. A voter must properly register no later than 30 days before the election. Also, a mail-in voter registration form has to be postmarked at least 30 days before the election. For the most up-to-date information, go to sos.tn.gov/elections/guide/how-to-register-to-vote.

At this website, one can register to vote by filling out the state online form or one can download, print and mail a paper form. At this site, you can also check your voter registration status, and you can look up your county election commissioner. On the current redistricting plan, all voters should check and see what district they’re in and find out who their election commissioner is.

Redistricting is supposed to ensure equal representation based to reflect demographic changes. It is also a political manipulation tool to manipulate one political party over another. Redistricting can disrupt community cohesion. Connected communities can lose some collective political power. Loss of power makes it harder for them to advocate for shared interests. Redistricting creates voter confusion, which leads to lower voter turnout. Eventually, redistricting may lead to legal disputes.

Tony Rodriguez

Texas

At the 74th Biennial National Convention held in Los Angeles, volunteers of TSALC will assist at the LCPF booth on Monday beginning at 7:45 a.m. We look forward to signing up letter carriers from across the country. With the current administration’s actions affecting letter carriers, now is an especially important time to get involved. Please stop by and sign up.

District 2 board member Trevor Hass, District 6 LCCL Richard Harrison and I attended a lobby meeting at the local office of Republican Rep. Jake Ellzey of District 6. The congressman listened to our concerns and verbally agreed to help co-sponsor H.R. 1065, the Protect Our Letter Carriers Act. He has not yet signed up, but we have remained in contact with his office for confirmation.

I sincerely thank Branch 950 in Abilene, TX, for inviting me to their annual Fourth of July fish fry. I greatly appreciated the solidarity and union spirit shown throughout the event.

President Jay Gober and the brothers and sisters of Branch 950 understood the importance of signing up for the LCPF, and most members present joined the effort to support the fight.

Brothers and sisters, as temperatures rise in Texas, election season is also heating up. Please make sure you are registered to vote in this year’s midterm elections. Remember, voter registration ends 30 days before Election Day. I look forward to seeing each and every one of you at the national convention.

Everett Wyllie

Wisconsin

On May 16, the Wisconsin State Association of Letter Carriers held its 72nd Biennial State Convention in Fond du Lac. Congratulations to the newly elected executive board members and officers.

Thank you to Director of Retirees Dan Toth for joining us and swearing in the new officers.

The first month after the convention has been a settling-in period for officers who stepped forward to take on new roles. Three of the four district representatives are new to their positions and have been eager to get out, meet letter carriers, educate members, and discuss our political priorities.

Our LCCLs have also stepped up and are meeting with congressional representatives across Wisconsin. Educating members of Congress has never been more important, and I sincerely thank Wisconsin’s LCCLs for their continued work and commitment.

As the new WSALC president, I want to thank everyone who has entrusted me with this position. This is not a one-person role. It requires a united front, and that is what Wisconsin is—and will continue to be.

Together, we will push boundaries, excel in our work, and stay focused on what matters most: signing up members for LCPF, meeting members where they are, educating them, and keeping the work engaging and rewarding.

Politics may not always be exciting on its own, but if we make the conversation meaningful and accessible, we will build momentum and achieve great success.

Aaron LeDuc

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.

Albuquerque, New Mexico

The following is official notice of nomination and election of Branch 504 officers and delegates to the New Mexico State Association of Letter Carriers 2027 state convention.

Nominations will be opened for the offices of president, vice president, recording secretary, treasurer, health benefits representative, five trustees and sergeant-at-arms. The term of office is two years for branch officers. Nominations will be accepted from the floor at the regular branch membership meeting at 6:30 p.m. on Sept. 16 at the union hall, located at 123 Quincy NE, Albuquerque. If unable to attend, nominations will be accepted by email (connieburns.nalc@comcast.net) or mail: (Connie Burns, Branch 504 Secretary, 124 Monroe St. NE, Albuquerque, NM 87108). No candidate shall accept nomination for more than one branch officer position.

Nominations for delegates for the 2027 New Mexico State Association of Letter Carriers will also be held at 6:30 p.m. on Sept. 16 at the union hall, located at 123 Quincy NE, Albuquerque. Nominations will be accepted three ways: Email your nominations to connieburns.nalc@comcast.net, mail it to Connie Burns, Branch 504 Secretary, 124 Monroe St NE, Albuquerque, NM 87108, or sign the separate self-nomination log at the meeting.

All emails and letters must be received by 6 p.m. on Sept. 15. This is one day prior to the general meeting, and the branch will still take nominations from the floor, if necessary.

No seconds will be required, and self-nominations will be permitted. If a candidate is unable to attend the branch membership meeting, please submit a letter accepting the nomination to the branch secretary prior to the meeting or have a member hand deliver it to the meeting.

Only members in good standing can nominate and/or run for branch officer and/or state delegate. Members in good standing as of Sept. 16 will be eligible to nominate or be a candidate for branch officer and/or state delegate. Any member who holds, accepts or applies for a supervisory position within 24 months before nominations is ineligible to run for office. A candidate must be able to certify that they have not held, accepted or applied for a supervisory position 24 months prior to nominations.

The election will be conducted by secret ballot prior to the regular branch membership meeting on Nov. 18 at the union hall at 123 Quincy NE, Albuquerque. If necessary, the election for state delegates to the New Mexico State Association convention in 2027 will be conducted as stated above.

The election will be conducted by mail-in ballot. Mail-in ballots will be sent to all eligible branch members in good standing on or before Oct. 1 to the home address on file with National. Branch members who do not receive a ballot by Oct. 13 should notify the Branch 504 Election Committee by email at ec24br504@outlook.com or by mail to Election Committee, NALC Branch 504, P.O. Box 6094, Albuquerque, NM 87196, after Oct. 13.

Ballots must be received through the mail at the election committee's ballot P.O. box address by Nov. 17, or delivered to the election site by the members' chosen representative, 4:30 p.m. to 6:30 p.m. on Nov. 18 at the union hall at 123 Quincy NE, Albuquerque. The election committee shall oversee all election procedures.

Connie R. Burns, Sec., Br. 504

Alexandria, Virginia

In accordance with Article 5 of the NALC Constitution and bylaws, this is official notice to all members of Branch 567 that nominations for the following offices will be held at the regular meeting at 7:30 p.m. on Nov. 3 at the Hunting Creek Club Party Room, 2059 Huntington Ave., Alexandria. Nominations will be taken for president, vice president, secretary-treasurer, recording secretary, health benefits representative, sergeant-at-arms and three trustees. The term for each office will be 24 months, beginning Jan. 5, 2027. Nominations will also be accepted for delegates to attend the 2027 Virginia State Association convention. Nominations may also be in writing, but must be received by the branch secretary-treasurer no later than 7:30 p.m. on Nov. 3. Candidates may accept nomination for only one office and must accept either at the time it is made or, if absent, in writing. By virtue of their office, candidates elected president, vice president, secretary treasurer and recording secretary are automatically designated as delegates to the state and national conventions.

The election will be conducted by secret ballot. Ballots will be mailed to the address of record of eligible members by Nov. 10. Ballots must be returned to the Election Committee, 2059 Huntington Ave. P-14, Alexandria, VA 22303, by 3:30 p.m. on Dec. 1, the day of the union meeting. Ballots may also be turned in at the meeting up until 8 p.m. At that time, the election committee will collect all ballots, bring them to the union office at 2059 Huntington Ave., P-14, Alexandria, and begin the tally. Write-in votes are not permitted. Results will be announced at the regular branch meeting.

Timothy C. Palmer, Rec. Sec., Br. 567

Annapolis, Maryland

This is the official notice to all members of Branch 651 that nominations for officers and the 2027 state convention delegates will be held at 7 p.m. on Nov. 4 at the American Legion, 1905 Crownsville Road, Annapolis. Candidates must accept nomination at the time made or, if absent, in writing. Nominations may also be made in writing but must be received by the branch secretary no later than Nov. 5. Nominations will be held for the following branch officers: president, vice president, secretary, treasurer, three trustees and sergeant-at-arms. The terms of office will be two years, beginning Jan. 1, 2027.

Candidates may accept nominations for only one office. The election will be conducted according to the bylaws in Article 5.

Elections will be done at the regular branch meeting at 7 p.m. on Dec. 2 at the American Legion, 1905 Crownsville

Road, Annapolis. Any member in good standing is eligible for nominations. All nominees must indicate their acceptance of the nomination to the branch secretary. Write-in votes are not permitted.

Zach Truss, Pres., Br. 651

Arvada, Colorado

This is an official election notice to all members active and retired of Branch 4405. Nominations will be accepted for the positions of president, vice president, recording secretary, financial secretary, treasurer, sergeant-at-arms, health benefits representative and one three-year trustee. Candidates running for any office may only accept a nomination for one single position. Nominations will also be held for 10 delegates to the 2027 state letter carriers' convention.

All nominations will be held at the regular October meeting beginning at 6:30 p.m. on Oct. 21 at 7985 Vance Drive, Suite 208, in Arvada. The president will be an automatic delegate to the convention by virtue of office. All members in good standing who have not served in a higher-level management position for any period of two years prior to the nomination date are eligible. Candidates must be present to accept nominations at the time thereof or, if absent, may submit their willingness of service as officer and/or delegate in writing to the branch secretary within 48 hours of the start of the meeting or forfeit their right to candidacy.

The president, immediately following the close of nominations, will appoint the elections committee. Elections will be conducted by secret mail-in ballot, which will be mailed to the branch's address of record for each member. Members are encouraged to provide their shop steward with updated address information if they have moved within the last year. This notice will serve as the official announcement that the November branch meeting will be scheduled as normal on the third Wednesday of the month, Nov. 18. The deadline for returning secret ballots shall be 6:30 p.m. on Nov. 18. Write-in votes will not be permitted. The election committee will tally the votes at the November meeting on Nov. 18. The results shall be read thereafter.

Pamela Daily, Rec. Sec., Br. 4405

Austin, Texas

This is official notice to all Branch 181 members that nomination of delegates to the 2027 Texas State Association of Letter Carriers convention will take place at the regular Branch 181 meeting at 7 p.m. on Oct. 15 at 601 Williams St., Austin.

Election of those delegates shall take place on Nov. 19 at the branch meeting at the same location and time, unless the number of nominated delegates does not exceed the authorized number allotted to Branch 181, in which case the nominated delegates shall be elected by acclamation.

William Reynolds, Sec., Br. 181

Baton Rouge, Louisiana

This is official notice to members of Branch 129 that nominations for

the office of president, executive vice president, vice president, recording secretary, treasurer, financial secretary, sergeant-at-arms, health benefits representative and three trustees will be held at the regular branch meeting at 7:30 p.m. on Sept. 23 at 1953 Beaumont Drive, Baton Rouge.

Trelle Thomas, Sec., Br. 129

Beaumont, Texas

This is the official notice to all members of Branch 842 that nominations for officers and the 2027 state convention delegates will be held on Oct. 15. The nominations will be held at the regular meeting place, 2315 North St., Suite 110. Members must be in good standing to vote.

On Nov. 19, you will be able to vote on officers and the 2027 state convention delegates.

Kawana Hebert, Sec., Br. 842

Belleville, Illinois

This is official notice to all members of Harold Wright Merged Branch 155: Nominations for state convention delegates for the 2027 term will be taken at the regular September branch meeting at 7:30 p.m. on Wednesday at Danny's Pub, 5500 N. Belt W., Belleville.

Elections, if needed, will occur at the October membership meeting.

Brian Stahlheber, Pres., Br. 155

Bennington, Vermont

Branch 252 will be having a meeting for nominations of president, vice president, recording secretary, treasurer, sergeant-at-arms, health benefits representative and board of trustees composed of three trustees. Each officer will serve for one year.

Nominations will be held at 5:30 p.m. on Thursday, Oct. 1, at China Wok, 67 N. Bennington Road, Bennington. Nominations will be allowed in writing, with the nominations to be received by the secretary not less than 30 days before the date of election.

Elections will be held at 5:30 p.m. on Thursday, Nov. 19, at China Wok, 67 N. Bennington Road, Bennington.

Elections shall be by secret ballot. When there are two or more candidates for any office, the election shall be by ballot, and the plurality of all votes cast for such office shall be necessary to elect. There shall be no write-in votes for candidates not officially on the ballot. Any such write-in shall not be counted, but will not invalidate the rest of the ballot. Each eligible regular member shall be entitled to one vote for each position to be filled. When there is but one candidate for any office, the president may declare that such person has been elected. Adequate safeguards to ensure a fair election shall be provided, including the right of any candidate to have an observer at the counting of the votes and at any polling place. The branch will provide that ballots may also be cast not more than seven days, nor less than one day before the regular meeting, or whenever such elections are conducted by mail ballot, the last date on which ballots must be received in order to be counted shall be considered to be the date of the election.

Election Notices

The recording secretary shall preserve for one year the ballots and all other records pertaining to the election. Absentee ballots may be requested after Oct. 16 by writing a letter to Alaina Kocsis, 108 Elm St., Bennington, VT 05201. A ballot with a return envelope will be provided but must be returned at least one day before elections.

At the Oct. 1 meeting, we will be presenting changes to the bylaws. At the Nov. 19 meeting, we will be approving bylaws.

Alaina Kocsis, Rec. Sec., Br. 252

Boston, Massachusetts

The election of delegates to the Massachusetts State Letter Carriers Association (MSLCA) biennial state convention will be held at the November Branch 34 meeting.

Nominations will be taken from the floor and there will be no nomination papers necessary to run in this election. Any potential nominees who cannot be in attendance must submit a letter of acceptance at the time of nominations. The names of all the nominees will be read off by the close of the meeting.

If necessary, the election will take place at the December meeting. All delegates must be elected by a plurality vote. The vote shall be counted and tabulated at that time.

Delegates to the MSLCA state convention will not receive financial assistance unless they attend 16 to 24 meetings in the prior two years. Alternates will not be entitled to financial assistance unless they become delegates. The sergeant-at-arms will validate proof of attendance with the regular monthly meeting signature book.

