



# B·Mike



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*"An Injury to One is an Injury to All"*

*The Official Publication of Branch 82* *Portland, OR*

Beaverton·Canby·Clackamas·Forest Grove·Gladstone·Happy Valley·Gresham·Hillsboro·Lake Oswego·McMinville·Newberg·Oregon City·Portland·St. Helens·Troutdale·West Linn

## NOTICE:

Branch 82 steward elections will take place during the month of December. Look for a sign-up form at your station.



Perry Kent and Ruth Tucker are both thankful to have retired out of Parkrose earlier this year. Congratulations, and **Happy Thanksgiving!**

# When Is It Just Too Much?

- David Norton, President

The job of a letter carrier has always had fluctuating hours. It makes sense; our day is heavily dependent on the amount of mail and packages we are delivering. In the spring or summer months, your route may not even take you a full eight hours to deliver. You may have under-time. Other parts of the year you may be overloaded with mail and parcels. Right now we are delivering a heavy dose of political mail. We will quickly be entering peak season, and we will all be inundated with holiday packages and mail to deliver. This is always the busiest time of the year, and it's when your route generally swells past the eight-hour/day range for delivery hours. Some days you may need to work a little overtime to accomplish delivering your route for the day. All of this is understandable, and if you have worked at the post office for any time at all you know this is the case. This job isn't always an eight-hour job, and the hours we work can be irregular.

It has been a while now that carriers here and all over this country have been working a lot of hours. This is due to understaffing for a variety of different reasons, COVID being the main one. We aren't the only business or industry that is dealing with this. Companies all over are facing staffing shortages and are being forced to make adjustments for lack of employees. One needs only to go to the grocery store or out to dinner to see unstocked shelves or the lack of wait staff. Some places have had to make some really difficult decisions. The Postal Service has been dealing with these problems in its own way, pushing employees to do more and more and work later and later.

Lately, the hours that carriers are being told to work are entering the range of absurdity. In some places, we are seeing carriers out until midnight delivering mail. Being out past dark and over eight hours is one thing, but no one should deliver mail that late. And I am telling you right now, no one should feel pressured to deliver mail that late if they feel unsafe, and no one should be required to work more than 12 hours in a workday.

Our contract is clear, no one should be required to deliver more than 12 hours if you are a regular carrier (excluding lunch) and 11.5 hours for a CCA/ PTF (excluding lunch). That is it.

JCAM section 8.5g states:

*The parties agree that with the exception of December, full-time employees are prohibited from working more than 12 hours in a single work day or 60 hours within a service week. In those limited instances where this provision is or has been violated and a timely grievance filed, full-time employees will be compensated at an additional premium of 50 percent of the base hourly straight time rate for those hours worked beyond the 12 or 60-hour limitation. The employment of this remedy shall not be construed as an agreement by the parties that the Employer may exceed the 12 and 60-hour limitation with impunity.*

*National Arbitrator Mittenhal ruled in H4N-NA-C 21 "Fourth Issue," June 9, 1986 (C-06238) that the 12-hour and 60-hour limits are absolutes—a full-time employee may neither volunteer nor be required to work beyond those limits. This rule applies to all full-time employees on the ODL or Work Assignment List except during the Penalty Overtime Exclusion Period (December).*

Excluding the December Exclusion Period (which runs the first full week of December to the last full week of December), you cannot be required to work more than 12 hours in a work day and management cannot make you. I know that last part is controversial, and many people in management will say that you as the employee have an obligation to follow their instructions and grieve later. That is also true. The ELM section 665.15 states:

Obedience to Orders

*Employees must obey the instructions of their supervisors. If an employee has reason to question the propriety of a supervisor's order, the individual must nevertheless carry out the order and may immediately file a protest in writing to the official in charge of the installation or may appeal through official channels.*

But just because we have to do what the boss says, and the union has a right to grieve an instruction that violates our contract, does not mean that management can knowingly, willingly give you an instruction they know is wrong. They can manage (or mismanage) the way they see fit, but it has to be under the confines of our contract. JCAM article 3 states:

*The Postal Service's exclusive rights under Article 3 are basically the same as its statutory rights under the Postal Reorganization Act, 39 U.S.C. Section 1001(e). While postal management has the right to manage the Postal Service, it must act in accordance with applicable laws, regulations, contract provisions, arbitration awards, letters of agreement, and memoranda. Consequently, many of the management rights enumerated in Article 3 are limited by negotiated contract provisions.*

I don't advocate refusing direct orders, but you also have a right to protect yourself. If you are being required to go back out and deliver and you have already worked 12 hours that day, you need to tell your supervisor. If you do not go back out and deliver after you have worked 12 hours, we will defend that decision. This is also the case if you feel unsafe. And I would consider working until midnight as something that is unsafe.