Michael Murray, Sec.-Treas., Br. 34

Boulder, Colorado

This is official notice to the members of Branch 642 that nominations for delegates to NALC state conventions will be held at the regular branch meeting on Thursday, Oct. 8. 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 members who want to be nominated for delegate to the state convention must be present at the Oct. 8 meeting, or signify in writing, signed and dated, to the secretary of Branch 642, by 6 p.m. on Oct. 8 their willingness to be nominated, or be placed in nomination for delegate to the state convention. Any nominee who is unduly prevented from attending the nomination meeting will have five days to contact the secretary of Branch 642, by phone, text, email or in person, to accept the nomination.

Election, if necessary, will be by mail ballot. The ballots will be mailed to members at least 20 days prior to Dec. 7, the day the ballots will be counted. Each member will mail their ballot to a P.O. box address established by the election committee. Ballots will be counted by the election committee. The election committee and observers will follow all the guidelines, per Section 14, Conducting Mail Balloting of the *NALC Regulations, Governing Branch Elec-*

tion Procedures, which will be strictly enforced.

Any member who, for any reason, will be unable to vote during the times the polls are open (as listed above), may request an absentee ballot by contacting the election committee. Absentee ballots must be requested after nominations have been closed but at least 20 days prior to the ballots being counted on Dec. 7.

Dave Negrotti, Pres., Br. 642

Brownsville, Texas

This is an official notice to all members of Branch 1456 in good standing. We will hold nominations and elections for two-year terms at Golden Corral's meeting room at 4555 North Drive, Brownsville, for all officer positions and state delegates. Nominations will be held starting at 6 p.m. on Oct. 21 during the monthly union meeting.

We will have elections at 6 p.m. on Nov. 18 at the same location

William Garza, Sec., Br. 1456

Canton, Ohio

In accordance with Article V of the *NALC Constitution*, this is official notice to all members of Branch 238 that nominations for officers will be held at the regularly scheduled Oct. 13 meeting. The election will take place at the Nov. 10 meeting. Nominations and the election will take place at the William O. McDonald Jr. Hall, 1718 Navarre Road SW, Canton, with the meetings commencing at 7:30 p.m.

The following offices are open for nomination/election for a one-year term: president, vice president, secretary/recording secretary, treasurer/financial secretary, sergeant-at-arms, trustee three-year (one three-year term), building manager, director of retirees, health benefits representative, mutual benefits representative, and delegates to the national convention and/or seminars. Nominees must have attended six of the last 11 regularly scheduled meetings to be eligible as paid delegates to the convention. Nominees must accept in person when nominated, or must submit acceptance in writing to the branch secretary by Oct. 13.

The election will be by secret ballot on Nov. 10. Election ads will be accepted for publication in the *Branch Reporter* at a cost of \$10 per ad and must be in the hands of the editor of the *Branch Reporter* no later than 10 days after a regular scheduled meeting. Absentee Ballots may be requested from the election committee, at the above address in writing. Absentee ballots must be in the hands of the secretary prior to the commencement of the election night meeting in order to be turned over to the election committee.

Bonnie L. Contrucci, Rec. Sec., Br. 238

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 the members after the meeting and election results will be announced at the November regular branch meeting.

Ashley Blattel, Sec., Br. 1015

Central Kentucky

This is official notice that election of officers for Branch 361, including president, vice president, recording secretary, financial secretary/treasurer, sergeant-at-arms, health benefits representative, director of retirees, three members of the board of trustees, stewards and delegates, will take place this year. The president, vice president, recording secretary and financial secretary/treasurer are automatic delegates. All terms of office are for three years and will run from Dec. 1, 2026, to Dec. 4, 2029.

Nominations for all positions will take place at the regular scheduled meeting on Oct. 6 at 7 p.m. at 1101 Red Mile Road, Lexington. All nominees must be members in good standing. Any nominee not in attendance at the October meeting must have submitted a signed written statement of their willingness to accept the nomination.

The election will be conducted by secret ballot, to be mailed no later than Oct. 20, which must be returned no later than Nov. 10. The results will be presented by the election committee at the regular scheduled meeting on Dec. 1.

The installation of all officers will take place before adjournment at the regular scheduled meeting on Dec. 1.

Zed Waltz, Pres., Br. 361

Chesapeake, Virginia

This will serve as official notice that Branch 6066 will have nominations for all officers. It will take place at the meeting at 7 p.m. on Sept. 2 located at 2250 Old Greenbrier Road. The officers will serve two-year term. Members must be present or submit written consent for nominations. Installation will take place on Jan. 6, 2027.

David J. Watson, Pres., Br. 6066

Chicago, Illinois

This is official notice to all members of Branch 11. Nominations of delegates to the 2027 Illinois state convention June 10-12, 2027, in O'Fallon will be held at the regular Branch 11 meeting at 7 p.m. on Nov. 12 at Branch 11 headquarters, the James E. Worsham Building, located at 3850 S. Wabash Ave.

Nomination forms will be available at the Oct. 8 meeting. Election of delegates to the 2027 Illinois state convention will be held at the regular Branch 11 meeting on Dec. 10.

Nominations and the election will be held in accordance with the *NALC Constitution* and the Branch 11 bylaws.

Yolanda R. Cavett, Rec. Sec., Br. 11

Cleveland, Ohio

This is the official notice to all Branch 40 members that triennial nominations for the following branch officers and seven AFL-CIO delegates will be held at the regular branch meeting, which starts at 7:30 p.m. on Jan. 8, 2027, at the Pipefitters Hall located at 6305 Halle Drive, Valley View. All candidates must accept nominations in writing, and the branch recording secretary must receive those acknowledgements no later than 5 p.m. on Tuesday, Jan. 12, at NALC Branch 40, 1400 East Schaaf Road, Brooklyn Heights.

The offices are president, executive

vice president, recording secretary, financial secretary-treasurer, health benefits director, MBA representative, three trustees and sergeant-at-arms. The term of the offices will be three years. Nominations for all station stewards shall be held on the second Monday on Jan. 11 at each respective station. The term of the offices will be three years.

Elections will be conducted by secret mail ballot. Ballots with instructions will be mailed to the home address (of record on file) of eligible members at least 20 days before Feb. 12. Please read instructions carefully to ensure a valid ballot. It is the responsibility of all members to keep their addresses current with Branch 40. If any members have recently moved, please notify the recording secretary of your new and current address. These ballots may contain a write-in space for the selection of steward at units where more than one steward is nominated. Only active members may participate in the selection of a steward at their unit.

Any active or retired member who does not receive a ballot (or is requesting an absentee ballot) must notify the election committee themselves by Jan. 22 by immediately calling 216-273-7030.

Ballots must be mailed back to the election committee and received by 9 a.m. on Feb. 12. At this time, the election committee will collect the ballots, bring them to the designated location, and begin the tally. Election results will be read at this meeting.

Ryan Slusser, Rec. Sec., Br. 40

Columbus, Ohio

In accordance with Article 5 of the *NALC Constitution* and Branch 78 bylaws, nominations will be taken for all officers including president, vice president, recording secretary, assistant secretary/editor, financial secretary/treasurer, safety officer, sergeant-at-arms, director of retirees, MBA health representative, five trustees, and delegates to the national and Ohio State Association conventions. Nominations will be conducted at the regular branch meeting scheduled for 6:30 p.m. on Oct. 14 at 1029 Harrisburg Pike, Columbus. The offices will be for a three-year term beginning on or about Jan. 1, 2027.

The election will be conducted by secret ballot mailed to the member's last known address. Results of the election will be announced at the regular December branch meeting on Dec. 9.

Trevor Payne, Sec., Br. 78

Corvallis, Oregon

Nominations for the election of officers of Branch 1274 will be held at the regular branch meeting at 6:30 p.m. on Oct. 20 at 2601 NW Tyler, Corvallis.

Candidates must accept nominations at the time made or, if absent, in writing. Candidates may accept nominations for only one office. Nominations will be held for the following branch offices: president, vice president, recording secretary, financial secretary/treasurer, sergeant-at-arms, health benefits/MBA representative, and one trustee.

The terms of office will be two years beginning Jan. 1, 2027, and three

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

The election will be conducted at the regular branch meeting at 6:30 p.m. on Nov. 10 at 2601 NW Tyler, Corvallis.

Any member who, for any reason, will be unable to vote on Nov. 10 may obtain absentee ballots by writing to the election committee at Branch 1274, P.O. Box 981, Corvallis, OR 97339, or by requesting in person. Requests for absentee ballots must be received by the election committee no later than Oct. 28. Absentee ballots must be postmarked no later than Nov. 10. Write-in votes are not permitted.

B. Jambor, Rec. Sec., Br. 1274

Eastern Shore, Maryland

This is official notification to all members of Branch 902 that nominations of all branch officers for the 2026-2028 term, as well as delegates to the 2027 state convention and 2028 national convention, will take place at the regular monthly meeting on Oct. 6.

Nominations will be taken for the office of president, vice president, secretary-treasurer, MBA and health benefits representative and three board of trustees. All officers nominated and elected will serve a two-year term.

All candidates for officer must be present at the time of nomination or signify in writing their willingness to serve if elected within 14 days.

The president and vice president shall automatically be delegates to the state and national convention 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 902. If necessary, ballots will either be mailed to the members' last known addresses or handed directly to them and will be counted at the Nov. 3 union meeting. The installation of elected officers will be conducted at the Dec. 8 branch meeting.

Danny Arey, Pres., Br. 902

Fall River, Massachusetts

This is an official notice to all members of Branch 51 that nominations for all branch officers shall open and close at the regular monthly meeting on Oct. 13. The meeting is scheduled to begin at 7:15 p.m. and will be held at the branch office, located on the third floor at 4 Hartwell St. in Fall River. The meeting will also be available on Zoom. All officers will be elected to serve two years and will be eligible for reelection to the same office upon completion of their term.

Nominations will be held for the following positions: president, executive vice president, 1st vice-president/collector/clerk MBA/NSBA, 2nd vice president, recording secretary, treasurer, financial secretary, health benefits representative, sergeant-at-arms, three branch trustees, shop steward Flint Station, shop steward Highland Station, shop steward South Station, shop steward Somerset Branch, shop steward Main Office, two shop stewards Taunton Office, *Carriers Courier*

circulation manager, *Carriers Courier* editor, eight delegates to the Southeastern Massachusetts District Association (SEMDA), one delegate for every 20 members or fraction thereof to the National Association of Letter Carriers convention, one delegate for every 20 members or fraction thereof to the Massachusetts State Letter Carriers convention, and three building fund trustees.

After nominations, the elections will be conducted by secret mail ballot. Ballots will be sent to all members in good standing and must be received in the designated branch post office box no later than 4 p.m. on the Monday immediately preceding the second Tuesday in December. The results will be announced at the scheduled Dec. 8 meeting.

Tanya Manchester, Rec. Sec., Br. 51

Flushing, New York

This is official notice to all members of Branch 294 that nominations for delegates to the New York state convention to be held in Huntington Sept. 12-14, 2027, will be held at the branch meeting at 6 p.m. on Oct. 14 at the Knights of Columbus Hall, 3579 160th St., Flushing.

Keith Bates, Sec., Br. 294

Grand Junction, Colorado

This is official notice to all members of Branch 913 that nominations for branch officers and convention delegates will be held at the regular branch meeting at 6 p.m. on Nov. 11 at the union hall, 1000 N. Ninth St., Unit 1, Grand Junction.

All members in good standing shall have the right to nominate or be nominated. Nominations may be made in writing, provided the nomination is received by the recording secretary not less than 30 days prior to nominations. All candidates for office or delegates will be present to accept the nomination. If a candidate or delegate for office is unable to attend the nomination meeting, a written acceptance can be submitted in lieu of their presence at the meeting.

Nominations will be held for the following branch offices: president, vice president, recording secretary, treasurer, sergeant-at-arms, MDA/health benefits representative, and board of trustees (three members). Term of office shall be for two years. Delegates for the 2027 Colorado state convention shall also be nominated at said meeting.

Voting in the election will be conducted by secret mail-in ballot mailed to the members' last known addresses. Ballots will be mailed at least 10 days after nominations and 20 days before the election date, Dec. 9.

Jennifer Larsen, Rec. Sec., Br. 913

Hattiesburg, Mississippi

This is official notice to the members of Pine Belt Merged Branch 938 that nominations for 1) delegates to the 2027 state convention, 2) all branch officers, and 3) one board of trustee will take place at the Oct. 15 regular meeting. The elections will take place at the Nov. 19 regular meeting.

Both the nominations and elections

will be held at the Jackie Dole Sherill Community Center, 220 W. Front St., Hattiesburg.

Stephen Vallierre, Sec.-Treas., Br. 938

Hopkins, Minnesota

This is official notice to all members of Branch 2942 that nominations for one trustee position and delegates to the 2027 Minnesota State Association convention shall be taken at the regularly scheduled branch meeting on Oct. 1. Members must submit a notice of intent prior to the October meeting if they wish to be nominated as a delegate to the Minnesota state convention.

Elections, if necessary, will be held during the meeting on Nov. 5.

Leanne Steinbrunn, Sec., Br. 2942

Jackson, Mississippi

Branch 217 is having nominations of officers on Oct. 8 at its regular meeting. The meeting will be held at 7 p.m. at 196 Lakeshore Road, Jackson. The officers to be nominated are president, vice president, secretary, treasurer, sergeant-at-arms, OWCP officer, mutual benefit officer and three trustees. These officers will be elected for the years 2027-2028. The state convention delegates for 2027 and national convention delegates for 2028 will be nominated at this time.

Nominations shall be made from the floor, and all candidates must be present at time of nomination or shall have signified, in writing, to the election committee, their willingness to accept the nomination.

Ballots will be mailed to all eligible members. All ballots will be picked up by the election committee in the presence of observers at 5 p.m. on Election Day and counted as soon as possible.

Election of officers shall take place at the regular meeting in December. On Dec. 10, all eligible ballots will be counted. The installation of officers will take place at the regular meeting on Jan. 14, 2027. These guidelines are in accordance with Article 5, Section 2 of the NALC Constitution.

Glenn E. Greer Sr., Sec., Br. 217

Jeffersonville, Indiana

Branch 553 hereby gives notice of its upcoming election of officers.

Nominations for the offices of president, vice president, secretary, treasurer, Mutual Benefit Association (MBA) representative and trustees will be held during the regular branch meeting on Wednesday, Oct. 21, at the Knights of Columbus, 225 E. Market St., Jeffersonville.

If any office is contested, an election will be held on Wednesday, Nov. 18, during the regular branch meeting at the Knights of Columbus, 225 E. Market Street, Jeffersonville.

All members are encouraged to attend and participate in the nomination and election process.

Jon Copple, Sec., Br. 553

Kannapolis, North Carolina

This is an official notice to all members of Branch 2794 (Kannapolis, Landis, China Grove) that nominations for

branch officers will take place at the regular branch meeting on Oct. 21 at Pier 51 Seafood Restaurant in Concord.

If necessary, the election will be at the next regular branch meeting on Nov. 18 at Pier 51 Seafood Restaurant in Concord.

Joel Stafford, Pres., Br. 2794

Las Vegas, Nevada

The following is Branch 2502's official notice of nominations and election of delegates for the 2027 Nevada state AFL-CIO convention and the 2027 Nevada state NALC convention.

Nominations for both conventions will be held at the general branch meeting on Nov. 4.

Elections will be held at the general branch meeting on Dec. 2. Full-time officers are automatic delegates to all conventions.

Jerry W. Penn, Rec. Sec., Br. 2502

Lima, Ohio

This is official notice to members of Branch 105 that nominations for the Ohio state convention will be held at the regular branch meeting on Nov. 10. Voting will take place at the Dec. 8 meeting.

Todd J. Friemoth, Sec., Br. 105

Little Rock, Arkansas

This is official notice to members of Branch 35 that nominations for the election of officers and one trustee will be held at the regular November branch meeting at 7:15 p.m. on Nov. 6 at the union office, 10112 Chicot Road, Little Rock. Candidates must be present during the nominations to accept nomination for office or have in the hand of the secretary/treasurer written certification of acceptance for a specific office.

Nominations will be held for the following branch offices: president, vice president, secretary-treasurer, sergeant-at-arms, health benefit representative-MBA (must be a member of the NALC Health Benefit Plan), and one trustee. The terms of office will be two years (three for trustee) beginning on Jan. 1, 2027.

The election of officers (except trustee) will be held by secret mail ballot (if necessary). Ballots must be mailed back to the election committee and received by 5 p.m. on Dec. 4.

The election of one trustee will be held during the regular Branch 35 meeting at 7:15 p.m. on Dec 4 at the union office, 10112 Chicot Road, Little Rock.

Chad W. Dollar, Pres., Br. 35

Long Island Mgd., New York

In accordance with Article 5 of the *National Constitution for the Government of Subordinate and Federal Branches (CGSFB)*, this is an official election notice to all members of Branch 6000 that the nomination for the following officers will take place at the branch meeting to be held at 7:30 p.m. on Sept. 17 at the Knights of Columbus Hall in Bay Shore on Fifth Avenue between Southern State Parkway and Sunrise Highway.

Officers to be nominated are: president, executive vice president, first vice president, recording secretary, financial secretary, treasurer, area rep-

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representative, area representative/OWCP representative, director of city delivery/safety officer, health benefit representative MBA/NSBA representative, editor and five trustees, who shall be known as sergeant-at-arms/Trustees Nos. 1 through 5. In accordance with branch bylaws, all officers shall be automatic paid delegates to the New York state and national conventions. The term of office will be for three years, beginning on Dec. 17.

Each nominee must be present at the nominations on Sept. 17 and give consent to their nomination or must file a written acceptance of their nomination with the recording secretary by Sept. 16. No person shall accept nomination for more than one office.

The election will be conducted by secret ballot via mail. Ballots will be mailed to the members' last known addresses beginning Oct. 16 and must be returned to the designated post office in order to be counted by Nov. 13 by 3 p.m. Write-in votes are not permitted. Any improper marking on the ballot will void the said ballot. Only check off the people you are voting for.

Joseph Morelli, Rec. Sec., Br. 6000

Marrero, Louisiana

This is the official notification to all active and retired members of Branch 4323 that nominations of all branch officers for the 2027-2028 term will take place at the regular monthly union meeting in October. You must be present to accept nominations.

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 4323. All eligible members must be present to vote. Absentee ballots may be requested in writing 14 days prior to the election date.

Abraham Askar, Branch 4323

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.

Chris Lindner, Sec.-Treas., Br. 1475

Michigan City, Indiana

This is an official notice to all members of Branch 455 that nominations for officers and delegates to the Indiana state convention will be held on Nov. 19 at Gelsosomo's Pizzeria, 5184 S. Franklin St., Michigan City. Nominations will be for president, vice president, secretary, treasurer-financial secretary, health benefits representative, mutual benefits representative, sergeant-at-arms, three trustees and delegates for the convention.

Elections will be held on Dec. 17 at Gelsosomo's. All members in good standing are eligible to vote and to hold an office within the branch.

Rachel Wilkey, Sec., Br. 455

Modesto, California

Nominations for the election of officers of Branch 1291 will be held at the regular branch meeting at 7 p.m. on

Nov. 5. Candidates must accept nominations at the time made or, if absent, in writing on the day of the meeting. Candidates may accept nominations for only one office.

Nominations will be held for the following branch offices: president, vice president, treasurer, secretary, and trustees.

Stacey Manzano, Sec., Br. 1291

Monterey, California

In accordance with Article 5 of the NALC Constitution, this is official notice that nominations for branch officers will be held at the regular meeting of Branch 1310 on Sept. 17. All members in good standing are eligible for nomination.

If you have held a supervisory position in the previous 24 months prior to nomination, you are not eligible for nomination. If you are unable to attend the meeting, you must submit a letter in writing that you will accept a nomination. Send it to the branch's P.O. Box 1383, Monterey, no later than 5 p.m. on Sept. 17.

Elections will be held in October by secret ballot.

Scott Bedell, Sec., Br. 1310

Murray, Kentucky

Attention, Branch 2156 members: Branch 2156 will conduct nominations and elections for the following offices for a three-year term: president, vice president, secretary, treasurer, sergeant-at-arms, MBA representative, health benefits representative, OWCP/retirement representative and three trustees.

Nominations will be held at the branch meeting at 5 p.m. on Oct. 1 at The Big Apple. Members may nominate any eligible member in good standing. Acceptance may be made in person at the meeting or in writing to the branch secretary within five days of nomination.

Election of officers will take place by secret ballot at the branch meeting at 5 p.m. on Nov. 5, also at The Big Apple.

To be eligible to vote, members must be in good standing. Members who need an absentee ballot, or who have questions regarding the election, may email murrayunion@hotmail.com.

Tyler Johnson, Pres., Br. 2156

New Bern, North Carolina

This will serve as the official notice of nomination and election of officers of Branch 780.

Nominations for the elections of officers of Branch 780 will be held at the regular branch meeting at 6:30 p.m. on Oct. 27 at the U.S. Steelworkers union hall, 1711 Racetrack Road, New Bern. Candidates must accept nominations at the time made or, if absent, in writing. Candidates may accept nominations for only one office.

Nominations will be held for the following branch offices: president, vice president, recording secretary, financial secretary/treasurer, sergeant-at-arms, steward, health benefits representative and one trustee. Nominations will also be accepted for delegates to the 2027 North Carolina State Association of Letter Carriers convention, which will take place during their

term of office. The trustee's term of office will be three years. All other officer terms will be two years. Terms will begin Jan. 1, 2027.

The election will be conducted by secret ballot at the regular branch meeting at 6:30 p.m. on Nov. 24 at the U.S. Steelworkers union hall, 1711 Racetrack Road, New Bern.

Lloyd Coffey, Rec. Sec., Br. 780

New Braunfels, Texas

This is official notice to all members of Branch 2805 about nominations for all branch officers. Nominations will be held at our regular branch meeting on Oct. 14.

Elections will be held at our regular branch meeting on Nov. 18.

Jeffrey Wagner, Sec.-Treas., Br. 2805

New Haven, Connecticut

This is the official notice to all members of Branch 19 that 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 at 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, which include president, vice president, recording secretary, treasurer, financial secretary, health benefit rep, sergeant-at-arms, director of retirees and three trustees will also be made at the Nov. 18 monthly meeting for a three-year term. 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.

Frank Falcone, Rec. Sec., Br. 19

New Orleans, Louisiana

This is official notice to all Branch 124 members of nominations for the following positions: branch president (official delegate to the national and state conventions), vice president, recording secretary, financial secretary-treasurer, assistant secretary, sergeant-at-arms, three trustees, health benefit representative, shop steward(s) for each unit, and delegates to the 2027 state and 2028 national conventions. The term in office will be from Jan. 28, 2027, to Jan. 27, 2029.

Nominations will be held during the regular branch meeting beginning at 7 p.m. on Oct. 24 at 4200 Elysian Fields Ave., New Orleans. All ballots will be by mail only, as provided by Article 5 of the NALC Constitution. All regular members in good standing shall have the right to nominate candidates. All candidates must be present at the Oct. 24 meeting when nominations are

made or signify in writing to the branch secretary of their willingness to serve if elected.

If there are two or more candidates for any office, the plurality of all votes cast shall be necessary to elect. There shall be no write-in votes for candidate(s) not officially on the ballot. Ballots must be received no later than Nov. 28 at 1 p.m.

Cheryl A. Davis, Sec., Br. 124

Newport, Rhode Island

This will serve as official notice to all members of Branch 57 that nominations for the following positions will be held at the regular branch meeting on Sept. 16 at the Cup Defender's Hall in Bristol. One trustee will serve for a three-year term.

The election will be held by mail ballot during the month of October.

Steve Johnson, Exec. Sec., Br. 57

North Little Rock, Arkansas

This is a notice to Branch 3745 union members that nominations for Trustee #1 will be held at American Pie Pizza at 4830 N. Hills Blvd., North Little Rock. The meeting will begin at 6 p.m.

Kenny Newsom, Rec. Sec., Br. 3745

Palm Springs, California

This is official Notice to the membership for nominations and election of officers for Branch 4149. Nominations shall be opened at the regular membership meeting at 7 p.m. on Oct. 15. Ballots will be counted at the Dec. 10 membership meeting. Nominations are for the following offices: president, vice president, treasurer, secretary, three trustees, sergeant-at-arms, health benefit representative and MBA representative.

The Oct. 15 and Dec. 10 branch meetings will be held at 7 p.m. at the branch office at 74000 Dinah Shore Drive, #408, Palm Desert.

Charles Bonner, Pres., Br. 4149

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 during the regular monthly meeting at 7 p.m. on Tuesday, Sept. 15, at the union hall at 130 S. Munger St. in Pasadena. 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. If you have recently

moved, please notify the branch secretary at secbranch3867@gmail.com. Voting instructions will be enclosed with the ballots mailed to each member. Ballots must be received back by Tuesday, Oct. 20.

Lydia Amador, Sec., Br. 3867

Pensacola, Florida

This is official notice to the members of Branch 321 that nominations will be taken during the Sept. 15 monthly meeting, located at the union hall, 3817 North S St., Pensacola, for the branch and corporation's three-year trustee, delegate(s) and alternate(s) delegates to the 2027 Florida state convention.

To be nominated, a member must be either present at the nomination meeting, signify in writing their willingness to accept a nomination, or orally inform the president or recording secretary of their willingness to accept a nomination. Any oral or written acceptance of a nomination must be made prior to the nomination.

The election will be held during the Nov. 10 monthly meeting. Voting will begin at 8 p.m. and shall continue until such time that all members present or those who have given prior notification that they will be present to vote, have completed their ballot. Voting will close at the end of the regular branch meeting on Nov. 10.

Pamela Bowen, Sec., Br. 321

Pueblo, Colorado

This is official notification to all members of Branch 229 that nominations of Branch Officers will take place at the regular meeting beginning at 7 p.m. on Oct. 8 at 1240 Lake Ave. All members in good standing shall have the right to nominate candidates.

The offices to be filled are president, vice president, secretary, treasurer, sergeant-at-arms, board of trustees (three), MBA representative, and health benefits representative. The term in office will be two years, beginning Jan. 14, 2027. Nominations for delegates to 2027 state convention will also be held.

Donald Hemphill, Pres., Br. 229

Saginaw, Michigan

This is an official notice to all Branch 74 members nominations for president, vice president, recording secretary, financial secretary/treasurer, health benefits representative (combined with NSBA rep and MBA rep), three trustees, sergeant-at-arms, Saginaw stewards, and delegates for the 2027 Michigan State Association convention and the 2028 national convention will be held at 7 p.m. on Tuesday, Oct. 6, at the regular branch meeting at 3262 Christy Way S., Suite 210, Saginaw. The non-delegate positions are for a term of two years.

The election will be conducted by secret mail-in ballot. The election committee will collect the ballots from the P.O. box established for the election at 5 p.m. on Tuesday, Nov. 3. The results of the election will be announced at that night's regular branch meeting.

Ronald W. Slone, Rec. Sec., Br. 74

San Francisco, California

Nominations for all elective branch officers shall be made at the regular meeting at 7 p.m. on Oct. 7 at 2310 Mason St., third floor, San Francisco. Officers to be elected are: president, executive vice president, vice president, secretary-treasurer, assistant secretary-treasurer, health benefits representative, safety and health officer, Equal Employment Opportunity officer, MBA officer, director of organization, sergeant-at-arms and three trustees.

Nominations shall be made from the floor, and on Zoom, and all candidates must be present at the time of nomination, or shall have signified, in writing, to the branch secretary-treasurer their willingness to accept the nomination for the position nominated by the close of the meeting. Nomination on an official form, in writing, is due to the secretary-treasurer prior to the close of the Oct. 7 branch meeting.