The post office talks a lot about safety, and rightly so; workplace safety is essential for all employees and the job of a letter carrier is no different, albeit with its own complications. Not only do letter carriers have to worry about safety in the office, but they have hazards all around them while out on the street. Those

hazards have intensified with an increase in carrier assaults and robberies across this country. Is working as late as midnight going to help?

Not only is it unsafe for carriers, but the mail isn't going to be safe left in boxes overnight. Do you really want your package delivered after you have gone to bed? In my neighborhood, that package is probably going to get stolen.

Ultimately as branch president, I want carriers to work the hours that they want to work. If they want to work eight hours and go home, I want that for them. If you are a work assignment carrier and you want to work the overtime on your assignment, that's what I want. If you are an ODLer and you want to work 100 hours a week and make all the double-time that the Postal Service is willing to hand out, then I want you to be able to do that. This is a good opportunity right now to make a lot of money as a letter carrier. I know several ODL carriers that WANT to work the exorbitant hours, but the contract is clear, and there are restrictions on the hours that we can work.

Until we get some reasonable staffing, we are just going to have more problems with working excessive hours. There aren't great

solutions right now, and relief from new hires is going to take some time. Until then, carriers are going to have to stand up for themselves, and Branch 82 will back you. If you are one of the ones that are being forced to work over 12 hours a day or more, be sure to say something the next time your supervisor is telling you to take out another section. Tell them that you have already worked 12 hours, and you are going to adhere to your contractual limit. If you believe it is unsafe for you to continue, tell your boss that you feel it is unsafe. Fill out a PS Form 1767 if you need to. If you bring mail back, fill out a PS 1571 Mail Curtailment Form. Keep copies.

We all want to get our customers their mail. Delivering to the American public is the core function of the Postal Service's mission, and I personally take that very seriously. I know most letter carriers do. But working in an environment that is safe with reasonable hours is also important. Working carriers to the point of exhaustion isn't helping anything. Seasoned carriers are getting burnt out, and new carriers aren't willing to stick with it and are leaving for other jobs. No one is looking to be insubordinate, but if management is unwilling to be reasonable in regard to working carriers over their contractual limits, we are going to have to stand up for ourselves.

**PRIDE COMMITTEE MEETING**

**Wednesday, November 30**

**7:00 PM on Zoom**

**Meeting ID: 880 6173 1039**

**Passcode: Pride**

**NALC  
PRIDE  
2023**





**Purchase a vehicle through Auto Solution, finance with NW Priority, and we will gift a bike to a child in need at Christmas!**

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1. Get pre-approved with us.
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3. Then, you can come into the credit union to pick up your vehicle, or Auto Solution will deliver it to you!
4. And, we add one more bike under the NW Priority Christmas Tree!

**If you are not in the market for a new vehicle but would like to participate in gifting a bike, NWPCU will match every bike brought in by a member.** Let's fill our lobbies with all sizes of bikes for these deserving children.



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# Giving Thanks

- Betty Nash, Vice President

Thanksgiving has always been my favorite holiday. The name itself tells us what it's about, giving thanks. Of course, I love a good turkey or ham and a sweet potato pie for dinner. I also enjoy cooking with my daughters, Natalie and Janet. We each have a task and we are able to work in the kitchen without getting in each other's way. We are used to each other and are able to maneuver in a small kitchen. I will pass the pot to boil the potatoes to Janet before she asks for it, and she will hand me the fresh green beans to clean and wash. My other daughter, Natalie gets out the bacon 'cause you got to have bacon in the mashed potatoes and green beans. The food will be wonderful, and the memories that we create will last a lifetime.

In our family, we have to have music playing while we cook, and we also sing while we cook. We don't sing well, but we do it because it makes us feel good. Especially when "Shout" comes on, you know the one, a little bit louder now, a little bit louder now, etc. Even the babies, my grandsons, three, five, and seven, all sing and laugh and have fun. It warms my heart to see everyone enjoying each other's company and feeling comfortable enough to be silly together.