The election shall be by mail referendum vote. The election committee will mail ballots to all eligible voters on the first Monday of November.

Elections for shop stewards will take place in January 2027 at each respective station and/or city. Nomination on official form, or in writing, is due to the secretary-treasurer prior to the close of the Jan. 6, 2027, branch meeting. All candidates must be members in good standing, and signify in writing that they have not served in a supervisory capacity within the past two years prior to the date of nomination.

Bradford Louis, Pres., Br. 214

San Juan, Puerto Rico

This is an official notice that nominations for the following officers will be held during our regular monthly meeting at 7:30 p.m. on Oct. 20 at the union hall, located at 311 Eleanor Roosevelt, San Juan: president, vice president, treasurer, financial secretary, recording secretary, sergeant-at-arms and three trustees. The term of office for all elected positions will be three years, commencing on Jan. 1, 2027.

Nomination of candidates for any office is open to every regular member in good standing. If a nominated member is not present at the meeting, written acceptance is required and must be received by the recording secretary on Oct. 20 by the end of the meeting. Self-nomination is permitted. Please note that no member may accept nomination for more than one office. Upon nomination, each nominee must certify that they have not served as a supervisor for the 24 months preceding their nomination.

The election will be conducted via secret mail ballot, and the results will be announced on Dec. 15 at the regular monthly meeting.

Carlos Berrios, Fin. Sec., Br. 869

Shreveport, Louisiana

Nominations will be held at the September union meeting for the following branch officers for 2027 and 2028: president, vice president, secretary, treasurer, financial secretary, health benefits rep, sergeant-at-arms and one trustee.

Also, nominations for delegates to the state convention to be held in New Orleans in June 2027.

One must be in good standing in order to accept the nomination. Also, one has to be present to accept nomination, or if unable to do so, must provide an acceptance letter of nomination to the branch prior to the date of union meeting.

Daniel Hatchett, Pres., Br. 197

Somerville, New Jersey

This is an official notice to all members of Branch 768 that nominations will be held at the branch monthly meeting for offices of president; vice president; secretary-treasurer; recording-secretary; area representative; shop stewards for Bridgewater, Hillsborough, Somerville, Basking Ridge and Millington; health benefits representative; three trustees; and sergeant-at-arms.

Nominations will be held at the Oct. 1 and Nov. 5 branch meetings. Elections will be held at the Dec. 3 branch meeting. All members must be members in good standing.

Meetings take place at the American Legion Hall, 232 Union Ave., Somerville.

Elsworth Penn, Rec. Sec., Br. 768

South Jersey, New Jersey

Nominations for Bill Revak Branch 908, South Jersey Letter Carriers, will be held on Oct. 21 at the general membership meeting of the branch. Elections shall be by secret mail ballot of the eligible branch members and held as soon as possible after nominations. Nominations shall be made from the meeting room floor or in writing to the branch recording secretary, mailed, or presented to her prior to or at the October meeting. Each eligible member nominated for office shall accept or reject nomination in writing prior to adjournment of the October general membership meeting. Failure to accept nomination for branch office prior to adjournment of the October general membership meeting will invalidate the nomination. Shop stewards shall be nominated by an eligible branch member from the office at which the nominee is employed to represent the branch membership.

Installation of branch officers, shop stewards, and convention delegates shall take place at the general membership meeting of the branch in January. Offices up for election include branch president, executive vice president, vice president, recording secretary, treasurer, assistant treasurer, financial secretary, assistant recording secretary, trustees' chairperson, four trustees, health benefits representative, housing chairperson, sergeant-at-arms, shop stewards, and approximately 36 convention delegates. The number of convention delegates to be compensated for their attendance at a state and national convention, provided they meet the eligibility requirements for such compensation, shall not exceed 2.5 percent of the total branch membership.

April Litt, Rec. Sec., Br. 908

Springdale, Arkansas

This will serve as official notice to all active and retired members of Razorback Branch 3671 that nominations for president, vice president, secretary,

treasurer, sergeant-at-arms, health benefits insurance representative, event coordinator and three trustees will take place at 6 p.m. on Thursday, Oct. 15, at the monthly branch meeting at 2603 West Pleasant Grove Road, Rogers. Nominations of stewards will be selected at that time and voted on in November's election by only members who are at same workstation. All nominated individuals who accept a position must be present, or members who are nominated may signify in writing of acceptance or position interested in and given to the president by October's monthly meeting. The officers will serve a three-year term, from 2027-2030.

Mail-in ballots shall be sent out in time prior to the election that will be held at 6 p.m. on Nov. 20 at the same location in Rogers, in which all mail-in ballots should be received by that time.

Jerry Cope, Sec., Br. 3671

Texarkana, Texas

Branch 569 would like to announce that we will be having nominations for president, second vice president and secretary for our branch at our October meeting on Oct. 20.

James Shaw, Sec., Br. 569

Tidewater, Virginia

This is an official notification to all members of Branch 247. In accordance with Article 5 of the NALC Constitution and Article 5 of Branch 247 bylaws, the nominations for delegates for the 2027 NALC state convention will take place on the floor at the regular branch meeting at 7:30 p.m. on Oct. 6, located at 10866 Warwick Blvd., Newport News. By virtue of this office, the president shall be a delegate to all conventions. Upon nomination, the candidate must certify that they have not served in a supervisory capacity for the 24 months prior to the nomination. Nominees must be present at the meeting to be nominated, except in the case of an unforeseen emergency.

If there are two or more candidates, the election committee will mail out secret ballots to the members' last known addresses on record with NALC Headquarters. The results will be announced at the Dec. 1 regular Branch 247 meeting. Please notify NALC Headquarters of any change of address as soon as possible by contacting the NALC Membership Department at 202-393-4695.

Darren A. Barnes, Pres., Br. 247

Wilmington, Delaware

This is official notice to all members of Branch 191 that nominations for the following officer positions will be held at the regular branch meeting on Tuesday, Nov. 10, at 409 Old Dupont Road, Wilmington: president, vice president, secretary, treasurer, two trustees and all shop stewards. (Please note that the meeting is on Tuesday due to the Veterans Day holiday on the 11th.)

Elections will be held by secret ballot at the regular monthly meeting on Wednesday, Dec. 9, from 4 to 8:15 p.m., and results will be announced at the end of the Dec. 9 meeting.

Marisela Ramos, Sec., Br. 191

Branch Items

Albany, New York

In the beginning of June, I had the privilege of attending the first-ever NALC Collective-Bargaining Conference in Washington, DC. It was an excellent opportunity to hear directly about the negotiating of our next National Agreement, while simultaneously preparing for the event of interest arbitration.

There was so much important information that I emailed my notes to Branch 29 leadership and shop stewards each night so they had the most up-to-date information as possible. We were able to give a detailed update during our June union meeting and felt it was important enough to take the show on the road.

I committed to visiting active members in each office during the month of June, and going case to case to make sure our members had the most up-to-date collective-bargaining information and the opportunity to ask any questions. I truly appreciate the feedback received during these visits while having conversations with our members and answering their questions and addressing any concerns.

Many had heard rumblings on social media or their favorite podcasts and were quick to ask about the four 10-hour day rumors. It was very interesting to speculate with them on the pros and cons of such a drastic change in our working lives, and most were very happy to hear it was only being considered as a test.

Our branch is strongest when we work together, share ideas and information, and support one another, which is why it's so important to me to make sure your branch representatives are always up to date. I don't want any member to think they have to wait for me to show up to find out what's going on; our branch is a collective of strong union activists who are always ready for a fight.

Norris Beswick, Branch 29

Charlotte, North Carolina

Branch 545 would like to thank all our delegates who will be attending the NALC national convention in Los Angeles. We look forward to the education and knowledge that each of you will bring back to our branch to make it even stronger going forward.

Also, we want to continue to remind all our carriers to take the precautions that you need to stay cool and hydrated on these hot summer days as well as to prepare for the upcoming school year. Kids will be walking to and from the bus stops, so please keep an eye out for them and make notes of where the bus stops are in case you need to deviate from your lines of travel.

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

Erie, Pennsylvania

Hello there! Bob M., you can't care too much. Some of us still work here because you cared. Bob V., your dedication to training me (three different times!) was unwavering and greatly appreciated. Don W., from everything inside and outside the Postal Service. Marc G., who taught me not to be a "chooch."

If you were not aware, the union and Postal Service rolled out a new mentoring program. The above-mentioned people were some of my "postal" mentors. This program is aimed at pairing up seasoned carriers with newly hired CCAs to help them adjust to working for the Postal Service. To me, it seems to be a great way to give a new employee the opportunity to have someone to reach out to who has "been there" before. It is totally voluntary on both ends. If you are a new hire, a mentor might be able to help you out with something that you don't feel comfortable asking a supervisor or another random co-worker. As a seasoned carrier, being a mentor will give you a chance to help someone and hopefully secure a lasting workforce for the Postal Service. Talk to a union rep if you would like to volunteer as a mentor!

As far as local events, I hope everyone had an enjoyable time at the Waldameer picnic. When this comes out, we will have had our local golf outing, which I hope is as successful as previous years. Also, in the month of August, we will have our picnic at the ballpark hosted by the Erie Seawolves.

Lyle Meyer, Branch 284

Fargo-West Fargo, North Dakota

For those among us who may be struggling in their lives, there are confidential professionals available to speak to employees and their families and help guide and give some needed direction. As employees of the USPS, one of the employee benefits available to us is EAP assistance. Call the EAP 24/7 at 800-327-4968 (800-EAP-4YOU). There are many tools that go along with getting connected with the EAP.

On the EAP website, EAP4you.com, there are many resources available to get an understanding of what is offered. Please pass on the information if a friend or co-worker is struggling. If one is new to EAP, there is a "Learn More" tab. There is a section, "Online & Video Counseling," which allows employees and their families to access professional counseling anytime, anywhere, through a computer or smartphone.

One is able to stay in the loop by signing up with EAP News and receiving the latest news, wellness tips and awareness campaigns. Besides the face-to-face counseling, there are many more offerings, and a few are: online therapy, stress, grief/loss, substance use concerns, telephone counseling, work/life balance, critical incident response, suicide counseling, caregiving resources, preparing for retirement.

USPS EAP is free, confidential, available to all USPS employees and members of their household, and available 24/7. USPS policy generally allows the first EAP appointment to

be on the clock. It's in everyone's best interest to promote the program. And for those who need assistance, hopefully they'll receive any needed help or assistance. Remember, it is *not* a sign of weakness to reach out and seek help.

Call the EAP 24/7 at 800-327-4968 (800-EAP-4YOU).

Just a thought—

Dave Steichen, Branch 205

Fresno, California

There are several questions to be asked during our 74th Biennial National Convention. More than who will be the NALC national president. The future of our Postal Service itself is at stake. We must all actively be involved. The NALC and all postal employees have the most at stake in our future. That includes our retirees and patrons.

Germany, Japan and the United Kingdom have partially privatized postal services. Some people have been wanting that for years. They are interested in personal profits rather than in providing quality mail service. The battle goes on, it never ends. We provide the best postal service in the world, despite what critics claim.

Stay united and actively involved.

Jesse Dominguez, Branch 231

Indianapolis, Indiana

June was a busy month for Branch 39. We had our annual branch picnic mid-June. It had a decent turnout considering the last five years of either COVID, the tornado year, and the extreme heat year. During this year's picnic it rained a bit, we ate very well, and raffled door prizes in gift cards. Giving a special thanks to Tom Oberting for sacrificing his time to organize these summer picnics. He's retiring from the organizing to give it to someone else for next year.

The next Sunday, the branch hosted a retirement seminar instructed by Robbie Gardiner of Branch 116. This class needs more 30-plus-year-olds in attendance. He literally hands off information to attendees that affects all of us today, at the moment, in real time, "it's like live action." I look forward to retiring when I qualify in 15 or so years. Trust that I know the exact date considering my leave, etc., after attending so many of his classes.

This first week of July has been torcher while on the street. We've had a few heat-related incidents branchwide, not as many as usual. Mid-July our branch will host the regional presidents meeting. Never know what to expect from it.

Meanwhile, please pray for a healthy recovery after Paul Tom's surgery. The branch leadership is prepared for his time off.

By the time you read this, we'll all be back from the national convention. I'm sure you all will have heard from one of us delegates who were in attendance. If not, ask around or attend the branch meeting on Aug 20.

Impossible is not a fact. It's a dare.

Kieaunta Roberson, Branch 39

Knoxville, Tennessee

Hello, carriers of information!

There is an old saying about vehicle mechanics fixing everyone's vehicle except their own. Along the same lines, letter carriers receive and process Change of Address (COA) cards for their customers except when they move and don't notify their branch secretary of the change.

This year is a crucial time for all carriers in terms of a national midterm election and the NALC national election. What is more important than your vote? As a county poll watcher and as a former branch secretary, the biggest problem why a voter is not allowed to vote is that they changed their address and failed to notify their branch secretary or the Membership Department at NALC HQ (202-662-2836) of their status change. In terms of the country's midterm election, one must contact their county elections commissioner. Register and find your voting location.

Regarding the NALC, the quickie way to update your address is to contact Secretary Bill Heller, who will contact National and update your information. At the same time, he has updated information for the next branch election or if he must send you correspondence. There is nothing more frustrating than having a ballot returned with a "Attempted—Not Known" or "Moved—left no address" annotation on a yellow COA slip.

For tech gurus, use your NALC app, go to "About NALC" and scroll down to the "Contact us" button. You'll need your membership ID number, which is located on the first line of the address label of your *Postal Record* magazine. Piece of cake, brothers and sisters!

Tony Rodriguez, Branch 419

Monterey, California

The Postal Service is being attacked left and right. It's time we all stood up, wrote letters, and stuck together to preserve America's gift. Every single house in America is passed by each day or has mail delivered to an NDCBU every day. That's something, when you think about it. Will you do your part and let your representative know you support the Postal Service and universal mail delivery? I sure hope so.