When it's time to eat we all sit down and before we dig in, we take the time to reflect on the year, our ups and downs and what we are thankful for. Each of us takes a turn telling the family what we are grateful for. Everyone participates, even my grandsons. Each person has the floor and everyone turns off the phones and just listens to each other. This tradition is one of the most memorable parts of the day, for me. My grandson won't let us forget about it, and if anyone tries to take a bite before we give thanks, he will stop them. My grandson is seven now but he loves that we do this and looks forward to it, sitting at the table and being treated like a grownup. Listening to his words. I hope that he remembers these times when he really is a grownup and has a family of his own.

After dinner, some of us will watch a football game, some of us play cards or play board games together, and sometimes we do all three and it's great.

Thanksgiving is my favorite holiday because it's just about family and friends, no gift giving, not worrying about how much money we are spending or if they will like what they get or return it. Do we buy a flocked tree or a green tree or maybe a fake tree, and what about the religious aspect of some holidays? I just want to think about us, my children and grandchildren.

I just want to spend time with my family and relax, and I want this for all letter carriers.

This has been a very stressful time for letter carriers, with lots

of very long hours, trying to get the mail delivered while being short-staffed. Working for the United States Postal Service is not always easy. I think that most of us want to do our route and go home, but much too often we have to carry our route and a section or loop on another route because we just don't have enough people. This peak season is going to be tough and demanding. There are new people being hired and some of the job fairs have produced a good number of candidates to become CCAs, but they just can't get them through the system fast enough.

Hopefully, we can get enough of the new CCAs trained so that they can be an effective source of assistance. Remember that most of these new employees have never dealt with the workload and hours that they are about to experience during peak season. So please be kind and encouraging to them, they will be struggling to keep up. Try to remember when you first started and how overwhelmed you felt and wondered if the workday was ever going to end. Sometimes just a sympathetic ear for a few minutes out of our busy day can make all the difference. Let the new people know that they are not alone.

Maybe at Thanksgiving dinner, they will be giving "thanks" for their fellow letter carriers or the co-worker that took the time to look them up and helped them not feel so alone. Be the person that they remember asked them how they were doing or encouraged them to remember that their safety is more important than any expectation that management may have. Let them know that they are one of us now. We need to look out for each other.

After 37 years of carrying mail, I still remember the people that gave me a helping hand when I was ready to give up. They encouraged me to hang in there. It will get better and you will learn how to handle/ignore/deal with postal management. Supervisors/managers/postmasters will come and go, so don't worry so much about them. Just keep yourself safe and do the best that you can, and everything will be OK. Put things in perspective.

As a retired letter carrier, I am thankful for the benefits that the union has provided for us, such as a decent pension, health care, TSP, COLAs, regular pay raises, seniority rights, vacations, bidding opportunities, etc., etc., etc.

Hopefully this Thanksgiving we will all be able to just relax and enjoy the peace and joy of being with family and friends. However you choose to celebrate and take stock of the year past and the year to come, remember that you are not alone.

TO THE MOST IMPORTANT PEOPLE IN THE POST OFFICE – HAPPY THANKSGIVING TO CITY LETTER CARRIERS.



# Baseline of Happiness

- Matt Pierce, Secretary-Treasurer

Hello again from the office of your Secretary-Treasurer. By the time you read this, we will be engaged in delivering political mail for yet another contentious election. We will also be facing the start of what will again be another record setting online holiday shopping season. With all of the negativity in this current political season as well as the (unfortunately) all-too-common negativity at the post office, coupled with a daunting workload, it can be hard for many carriers to consider themselves happy. So, this month let's try and all of us focus on things that might make us all a little happier.

Fortunately, the definition and achievement of happiness has been the subject of intensive scientific scrutiny for the last 50 years. As with most things subjected to such scientific rigor, the results have been surprising as well as counter intuitive. A classic example is that winning the lottery doesn't make people have a happy life. I know what you're thinking, which is that it sure would make me happy. Well, one of the most important things this research has to suggest is just how awful people are at predicting what will make them happy, something psychologists call affective forecasting.

Dan Gilbert, the Harvard psychologist and author of *Stumbling on Happiness*, said, "The part of our brain that enables us to think about the future is one of nature's newest evolutionary inventions, so it isn't surprising that when we try to use this new ability to imagine our futures, we make some rookie errors." With that in mind, don't be surprised when you find yourself disagreeing with the research. As we all know, our human brain can sometimes lead us astray, so be open to the idea that there may be many ways to gain greater happiness and satisfaction that at first seem like they wouldn't work.