By the time this is posted, the national convention will be over and those running for office will be public knowledge. I hope each one casts their ballot and supports the candidate of their choice! We've fallen behind some of the other delivery services, so we need to catch up.

If you are suffering from bullying, harassment or unfair treatment on the workroom floor, make sure to let your union representative know, call EAP, and seek counseling. It never hurts to share your concerns with others.

We've contacted the district a couple of times, or I did when I was a steward and the complaints fell on deaf ears. That's sad; all postal workers for the most part are hardworking, dedicated individuals. We should be treated as such.

Stay hydrated through these hot months and take breaks as needed. You are important

and no one except you and your family will suffer. Work smarter, not harder!

If you haven't worked in a political campaign, make this year your first. There are many issues at the forefront that need addressing. Try it—you might like it! You can contact your political party, your union or your Central Labor Council to see where you might lend a hand. Phone banking is always a hoot.

United we bargain—divided we beg.

Patty Cramer, Branch 1310

Norristown, Pennsylvania

Thank you to everyone who helped make our summer social a great success. A wonderful time was had by all.

We look forward to our MDA benefit event coming Oct. 11. Details soon to follow.

Our next branch meeting will be held on the last Wednesday in September. Please try to attend. Knowledge is power! Until then, everyone be safe and enjoy the rest of your summer!

In solidarity—

Edward Gretzula, Branch 542

North Florida

Here in Florida in the last primary election, only 19 percent of registered voters actually voted. I bet some or many of them wished they had voted now. This state has a one-party hold on all legislation with a governor who does all he can to bust unions. He also bowed to the president when he told him that the government was going to pay for Alligator Alcatraz. As you can imagine, when dealing with DJT, that is not going to happen and once again that bill falls to the taxpayers.

For the past three years, FSALC President Al Friedman and state legislative representative Kevin Byrne have got the state Senate president and House members to submit to the budget a proposal to supply bags for the food drive by the state. This would create millions of donated food to feed those in need, who recently lost medical costs, food assistance and health insurance coverage. This, along with a national administration who has raised gas, food, clothing prices, and more.

Yet there is money to pay for a new East Wing, redo the reflecting pool twice, build a helipad, pay \$400 million to equip the new presidential plane, and now an arch? Not to mention that DJT is trying to do whatever he can to ensure his people get elected. Wake up, everyone, and get out and register to vote and be sure to make your voice heard and actually vote.

Please stay hydrated out there. We are seeing too many heat-related cases. Stay safe.

Bob Henning, Branch 53

Oklahoma City, Oklahoma

I am saddened to report the passing of our former Branch 458 president, Brother Donald Landis.

Don served in the U.S. Army in Asia during the mid-1960s. He became a city letter carrier in the Oklahoma City installation in 1968. Don

became vice president of Branch 458 in the mid-1980s and president in 1992. Don served as president of Branch 458 through 2005, after retiring from the USPS in 2004. After serving for a short time as a Branch 458 trustee, Don took over as branch treasurer in 2011 and served through 2025 after the passing of longtime Branch 458 treasurer and his brother, Charlie Landis. Don received his gold card in 2020.



Oklahoma City, OK Br. 458 presidents pose together. Pictured (l to r) are presidents Ken Mayfield (2019-present), David Miller (2008-2019), Steve Riggs (2006-2007) and Don Landis (1992-2005).

Don was never married and did not have any children. Anytime we would ask Don to help us with anything, he never hesitated, and he would joke that he would have to get permission from his mother-in-law. Don loved nature photography and took many beautiful photographs of birds and flowers.

Don once told me that he became involved with the NALC because he would come to branch meetings and his steward did not, therefore he knew more about the contract, Branch 458 and the NALC than his own steward. Don was a mentor to many, and I would not have succeeded as Branch 458 president without his guidance and friendship.

Ken Mayfield, Branch 458

Portland, Oregon

The Branch 82 Judith Hyde Scholarship for 2026 was awarded to Samuel Miller. Sam's dad, Brian, is a PTF at our Multnomah Station. Like I was telling the committee members, in years past we had many inquiries about grandchildren being eligible for the scholarship. These days we get questions about siblings instead of grandchildren. It represents well the significant shift in our workforce. Additionally, in my time as the scholarship chair (thank you, Ted, for all your work before handing me the reins), I don't recall the child of a PTF or CCA ever winning, so that is new. Congrats to Sam and his family.

Speaking of PTFs, it is now taking closer to two years for them to convert in Portland. We are well staffed and continuing to hire more carriers all the time. Last month at our annual Labor Bowl, we raised close to \$5,000 for MDA, and this weekend we are capturing some sum-

Branch Items

mer with a Branch 82 night at the baseball game. (Go Pickles!)

As I walked into our July general membership meeting earlier this week, the dining room doors were thrown open, showing a room full of members happily eating dinner and chatting. Wiley was at the grill. (Thank you to all the folks who do the cooking.) Brad was making use of the new front porch furniture he donated, surrounded by the plants that Fawn has brought and cares for. It all felt so welcoming. I was struck by how good our new building is looking and functioning for our members. It is gratifying to see all that hard work of moving (and finding and buying) pay off.

Thank you to the membership for sending delegates to the national convention. I am excited to see you in Los Angeles!

Suzanne Miller, Branch 82

Providence, Rhode Island

Management has been rolling out the “red line” check where they will meet returning carriers at the door and inspect any and all items that are brought back from the road. At the Corliss Park facility, accountable items containing a scannable barcode were taken by the closing supervisor and checked to ensure that the carrier scanned those items. The carriers were not allowed to take those accountable items to the accountable cage to be cleared by the closing clerk. Clearing of accountable items is part of the carrier’s PM office time as outlined in the *M-41 Handbook*. Management is prohibited from performing craft work under Article 1.6. Immediately let your steward know if this is happening in your office.

Individuals are having problems signing in to ECOMP and Benefeds. To access these, you must be verified through login.gov, which everyone should have gone through when it was first introduced. A 16-digit key was issued and is needed to login. If the key was lost or the address and/or phone number on file was changed, you will need to be verified again. Login.gov will mail you a new key to the original address on file when you originally verified. This will take seven to 10 business days. Access to both ECOMP and Benefeds is limited until verification is complete. You can upload necessary forms but will be unable to view these forms until verified. Once verified, you will not need to reverify for five years.

Congratulations to Dave Westberg, Laura Harris, Lisa Malo and Steve Hutchins on their recent retirement. Thank you for all your hard work and dedication, and best of luck in your future endeavors.

Reminder that our next meeting will be Tuesday, Sept. 1. Stay safe and enjoy the summer!

Jay Dec, Branch 15

Racine, Wisconsin

Of all the articles I’ve penned in the last 10 years, the one that received the most management blowback was Urinalgate. Where, at the time, 4-Mile Station management were de-



Kansas City, MO Br. 30 honors 70-year member Frank Serrone. Pictured (l to r) are Branch Vice President Kenny Best, former Region 5 NBA Dan Pittman, Serrone, Branch Director of Retirees Anita Franklin and Branch President Curtis Walker.

termined to cut costs and be budget-minded to the extent of eliminating urinal cakes from the men’s restroom. Well, that really didn’t sit well with the fellas or myself, so I went full in with my articles and milked it for months. I know they read my articles; I didn’t just fall off a turnip truck.

Eventually, management either capitulated or got tired of the odor and, just like that, the sweet smell of orange citrus urinal cakes filled the restroom. Maybe I should have received a Peabody Award for investigative journalism or something for just plain out antagonizing and poking the bear. Oh well, I do what I can to save the world.

I often mention all the new gadgets, gizmos, flavors of the day, or otherwise new and improved management tools that are at their disposal. Of course, all in the name of enhancing the customer service experience or in the name of carrier productivity and efficiency. I refer back to the turnip truck that I didn’t fall off of. Supervisors really no longer need to conduct street observations. Nobody needs to grunt and hoist themselves up off the chair. The cookies tell it all, right? Not. It’s still crazy with all these devices at their disposal, carriers *still* have to explain away their day when asked, “What did you do all day?”

Potential legislation out there would now make it legal to ship alcohol, firearms and ammo. Probably going to have strict guidelines in place with checks and balances. Because, you know, Media Mail is just books, tapes, papers, etc. Nothing else, right?

Chris Paige, Branch 436

Rockville, Maryland

We are continuing to win tens and tens of thousands of dollars in pre-arbitration settlements. I want to thank our regional administrative assistants, Tonya Detrick and Hugh McElroy, as well as Melissa Johnson for all the recent pre-arb victories.

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 P 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 Mike Shawn, Robert Weisner, Melissa Johnson, Kevin Abernathy and all the other stewards for the hard work they put into getting these grievance wins. 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.

I want to thank our regional workers’ compensation assistant, Kristin Williams, for the outstanding OWCP training held on Sunday, June 7, at the DC union hall. It was well attended and we received a plethora of important OWCP information. Thank you so much, Kristin!

Renowned journalist Dan Rather has stated, “Trump is a lying, racist, treasonous, fascist, vile man and the most psychologically troubled POTUS since Nixon.” When will the people of America understand that the damage Trump is doing to this nation is severe?

In the struggle—

Kenneth Lerch, Branch 3825

St. Louis, Missouri

One of the unexpected dangers of being a letter carrier is attacks by dogs. Nationwide there were over 6,000 reported cases of letter carriers being bitten by dogs, and those are only the reported cases.

It’s always incumbent upon the letter carrier to know his surroundings and any potential threats. Make and use dog warning cards to protect you and any substitute carrier covering that route. More than that, a letter carrier should be reporting any dog threats to their immediate supervisor.

If a carrier submits a complaint about a dog on their route, the supervisor is supposed to send a letter to that resident. Unfortunately, that is not happening. Furthermore, the USPS is supposed to be instructing letter carriers through the Dog Bite Awareness Campaign. Is that happening in your station?

Nearly half of all postal employees have less than 10 years of service and with that, in most cases, a lack of adequate training. Letter carriers need to be constantly vigilant when on the street. Even the most docile of pets will have a tendency to protect their owners. Never make an assumption that the littlest of mutts won’t take a nip at you if given the opportunity. Always lean on the side of caution.

If you feel unsafe because of a roaming dog, mail service can be temporarily suspended until the carrier feels safe enough to restart delivery. The mail will then be held at the post office, and the owner of the dog will have to pick up their mail. If you feel a specific home is unsafe to deliver to, the same rules apply.

Be conscious of your surroundings, rattle a fence before entering a property, and maintain

visual contact with an animal at all times. Do whatever is necessary to keep yourself safe.

Tom Schulte, Branch 343

Seattle, Washington

What was that kids' saying? 6-7, 6-7 or was it 86-47, 86-47? I get my memes mixed up. I do know this: When I worked in the deli in NYC, if someone got 86'd, they were persona non grata. There was never any real violence, but someone usually got frog-marched out. Having said that, I think the USPS should 86 management!

They take a simple task—right mail in the right box—and hose it up with algorithms. Each new head honcho has some surefire computerized design to accelerate mail delivery, trim the payroll, and balance the budget.

The last guy had a 10-year plan and left after five. The Post Office should be able to run an audit and claw back the money spent on bogus programs that fail miserably. I don't want to sound as if I've got a jones for Consolidated Casing, but it's one thing that crops up like a recurring nightmare whenever I think of dumb ideas that have been foisted upon the USPS by idiotic management personnel. That and the \$5 billion debacle that dragged on and on, and dragged the Post Office underwater fiscally for years.

Now, evidently, we're out of money. Bilked until we broke. If we hadn't had to constantly compensate for piss-poor managerial decisions and absurd congressional mandates, there would still be money left in the coffers, but management—not the workforce—is at fault.

If it continues business as usual, the U.S. Postal Service is on track to run out of cash in about a year and may have to stop deliveries, Postmaster General David Steiner told lawmakers. The only "logical" thing to do, to stem the bleeding of all that red ink, is to end six-day delivery. No. The logical thing is to 86 management!

Don Nokes, Branch 79

Southeast Pennsylvania Merged

The Postal Service is at a critical juncture in its existence. There *are* financial cash challenges to the company. We have been informed and, in my humble opinion, everything will be worked out. Unfortunately, some things only get done at the last minute.

The Postal Service is already at the \$15 billion statutory debt limit. This means that the company can't borrow money. But this limit is archaic. That limit has remained the same since 1990. This borrowing ceiling has remained completely unchanged and has never been adjusted for inflation or delivery point growth. NALC and the Office of Inspector General (OIG) have long pushed for a repeal or increase of this cap.

The rigid limit on treasury borrowing heavily restricts the agency's ability to absorb ongoing deficits and fund necessary infrastructure updates. Some infrastructure updates include

electric stations, which will pay dividends in the long run.

Current laws prohibit the USPS from raising prices like its competitors.

However, NALC will fight to work out these challenges with our friends in Congress.

We know how postal management reacts to any stressors. They try to employ the "poop rolls downhill" strategy (along with a fatalist "woe is me" take). Therefore, they think squeezing the letter carrier until there is no more breath is the answer. They can take routes out, and intimidate those who are prone to skip breaks, etc., but eventually those people will break down.

Please do not let anyone intimidate you into forgoing your negotiated rights.

We will eventually secure a new contract with more pay and benefits, but it only comes from us fighting for it. Things don't just appear.

So, as another challenging summer passes, let's look forward to all the B.S. that will surely come next. Just make sure that paycheck comes!

#StayUnifiedInTheFaceOfAdversity

Eric Jackson, Branch 725

Springfield, Ohio

Pat, I'd like to buy a vowel, the letter U. Vanna, do we have any U's on the board? Yes, there are two. I'd like to solve the puzzle. The phrase is "You Suck." That is correct, and that would be in reference to the Next Gen Delivery Vehicles.

After only a couple of years of driving the NGDV, carriers are suffering from shoulder issues from opening and closing a too-heavy sliding door, hip and knee issues from entering and exiting the NGDV due to ill-spaced steps, and hearing issues from the interior rattling noise. I've driven an LLV for 32 years and I know those are rattle traps. If you're not standing beside the vehicle, I'll never hear you. So why would one invest in a vehicle that's detrimental to your workers? Oh wait, they already did that with the Metris fiasco.