First, let's define what we're talking about. Happiness is NOT feeling great all of the time, having everything you could ever want, refusing to see negativity and injustice in the world, or having no uncertainty in your life. Happiness is a combination of how satisfied you are with your life and how good you feel on a day-to-day basis.

Although it varies from person to person, the bulk of the research has found that approximately 50% of a person's overall happiness is genetically determined. Research shows people have a baseline of happiness. It's just who you are. I'm sure you're all picturing that annoying person in your life who's always happy or always miserable, no matter what. I know I am.

If half is set at birth, let's focus on the other 50%. Consistently, 10% (with slight variation) is determined by your life circumstances. That's right, one tenth of happiness consists of all of life's external things such as how much money you have, the size of your house and TV etc... I know what you're saying

right now- "No way." But, it's true. It's because of something that has become known as the hedonic treadmill, which is that annoying tendency humans have to get used to the things that once made them happy. One hundred years ago airline travel was the most amazing and wonderful thing ever. Now it's mostly annoying because we have to take our shoes off and can't bring a full tube of toothpaste in carry-on luggage, and sometimes the WIFI won't work!

So, what about the other 40%? Well, it's controlled by your thoughts, actions and behaviors. That's right, your internal life is four times as important as your external life. This also means that happiness can be a mental skill that you have the ability to build with consistent practice. Obviously, I'm not blaming or saying that people who suffer from physical or chemical depression can just "think" their way out of it. They have a chemical imbalance in their brains that they didn't want or choose. But what I am saying is that the research does say there are some things that most people have the power to do that affect their overall life satisfaction.

## 1. Don't compare yourself to others.

You will always have friends who make more or have more money than you do, who can run faster than you can, who are more successful in their careers. Consistent research shows that the more time people spend on social media such as Facebook, the more unhappy they are with their own lives. Why? Because you're comparing your day-to-day life with everyone else's highlight reel, the parts they want you to see. Focus on your own life, on your own goals. Remember in life sometimes you're ahead, sometimes you're behind, the race is long and, in the end, it's only with yourself.

## 2. Foster close relationships and join a group.

People with five or more close friends are more apt to describe themselves as happy than those with fewer. Those who are members of a group, like a church congregation, experience greater happiness. The group doesn't have to be religious. Join a book group, a bike riding group, or a knitting circle down at the yarn shop. Joy is an emotion that can only fully be experienced with other people.

## 3. Choose to be happy with whatever you do.

The correlation between happiness and occupation, income or wealth is far less than the correlation between happiness achieved from the pride and positives people choose to feel about their occupation, income or wealth. Take pride in your work as a letter carrier and do it well, regardless of management's chaos. You and your customers will be better for it.

## 4. Treat your body well.

It's the only one you will ever have. Anyone who has experi-

enced a prolonged injury or illness knows just how emotionally devastating it can be. Eat right, get adequate sleep and practice moderation. It's okay to indulge yourself on occasion but don't let it get out of control. Addictions and compulsions can ruin lives. Finally, find a little quiet time to just breathe and relax.

#### 5. Set and pursue goals.

The road to happiness is paved with goals. Both successes and failures. Trying and failing will over the long run make you much happier than never trying. Continued self-improvement makes life more fulfilling.

#### 6. Help others.

Over and over again, studies have shown that altruism is one of the best ways to boost your happiness. Volunteering at the local homeless shelter helps, but so does just being nice in daily life.

#### 7. Embrace routine.

Letter carriers enjoy routine. Research shows that although we believe we want variety and choice, we're actually happier with limited options. It's not that we want no choice at all, just that we don't want to be overwhelmed. Routines help limit choices. They're comfortable and familiar and, used judiciously, they can make us happy.

#### 8. Finally, and perhaps most importantly, be grateful.

It's no accident that so many self-help books encourage readers to practice gratitude. Most of us have a myriad of things in our life for which to be thankful. When we regularly take time to be thankful for the things we have, we appreciate them more. We're less likely to take them for granted, and less likely to become jealous of others.

I want you to know I'm very grateful to all of you for the opportunity to be one of your union officers. I wish you a very happy and healthy 2022 holiday season. Matt

## DID YOU KNOW?

The Branch 82 uniform closet supports new CCAs throughout the entire state of Oregon, not just Portland district carriers.