The sky is falling as the PMG warns Congress about the cash crunch at the USPS. This is the same Congress that hamstring the USPS by requiring it to invest its federal pension programs in low-yield treasury bonds. The USPS pays \$10 billion a year into pension programs. By investing in T-bonds only, there have been years where we've actually lost money. According to the inspector general's report, in 2021 alone, the \$155 billion deficit in the retirement fund would have been a \$963 billion surplus if the money had been invested in a traditional 60/40 split of stocks/bonds. That's just for one year.

Let's put the USPS \$9 billion loss in FY 2025 in perspective. S&P 500 companies spent a record \$1 trillion on stock buybacks in FY 2025. U.S. corporate profits in the first quarter of 2026 reached \$3.95 trillion, more than \$10 billion a day. Gordon Gekko would be proud.

Jerry Martens, Branch 45

Staunton, Virginia

On July 7, a friend and I were in DC to visit the National Museum of African American History and Culture and my favorite restaurant, Old Ebbitt Grill. I guess I should have been prepared for what I saw. Armored vehicles, National Guardsmen, miles of fencing, and giant banners with the words "Freedom 250" on them.

This got me thinking about what freedom means to me.

Years ago, I believe it was 2007, I went with a crew from Colorado and other western states on my first NALC lobby trip. What an honor to represent carriers in the fight against massive contracting out of letter carrier jobs. We walked freely about the Capitol complex, met with all nine of our representatives, rallied in front of USPS HQ, and in the evening toured most of the monuments. We made a difference, and this pressure led to the limiting of contracting out.

Did we see a few Capitol police officers at secure entrances to some buildings? Sure. But we came away with the feeling that we belonged; that the Capitol was our house. That

COLA: Cost-of-living adjustment

- The sixth regular COLA under the 2023-2026 National Agreement is **\$250** following the release of the January 2026 consumer price index (CPI). The sixth COLA is based on the increase in the CPI between the base index month and January, less any previously calculated COLAs.
 - The 2027 projected COLAs for the Civil Service Retirement System (CSRS) is **3.1 percent**, and for the Federal Employees Retirement System (FERS), **2.1 percent**, following the release of the June 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 **3.0 percent** following the release of the June 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

we were free to participate in our government and to effect change.

OK, I'm getting to my point. What better way to celebrate the 250th birthday of our Declaration of Independence than to jump into the fight to save our public Postal Service? The USPS is under attack. Erosion of service standards, fights about mail-in ballots, threats by the PMG to significantly reduce labor costs, violence against letter carriers, etc., are all actions being taken to destroy our Service. We can't let any forces inhibit our freedom to lobby our government to preserve this wonderful institution and its hardworking letter carriers.

If you can't go to DC in person, then call, write, email. Let's not take our freedom for granted—let's act together!

Cindy Connors, Branch 513

Toledo, Ohio

As I write this article, the temperature outside is 98 degrees. The entire eastern half of the country is experiencing an extreme heat wave. Happy National Postal Worker Day! One would think that managers and supervisors are instructing carriers to take it easy on their routes and drink plenty of fluids. But with the bosses the Postal Service has nowadays, with absolutely no experience in delivering mail, it probably never occurred to them that extreme heat might be dangerous for carriers. This current heat wave is to last into the Fourth of July weekend. With the holiday falling on a Saturday, at least most carriers will get a couple of days to recuperate. Temperatures are to moderate somewhat the week after the Fourth.

Luckily, we had a beautiful last Sunday in June for our Charles Cohen Golf Scrambles for MDA. We had 30 teams enjoy a fun round of golf followed by a catered meal. Deb Baum, a former teammate of mine, brought in three ringers to help her capture first place. There were payouts for first, second and third, closest and longest drive for men and women, lon-

gest putt, and skins. Thanks to administrative expert Butch Wuwert, Vice President Andy Adkinson, and numerous volunteers for making the golf outing a smooth and enjoyable event.

We're closing in on 1,500 grievances with no end in sight. Management recently gave a grievance authority cap to station managers to settle grievances at the Informal A Step that have a monetary value of under \$100. Anything over that must have higher-up approval. This will not help the huge backlog and numerous arbitrations each month.

Next month our delegation will be heading to L.A. We will also be having our annual Letter Carrier Day at the Toledo Mud Hens. There's always something happening in Branch 100.

Ray Bricker, Branch 100

Topeka, Kansas

Management is supposed to help carriers and be stepping stones for them and not cause stumbling blocks to be put in their way, and it appears to me like they are hindering us more than they are helping us. That is my opinion and my feelings.

We carriers are the face of the Postal Service and with that fact, managers need to respect us and show more compassion, kindness and mercy to us, their mail carriers.

USPS is still the most trusted service organization of all the governmental agencies, and I am proud to be a part of this organization.

So, use this set of principles when doing your work and for your life:

- Whatever the work is, do it well—not for the boss, but for yourself.
- You make the job; it doesn't make you.
- Your real life is with us; your friends, family and loved ones.
- You are not the work you do; you are the person you are.

What's in our control is how we do the job. What's in our control is who we are while we do the job. Whether it's appreciated, whether it's an impressive or a lowly job, whether a project succeeds or fails—that's not up to us. What is up to us is that we do our best; what is up to us is that *we are the best* that we are capable of being.

I always follow my own "Six D's," and I use my "6 D Strategy" with my job as a carrier, which is: I am *determined*, I am *devoted*, I am *dedicated*, I am *disciplined*, I am *dependable*, and I am *diligent*. I am also loyal to the organization that I work for. I love my job as a carrier, and I am always ready, willing and able to *do the best that I can do!*

Jerry Loney, Branch 10

Tri-Valley, California

One of the most common issues facing Branch 2902 today is management's improper use of attendance discipline based on the use of earned unscheduled leave. The NALC maintains that sick leave is a negotiated contractual benefit and not a privilege that management may arbitrarily grant or deny.

Article 10 of the *National Agreement* provides the continuation of the Postal Service's

sick leave program, and letter carriers earn sick leave through their service to the Postal Service. The *ELM* recognizes that employees may use sick leave when they are incapacitated due to illness, injury, medical treatment, or other qualifying circumstances.

The NALC has argued that employees cannot schedule illnesses, injuries or emergencies. By its nature, unscheduled leave occurs because unforeseen situations arise. Therefore, the mere use of unscheduled leave does not establish misconduct, nor does it automatically constitute irregular attendance.

Unfortunately, some managers attempt to rely on arbitrary attendance standards, occurrence counts, attendance reviews or local attendance programs to justify discipline. Our *National Agreement* contains no provision that establishes a specific number of absences that automatically warrant disciplinary action. Any discipline issued for attendance-related matters must satisfy the just-cause requirements of Article 16.

Management bears the burden of proving that an employee's attendance is genuinely irregular and that discipline is warranted after a fair and thorough investigation. Simply counting absences or relying on attendance reports is not sufficient to establish just cause.

The NALC fully supports regular attendance and recognizes its importance to postal operations. However, regular attendance does not mean perfect attendance. Letter carriers have the contractual right to use earned sick leave for legitimate purposes without fear of automatic discipline. When management attempts to punish employees for exercising their contractual rights, the union will continue to challenge those actions through the grievance-arbitration procedure.

James C. Perryman Jr., Branch 2902

Wichita, Kansas

Around the time this comes out, the branch will be convening or getting back from Los Angeles. I know there will be some positive business conducted, some lively debates, and hopefully some time for all of us to remember our main overall goal is to lift letter carriers up.

As our branch delegates depart for L.A., Branch 201 retiree Bob Davidson will have his celebration of life on the same day. Bob served our branch in many ways over the years. He was an executive board member, served on the Kansas state executive board, was a political fund organizer, steward, uniform salesman and a wonderful friend. The last several years he and his wife would offer to help greet/register members when they came to branch events. He always welcomed them with a smile.

Being the son of a letter carrier, I first remember him as an umpire at the MDA softball tournaments the branch would put on when I was a kid. Although those were just for fun... some would get a little upset with him. Then when I started at the same station he was at, he was one of the friendliest guys. So long, Brother Bob. Until we meet again, my friend.

Dustin Saville, Branch 201

How to submit items

Branch presidents or their designated scribes may submit Branch Items to *The Postal Record* by mail at 100 Indiana Ave. NW, Washington, DC 20001-2144; email at postalrecord@nalc.org; or fax at 202-737-1540. The deadline is the 10th of the preceding month, or if it falls on a weekend or holiday, 9 a.m. E.T. the first business day after. For the combined September/October issue, the deadline is Monday, Aug. 10. The *NALC Constitution* limits items to 300 words. Photos should be in color; photos sent by email should be at least 150 dpi resolution. Please identify every person in the photo. *The Postal Record* reserves the right not to print every photo received. Hard-copy photos will not be returned.

Anchorage, Alaska

If you are planning on retiring, the process is a bit more complicated than before. The application is totally online. When you log onto LiteBlue and navigate to eRetire, you'll be directed to a page that tells you to call HR Shared Services.

Recently I met with a carrier who wants to retire at the end of August. We followed the steps and made the call to Shared Services. The only thing the carrier didn't have was her four-digit PIN. But on the call it says if you don't know it, press 1 and it allows you to continue. So, we did, but when we selected to continue, it would hang up the call. We tried more than five times and had the same result. There isn't a way to talk with a human when you call HR Shared Services. We requested a new four-digit PIN and will try again and see if that was the glitch. If that isn't the problem, I have some serious concerns with the Postal Service's ability to get you retired with this new system. Be prepared for delays. If we encounter further delays, we are going to contact our congressional delegation for assistance.

Speaking of our congressional delegation, we are getting closer to the November election cycle. If you aren't donating to the Letter Carrier Political Fund, now might be the time for you to do so.

Another reminder: 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 calling the office (907-276-7758). I've used this feature three times so far and encourage members to join in.

Jim Raymond, Branch 4319

Bergen Co. Mgd., New Jersey

My wife and I just watched a documentary on Netflix that was released one day after Eric Dane's death. He passed away at the age of 53, 10 months after he was diagnosed

with ALS. It just reminds me that all branches, not just ours, need to continue raising money to battle muscular dystrophy. It is one of many diseases that is associated with MDA.

ALS results in muscles that are reduced in size (atrophic) weak and soft, or muscles that are stiff, tight and spastic. Muscle twitches and cramps are common. Symptoms may begin anywhere in the body, including in the limbs and the bulbar region (the area supplied by the motor neurons in the brainstem).

Keep those fundraisers coming.

Attend your union meetings.

Dennis Spoto, Branch 425

Centennial, Colorado

The summer heat has arrived. Look for shade, keep yourself hydrated and let your supervisor know if you are feeling ill. Because messages sent through RIMS are archived, as well as monitored by a higher level of management, this is the preferred method of communicating. I would have loved this when I was carrying mail. We either drove back to the office or used our personal phones when the day went "sideways."

As we gear up to send a delegation to the national convention in L.A., we are facing a future of challenges, one of which has been discussed at the last several monthly branch meetings. Route adjustments have left offices with an abundance of unassigned regulars. And now it appears as if there will be excessed clerks from Denver appearing in our installations. Does that mean the word "mandate" no longer rolls off their tongues? I ended my career in a shortage crisis, but it looks like the opposite has happened—PTFs searching for hours. Life is such a pendulum at times.

This month's shout-out goes to our fearless leader, President Kelli Robles. Confident, knowledgeable, compassionate and hardworking are just a few of her qualifications. She brings a can-do attitude to any situation and brings out the best in the people surrounding

her. Let's get 'er done!

In unity—

Barb Larson, Branch 5996

Paterson, New Jersey

Branch 120 has a unique opportunity to build better and stronger unions. On occasion we take the opportunity to invite certain distinguished members to speak to our members at our monthly and regular union meetings.

In June, Branch 120 invited New Jersey Merged Branch 38 full-time union officer Roy Jancio to explain his union vision and his position on making our union better and stronger now and in the future. We take this opportunity to thank Roy for his attendance, participation and sharing his ideas. Due to these union meetings, one is able to learn about the importance of union values and education, which makes it better now and in the future.

Joseph Murone, Branch 120

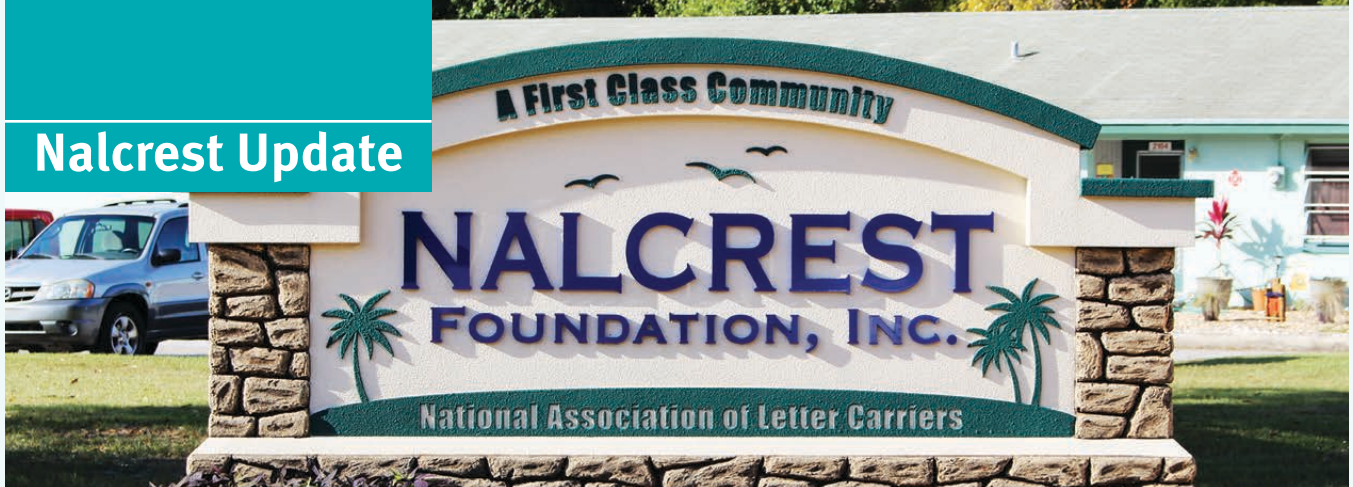
NALC to publish combined September/October Postal Record

The next *Postal Record* will be a combined September and October issue. Submissions for Branch Items, Retiree Reports, State Summaries, Election Notices, the Auxiliary Update, the Nalcrest Update and Mutual Exchange ads for the September/October issue are due Aug. 10.

When an active letter carrier dies...

- Notify the employee's immediate supervisor, postmaster and Human Resources Shared Service Center (HRSSC) at 877-477-3273. HRSSC will advise about any benefits payable, and how to apply for them. It will provide and render assistance in completing the application for death benefits under the employee's retirement system, as well as the claim for death benefits—Federal Employees' Group Life Insurance (FEGLI) and claim for unpaid compensation.
- Notify the Thrift Savings Plan (TSP) at 877-968-3778.
- Notify the letter carrier's NALC branch.
- If the employee was a veteran, notify Veterans Affairs at 800-827-1000.
- Call the Social Security Administration at 800-772-1213.
- Notify banks and other financial institutions.
- Notify insurance companies (life, health, home, automobile, etc.). If the employee had a policy with NALC's Mutual Benefit Association (MBA), call 202-638-4318 between 8 a.m.-3:30 p.m. EST, or write to MBA, 100 Indiana Ave. NW, Suite 510, Washington, DC 20001-2144.
- If the employee had health insurance through the NALC Health Benefit Plan, call 888-636-6252. If the employee had health insurance through a different Federal Employees Health Benefits (FEHB) plan, call the number on the back of the insurance card. Health insurance coverage for a surviving spouse and dependent children continues automatically if the employee had family coverage at the time of death and if a monthly survivor annuity is payable.
- Obtain a sufficient number of death certificates for your needs from the mortuary.

Nalcrest Update



From the Trustees

It is truly an honor to be a Nalcrest trustee. To serve alongside NALC President Emeritus Fred Rolando, and our newest trustee, Starr Hunter from Branch 1690, is truly nothing I take lightly. The staff assembled at Nalcrest work hard and do a wonderful job.

As former president of Branch 599 in Tampa, I have always been intrigued with Nalcrest. How could someone have the vision to buy a piece of swampland with nothing around at the time, and build a retirement community? NALC President Doherty traveled to Europe and saw retirement communities sponsored by labor unions, religious groups and fraternal organizations. This inspired him to start planning for a retirement community for retired letter carriers. He built 500 garden-style single-floor apartments on 150 developed acres surrounded by a 15-square-mile lake.

There is pressure on the trustees to keep President Doherty's dream alive. The dream was to provide retired NALC letter carrier members in good standing with a safe, affordable and enjoyable place to live for their retired years. With things getting increasingly more expensive, we must juggle those rising costs while making repairs and improvements throughout the property and keeping rent affordable for our residents.

Nalcrest is about an hour and a half from both the Tampa and Orlando airports, located just east of Lake Wales, FL, midway between

Tampa on the Gulf Coast and Vero Beach on the Atlantic Coast. There is so much to do at Nalcrest, from joining any of the many clubs to getting involved in any of the many sporting activities at the Vincent R. Sombrotto Sports Complex. It truly is a piece of paradise in the middle of the state, where you can be as busy as you want or simply enjoy a peaceful lifestyle.

There is a waiting list to become a resident at Nalcrest, usually between 365 and 400. We make improvements on a regular basis, many based on the suggestions of the residents. Give us a call at 863-696-1121 or visit nalc.org/nalcrest; retirement is better at Nalcrest!

Tony Diaz

Nalcrest Trustees

NALC Executive Vice President Paul Barner

NALC Secretary-Treasurer Nicole Rhine

NALC Assistant Secretary-Treasurer Mack I. Julion

NALC Director of Retired Members Dan Toth

Nalcrest Trustees President Tony Diaz

Nalcrest Trustees Vice President Fred Rolando

Nalcrest Trustees Vice President Starr Hunter

Nalcrest Financial Report

Nalcrest Foundation, Inc.
Financial Report
Nine months ending May 31, 2026

Operating Revenue:

Rent Revenue	\$ 2,209,230.14
Other Revenue	\$ 139,883.02
Interest	\$ 48,115.19
Total Operating Revenue	\$ 2,397,228.35

Operating Expenses:

General & Administrative	\$ 51,407.20
Salaries & Benefits	\$ 652,760.40
Taxes, Licenses, Fees	
& Professional Services	\$ 260,103.33
Utilities & Property Services	\$ 232,254.82

Maintenance, Repairs,	
Supplies & Improvements	\$ 465,605.32
Insurance	\$ 391,076.94
Total Operating Expenses	\$ 2,053,208.01

Operating Reserve	\$ 344,020.34
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TOM ROONEY

★ ★ ★ CURRENT PRESIDENT • NALC BRANCH 34 BOSTON ★ ★ ★

FOR NATIONAL BUSINESS AGENT REGION 14

Time for Change • Time for Unity • Time for Leadership

CONNECTICUT • MASSACHUSETTS • RHODE ISLAND • NEW HAMPSHIRE • MAINE • VERMONT



- PROTECT CARRIERS
- STRENGTHEN REPRESENTATION
- IMPROVE COMMUNICATION
- FIGHT FOR ACCOUNTABILITY

★ ★ ★ VOTE TOM ROONEY ★ ★ ★

★ NATIONAL BUSINESS AGENT - REGION 14 ★

The above is a paid advertisement by a candidate for national office.

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

Clarence F. Hoover	Winchester, VA	Br. 694
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75-year plaques

James J. Culshaw	Hopkins, MN	Br. 2942
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70-year plaques

George B. Gilleland	Springfield, MO	Br. 203
Ralph L. Auriemma	Elizabeth, NJ	Br. 67
Harry H. Gouger	Elizabeth, NJ	Br. 67
Edward J. McLaughlin II	Elizabeth, NJ	Br. 67
Bobby M. Wallace	Oklahoma City, OK	Br. 458

65-year pins

Lawrence L. Hale	Springfield, MO	Br. 203
Leroy R. Robbert	Springfield, MO	Br. 203
Ralph L. Auriemma	Elizabeth, NJ	Br. 67
Donald M. Humenanski	Elizabeth, NJ	Br. 67
John A. McDonough	Elizabeth, NJ	Br. 67
Edward J. McLaughlin II	Elizabeth, NJ	Br. 67
Mike J. Steffan	Elizabeth, NJ	Br. 67
Donald C. Simpson	Youngstown, OH	Br. 385
Jimmy E. Arp	Oklahoma City, OK	Br. 458
Johnnie G. Bell	Oklahoma City, OK	Br. 458
Dale E. Hendrickson	Oklahoma City, OK	Br. 458
John M. Deiley Jr.	Norristown, PA	Br. 542
Augustus Tornetta Jr.	Norristown, PA	Br. 542
Peter J. Westen	Norristown, PA	Br. 542
Donald A. Russell	Philadelphia, PA	Br. 157
Edward R. Schneider	Philadelphia, PA	Br. 157
John D. Foley	Williamsport, PA	Br. 50
Walter L. Kane	Williamsport, PA	Br. 50
Charles F. Smith	Williamsport, PA	Br. 50
Harriett L. Smith	Williamsport, PA	Br. 50

60-year pins

Cynthia A. Hudson	N. Oakland Co., MI	Br. 320
Gary A. Andersen	Hopkins, MN	Br. 2942
Galen W. Burton	Springfield, MO	Br. 203
Leo L. Nelson	Springfield, MO	Br. 203
Roland F. Patterson	Las Vegas, NV	Br. 2502
Robert F. Chaneski	New Jersey Mgd.	Br. 38
Bob M. Bearden	Oklahoma City, OK	Br. 458
Ronald G. Brown	Oklahoma City, OK	Br. 458
Billy E. Morgan	Oklahoma City, OK	Br. 458
Jerry L. Morgan	Oklahoma City, OK	Br. 458

Jasper L. Painter Jr.	Oklahoma City, OK	Br. 458
Victor T. Battaglia Jr.	Norristown, PA	Br. 542
Thomas J. Mccracken	Norristown, PA	Br. 542
Nicholas S. Muriella	Philadelphia, PA	Br. 157
Robert A. Scotese	Philadelphia, PA	Br. 157
Joseph G. Smith	Philadelphia, PA	Br. 157
Gerard P. Kibler	Williamsport, PA	Br. 50
Harold E. McCloskey	Williamsport, PA	Br. 50
Francis M. Missigman	Williamsport, PA	Br. 50
James G. Smith	Williamsport, PA	Br. 50

55-year pins

Arnold H. Ludwig	Naples, FL	Br. 4716
Alfred J. Micieli	Naples, FL	Br. 4716
James M. Cooper	Savannah, GA	Br. 578
Bartholome A. Cerce	Randolph, MA	Br. 2512
Robert P. Kendrigan	Randolph, MA	Br. 2512
John W. Muir Jr.	Randolph, MA	Br. 2512
Matthew J. Principe	Randolph, MA	Br. 2512
Dale J. Ruha	Hopkins, MN	Br. 2942
Charles J. Barnhart	Springfield, MO	Br. 203
Scott F. Berman	Springfield, MO	Br. 203
James D. Bledsoe	Springfield, MO	Br. 203
Donnie C. Campbell	Springfield, MO	Br. 203
Richard D. Coombs	Springfield, MO	Br. 203
Dana A. Criswell	Springfield, MO	Br. 203
Frankie L. Danderson	Springfield, MO	Br. 203
Robert L. Davis	Springfield, MO	Br. 203
Ronnie S. Dean	Springfield, MO	Br. 203
Ralph E. Fronabarger	Springfield, MO	Br. 203
John H. Fuge	Springfield, MO	Br. 203
Loyal A. Goodman	Springfield, MO	Br. 203
James E. Haas	Springfield, MO	Br. 203
Jim L. Hanafin	Springfield, MO	Br. 203
Dan J. Hayden	Springfield, MO	Br. 203
Eddie J. Lawrence	Springfield, MO	Br. 203
Virgil M. Long	Springfield, MO	Br. 203
John R. McGaughey	Springfield, MO	Br. 203
John W. Morton	Springfield, MO	Br. 203
Leonard M. Nixon	Springfield, MO	Br. 203
Donald G. Noe	Springfield, MO	Br. 203
Lynn G. Pemberton	Springfield, MO	Br. 203
Dena R. Porter	Springfield, MO	Br. 203
Billy R. Price	Springfield, MO	Br. 203
Michael L. Rothermel	Springfield, MO	Br. 203
Ray N. Smith	Springfield, MO	Br. 203
Thomas E. Smith	Springfield, MO	Br. 203

Billy G. Swearengin	Springfield, MO	Br. 203
Charles F. Thomas	Springfield, MO	Br. 203
James H. Ward	Springfield, MO	Br. 203
Norman E. Willis	Springfield, MO	Br. 203
Donald S. Cohen	Elizabeth, NJ	Br. 67
Richard T. Courtney	Elizabeth, NJ	Br. 67
Frank A. Drahos Jr.	Elizabeth, NJ	Br. 67
Glendora Draughn	Elizabeth, NJ	Br. 67
Alexander Graham	Elizabeth, NJ	Br. 67
Dennis P. Hackett	Elizabeth, NJ	Br. 67
Richard J. Hudziak	Elizabeth, NJ	Br. 67
John W. Hurley	Elizabeth, NJ	Br. 67
B. H. Kleinhans	Elizabeth, NJ	Br. 67
R. J. Langzemis	Elizabeth, NJ	Br. 67
William A. Lytch	Elizabeth, NJ	Br. 67
Gilbert L. McClammy	Elizabeth, NJ	Br. 67
John N. Paszek	Elizabeth, NJ	Br. 67
R. A. Petz	Elizabeth, NJ	Br. 67
Howard J. Pollick	Elizabeth, NJ	Br. 67
Eula L. Rodgers	Elizabeth, NJ	Br. 67
Reynaldo Santiago	Elizabeth, NJ	Br. 67
George Soltys	Elizabeth, NJ	Br. 67
R. J. Stryker	Elizabeth, NJ	Br. 67
Leonard V. Urban	Elizabeth, NJ	Br. 67
R. L. Vinson	Elizabeth, NJ	Br. 67
Joe J. Wright	Elizabeth, NJ	Br. 67
James A. Matkins	Burlington, NC	Br. 2262
Gregory A. Murray	Burlington, NC	Br. 2262
John G. Pansze	Oklahoma City, OK	Br. 458
Joseph Ostrowski	Philadelphia, PA	Br. 157
Theodore J. Walheim	Philadelphia, PA	Br. 157
H. L. Shipp	Amarillo, TX	Br. 1037
F. F. Winkleblack	Amarillo, TX	Br. 1037

50-year gold cards and pins

Roy J. Arsenault	MA Northeast Mgd.	Br. 25
Thomas K. Flaherty	Randolph, MA	Br. 2512
John W. Muir Jr.	Randolph, MA	Br. 2512
Matthew J. Principe	Randolph, MA	Br. 2512
Charles P. Hodgkinson	Worcester, MA	Br. 12
John W. Hurley	Elizabeth, NJ	Br. 67
Carol A. Thomson	Gallup, NM	Br. 2990
H. L. Shipp	Amarillo, TX	Br. 1037
F. F. Winkleblack	Amarillo, TX	Br. 1037



A UNION of Letter Carriers Should be RUN by Letter Carriers

In 1970 Vince Sombrotto led his fellow Letter Carriers and other postal workers out on a nationwide strike to bring wages and benefits up to par with the other civil servants and they won. In 1978, we elected him our National President. He didn't forget where he came from. In fact, he made it a point after being elected to go back and work his route, serve his customers and stay in touch with the struggles we face everyday on the workroom floor. **Mike Caref** couldn't agree more. Since becoming business agent in 2014 he's carried his route back in Chicago on an annual basis, and he's committed to doing the same thing after being elected National President.

Leadership requires more than data, metrics, or experiences from years ago. The work of a Letter Carrier has changed dramatically in the last 20 years. The job is physically more challenging, mentally it's more stressful and the harassment and micromanaging is worse than its ever been. We are being asked to achieve more with less, and to work harder for less. The hours are longer, the impact of weather is more significant and the time out on the street, in the heat in the summertime and in the dark in the wintertime, are greater than ever. **Mike Caref** understands because he's kept in touch with our work and the rank and file members that do the job every day. He understands that harassment from management is more than just "an inconvenience" - it makes the job unbearable! He understands that wages are too low, that inflation and rising health care costs have decimated our craft and that a lot of us can't survive on the pay from a 40 hour check. **Mike Caref** has developed a real platform and a real plan to win. A plan to raise wages and put us back in the middle class. You can read his entire plan at www.Caref4Prez.org.

If you're tired of letter carriers losing out because leadership won't put up a fight, tired of fighting to survive on Table 2 pay and the wage cut that came with that additional 3.6% annual payment into our FERS retirement, tired of empty promises, let's do something about it together! If you want a leader who has a winning strategy and a proven record of **real change**, join us to elect,



Mike Caref, President

Delivering Real Change & Real Results



The above is a paid advertisement by a candidate for national office.

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

Roxana Amaya	Br. 1111	Greater E. Bay, CA	Jon E. Lickey	Br. 31	Peoria, IL	Glenn E. Coates	Br. 238	Canton, OH
Richard Hong	Br. 24	Los Angeles, CA	William R. Potter	Br. 31	Peoria, IL	Denver F. Moore	Br. 238	Canton, OH
Michael Penzotti	Br. 1291	Modesto, CA	Leslie K. Stein	Br. 31	Peoria, IL	Archie Morris	Br. 238	Canton, OH
David L. Conner	Br. 133	Sacramento, CA	Scott W. Kamphues	Br. 116	Fort Wayne, IN	Steven F. Zabak	Br. 40	Cleveland, OH
Walter M. Bailey	Br. 70	San Diego, CA	A. M. Gasper	Br. 580	Hammond, IN	Donald E. Hans	Br. 583	Lorain, OH
Erica J. Mijarez	Br. 2902	Tri-Valley, CA	Don A. Meyers	Br. 39	Indianapolis, IN	James E. Hreha Jr.	Br. 583	Lorain, OH
Leo E. Klatt	Br. 5996	Centennial, CO	Maurice P. Casey	Br. 512	Waterloo, IA	Harold M. Gage Jr.	Br. 583	Lorain, OH
Mary L. Bramble	Br. 47	Denver, CO	Robert L. Cochran	Br. 512	Waterloo, IA	Ronald J. Kutting	Br. 583	Lorain, OH
Jerry W. Lofdahl	Br. 47	Denver, CO	Robert L. Conrad	Br. 512	Waterloo, IA	James D. Sciuilli	Br. 583	Lorain, OH
James R. Smith	Br. 47	Denver, CO	Ronald L. Goodell	Br. 512	Waterloo, IA	Verne Thornes	Br. 82	Portland, OR
Jason B. Garcia	Br. 849	Fort Collins, CO	Robert G. Goodrich	Br. 512	Waterloo, IA	Jere R. Brandt	Br. 273	Lancaster, PA
Michael J. Presti	Br. 86	Hartford, CT	William J. Knappek	Br. 512	Waterloo, IA	Charles R. Sola Jr.	Br. 157	Philadelphia, PA
James F. Martone	Br. 19	New Haven, CT	Judith K. Nolting	Br. 512	Waterloo, IA	David S. Denton	Br. 15	Providence, RI
Damon W. Gammons	Br. 1690	West Palm Beach, FL	Dean J. Schultz	Br. 512	Waterloo, IA	Alton R. Blanks	Br. 233	Columbia, SC
John B. Patella	Br. 2148	Sarasota, FL	Robert C. Spiering	Br. 512	Waterloo, IA	Marvin H. Parker	Br. 181	Austin, TX
Mary A. Hanselman	Br. 1071	South Florida	Maureen M. Duff	Br. 34	Boston, MA	Robert E. Hinson	Br. 132	Dallas, TX
Nelson J. Mongiovi	Br. 599	Tampa, FL	Paul A. Cutler Jr.	Br. 18	Southeast MA Mgd.	Dan R. Barry	Br. 283	Houston, TX
Lucious J. Craddock	Br. 73	Atlanta, GA	Jeffrey M. Dawson	Br. 46	Western MA	Robert B. Blair	Br. 283	Houston, TX
Ridgeley L. Young	Br. 73	Atlanta, GA	Frank R. Moran	Br. 46	Western MA	Burnett Breeler	Br. 283	Houston, TX
Michael T. Brown	Br. 578	Savannah, GA	Maurice F. Myra	Br. 12	Worcester, MA	James T. Cope	Br. 283	Houston, TX
William A. Bryant	Br. 578	Savannah, GA	Thomas C. Maciejewski	Br. 56	Grand Rapids, MI	Robert H. Fleming	Br. 283	Houston, TX
Miles R. Cross	Br. 11	Chicago, IL	Tom J. Sweet	Br. 13	Muskegon, MI	Herman L. Frazier	Br. 283	Houston, TX
Charles Doyle	Br. 11	Chicago, IL	Kenneth R. Mruk	Br. 4374	South Macomb, MI	Robert C. Garrett	Br. 283	Houston, TX
Donald Hardaway	Br. 11	Chicago, IL	Henry L. Oots Jr.	Br. 440	Rochester, MN	Holland R. Gibson Jr.	Br. 283	Houston, TX
John D. Erwin	Br. 223	Freeport, IL	Jesse T. Brookshier	Br. 30	Kansas City, MO	Priscilla A. Grace	Br. 283	Houston, TX
William E. Janssen	Br. 223	Freeport, IL	George G. Pennington	Br. 30	Kansas City, MO	Decebian R. Hartwell	Br. 283	Houston, TX
Jack H. Sward	Br. 223	Freeport, IL	Linette L. Cayetano	Br. 343	St. Louis, MO	Roscoe E. Hopwood	Br. 283	Houston, TX
Shermale S. Stuckey	Br. 305	Joliet, IL	Douglas M. Wessels	Br. 343	St. Louis, MO	Pearl Justice Jr.	Br. 283	Houston, TX
Wayne A. Alexander	Br. 31	Peoria, IL	Anthony P. Listro	Br. 425	Bergen Co. Mgd., NJ	Mackey A. Keith	Br. 283	Houston, TX
Roland C. Flanagan	Br. 31	Peoria, IL	Edward J. Fallin	Br. 38	New Jersey Merged	Allen L. Machart	Br. 283	Houston, TX
Theodore F. Ginther	Br. 31	Peoria, IL	Charles J. Devine	Br. 396	Plainfield, NJ	Lawyer G. Polk	Br. 283	Houston, TX
Carl W. Harvey	Br. 31	Peoria, IL	Michael R. Dipaolo	Br. 396	Plainfield, NJ	Billy W. Rodenbeck	Br. 283	Houston, TX
Robert H. Hellrigel	Br. 31	Peoria, IL	Edward L. Mastrangelo	Br. 396	Plainfield, NJ	James L. Taylor	Br. 283	Houston, TX
Harold C. Leroy	Br. 31	Peoria, IL	Emad K. Hanna	Br. 768	Somerville, NJ	Tarlton C. Wade	Br. 283	Houston, TX
			Manuel R. Alvarado	Br. 2905	Las Cruces, NM	Gerardo Hernandez	Br. 1203	San Angelo, TX
			Alexander M. Mercado	Br. 2905	Las Cruces, NM	Jay P. Reupena	Br. 111	Salt Lake City, UT
			Michael A. Babish	Br. 333	Binghamton, NY	S. E. Arthur	Br. 325	Lynchburg, VA
			Charles E. Little	Br. 333	Binghamton, NY	W. M. Bateman Jr.	Br. 325	Lynchburg, VA
			Russell G. Malinak	Br. 333	Binghamton, NY	C. L. Kirkpatrick	Br. 325	Lynchburg, VA
			Theodore M. Scarinzi	Br. 333	Binghamton, NY	Dennis W. Lovelace	Br. 325	Lynchburg, VA
			David W. Smith	Br. 333	Binghamton, NY	Delmus Y. Phelps	Br. 325	Lynchburg, VA
			Robert T. Ryder	Br. 137	Hudson Valley Mgd., NY	Clifton B. Powell Jr.	Br. 325	Lynchburg, VA
			Frank E. Mastrochirico	Br. 562	Jamaica, NY	L. A. Wooldridge	Br. 325	Lynchburg, VA
			Reynaldo Bazan	Br. 6000	Long Island Mgd., NY	Luis Carrillo	Br. 2038	Kent, WA
			Rene Collymore	Br. 36	New York, NY	Gary W. Elfving	Br. 79	Seattle, WA
			Erica Munger	Br. 36	New York, NY	Ernest J. Morschhauser Jr.	Br. 507	Madison, WI
			Thomas P. Azzolino	Br. 134	Syracuse, NY	Robert A. Kroll	Br. 2	Milwaukee, WI
			Rudolph A. Tempesta	Br. 2613	Chapel Hill, NC			

Thomas O. Judge was erroneously listed as deceased in a previous issue of *The Postal Record*. We regret the error and apologize for any problems it may have caused.

Mutual Exchanges

CA: Irvine (3/18) to Moreno Valley, CA (Riverside/San Bernardino counties). Regular carrier. Overtime available. Damian, 818-216-5956.

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., August's deadline is for the September/October 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.

The following is a paid advertisement by a candidate for national office.

Come Heller
High Water
"VOTE"
Bill
National Trustee





CONCERNED LETTER CARRIERS

THE NATIONAL REFORM MOVEMENT - BY LETTER CARRIERS, FOR LETTER CARRIERS



NALC 2026 REFORM SLATE

HIGHER WAGES - FULL COLA'S FOR ALL - ALL CAREER WORKFORCE

CLC National Slate

ENDORSED CANDIDATES FOR NALC OFFICE - 2026

NATIONAL OFFICERS & DIRECTORS



James D. Henry
CLC Candidate for
NALC President



Corey Walton
CLC Candidate for
NALC E.V. President



Kimetra Simpson-Lewis
CLC Candidate for
NALC Vice President



Rob Kosier
CLC Candidate for
Director of Safety and
Health



Anita Guzik
CLC Candidate for
Director of Retired
Members

NATIONAL BUSINESS AGENTS



Allan Rios
CLC Candidate for
NBA Region 1



Debra Dixon
CLC Candidate for
NBA Region 2



Walter McGregory
CLC Candidate for
NBA Region 6



Danna Chambless
CLC Candidate for
NBA Region 8



William Kriebel
CLC Candidate for
NBA Region 12



Tom Rooney
CLC Candidate for
NBA Region 14



Orlando Gonzalez
CLC Candidate for
NBA Region 15

NATIONAL TRUSTEES & AFL-CIO DELEGATES



David Grosskopf Jr.
CLC Candidate for
National Trustee



Howard Komine
CLC Candidate for
National Trustee



John A. Cruz
CLC Candidate for
National Trustee



Cathy Jones
CLC Candidate for
AFL-CIO Delegate



Derek Simpson
CLC Candidate for
AFL-CIO Delegate



Ethel Bibbs
CLC Candidate for
AFL-CIO Delegate



Homer Hernandez
CLC Candidate for
AFL-CIO Delegate



Jamie Lukens
CLC Candidate for
AFL-CIO Delegate



Lloyd Doucet
CLC Candidate for
AFL-CIO Delegate



Phillip C. Rodriguez
CLC Candidate for
AFL-CIO Delegate

What CLC is fighting for

HIGHER PAY + FULL COLAS

Restore buying power and respect the work.

TABLE 1 PAY SCALE FOR ALL

Move toward fairness for every carrier.

ALL CAREER WORKFORCE

Build stability, dignity, and long-term security.

STRONG REPRESENTATION

Hold management accountable when contracts are violated.

WORKPLACE SAFETY

Ensure dignity, respect, and accountability for all carriers.

ETHICAL LEADERSHIP

Put member trust and member needs first.

GRIEVANCES + ARBITRATION

Attack backlogs and delayed justice with urgency.

Uncapped COLA for Retirees

We would aggressively lobby Congress for uncapped COLAs.

Join the national reform movement.
CONCERNEDLETTERCARRIERS.COM - @CONCERNEDLETTERCARRIERS

PAID FOR BY
CONCERNED LETTER CARRIERS SLATE

The above is a paid advertisement by a candidate for national office.

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* ☐ of ☐ 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.*

Help your NALC family affected by natural disasters

The **NALC Disaster Relief Foundation** provides hands-on relief for carriers affected by natural disasters, such as wildfires, hurricanes, floods and tornados. It receives donations to be used to assist regular NALC members affected by natural disasters.

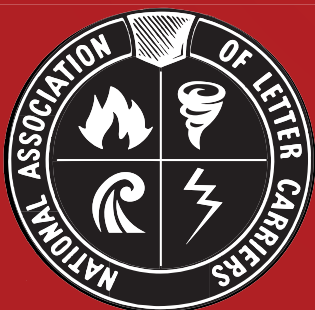
NALC response teams throughout the country are activated to go to disaster locations and offer assistance to NALC members and their families who live in the same household. Basic supplies, including uniforms and food, are available for those who need assistance.

Financial support may be available depending on the availability of funding and qualifying criterias. Any regular member of NALC who has faced hardship as a result of a natural disaster will be able to apply for assistance.

Make a donation by sending a check or money order to:

**NALC Disaster Relief Foundation
100 Indiana Ave. NW
Washington, DC 20001-2144**

The foundation is a 501(c)(3). Your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is recommended you seek further advice from your tax advisor.



**NALC
Disaster
Relief
Foundation**