**We need your extra uniforms.**

You may have an entire rack of shirts you never wear or just one pair of pants—Branch 82 will gladly accept whatever you can spare.

Please help your extras to find their way into a sack, and donate them to the uniform closet.





# *Last Punch Bunch*

**Barbara Anderson - Oak Grove**

**Tammie Decormir - Aloha**

**Kimberly Doak - Aloha**

**Michael Granquist - East Portland**

**Perry Kent- Parkrose**

**Hunsuk Kye - Multnomah**

**Duc Nguyen - Lents**

**Ruth Tucker - Parkrose**

## **Congratulations!**





**Michael Granquist**



**Ruth Tucker**



**Tammie Decormir**



**Duc Nguyen**



**Perry Kent**



**Kimberly Doak**

# Are You Afraid of the After Darks?

- Jon Cabral, Chief Steward & Recording Secretary

By the time you read this, we will solidly be in the After Dark season, and most letter carriers will be delivering past sunset, or before sunrise, on a daily basis. Of course, staffing has been so poor that many offices have been filing After Dark grievances for months now, with some offices not being able to go a single month this year without filing at least one After Dark.

After Dark grievances have been around for many years now. For those of you new carriers that may not know, when a letter carrier in the city of Portland, and many of our associate offices (AOs), deliver the mail after dark, they are paid a lump sum of \$50.00 each day this happens. It is important to understand that management likes to make up their own rules surrounding this issue that are simply untrue, and hopefully I will be able to clear up a lot of these myths.

First, management frequently tries to tell carriers who are instructed to start early, and deliver mail on pre-tour overtime, that they are not entitled to the After Dark payment. They claim that it's literally not after dark yet because the sun hasn't even come up. I think we can all agree, any supervisor who spouts this drivel is a complete and utter fool of the most epic proportions. All that need be said in response to this is, "Did the sun set last night?" Which of course the answer is yes, then you respond with "Well then I delivered after dark this morning," and roll your eyes so hard that you nearly pass out. When you deliver in the early morning hours, you are delivering after the sun set last night. This is not a concept that should be hard to grasp. This brings me to the next issue, which covers what times we use to determine when a carrier is entitled to the After Dark payment.

Second, management likes to make the claim that it's still light out for a small window of time before it actually becomes dark, and therefore a carrier would not be entitled to the \$50.00 After Dark payment. This is completely untrue. Each year we hand out a calendar with the sunrise and sunset times to all of the stewards, and those times are the exact moments that determine whether or not a carrier is owed the After Dark payment. Management does not get to arbitrarily and unilaterally change how it is determined when a carrier is entitled to the After Dark payment. The "After Dark" violation, which is how we colloquially refer to this type of grievance, occurs when a carrier is delivering mail before sunrise, or after sunset. It is not tied specifically to delivery after dark, but instead to those two very important times. (Also, if you are delivering in an apartment building after dark you are still entitled to the After Dark payment, as again the violation occurs when a carrier delivers the mail before sunrise or after sunset, and not necessarily when delivering in the pitch black night.)

Third, management will occasionally try to prevent carriers from filling out the After Dark form on the clock, saying they are not entitled to do so. This seems to be one of those bright ideas that newer supervisors/managers who aren't from Portland try to enforce. What they don't realize is that the After Dark form, which is a carrier's statement about them delivering before sunrise or after sunset on a given day, was created to save a large amount of

time that was spent by the stewards interviewing every carrier who delivered after dark. Stewards are entitled to interview employees on the clock, and one can only imagine the amount of time it would take to interview each carrier, each day that this violation occurs. The form is used to save everyone time and easily benefits management a great deal. That being said, carriers should do their best to minimize the amount of time it takes to complete the form and not spend more time than is necessary to do so.

Fourth, management will try to do whatever they can to get out of paying these After Darks. When the steward goes to meet on the grievance and shows them all of the carriers who delivered mail after dark, management will try not to pay carriers who aren't assigned to their office. They like to say they don't have access to pay them, or that it's the responsibility of their home station to pay the grievance. This is all untrue and would be totally improper, as the grievance needs to be filed where the violation occurred. If a carrier is from station A, and they deliver mail after dark at station B, then that grievance must be filed at station B. Station B is responsible for that carrier delivering mail past sunset or before sunrise and is ultimately responsible for any grievance that is later initiated as a result of the violation.

Fifth, the entitlement to After Dark pay applies to the delivery of any and all mail after sunset and before sunrise. Management will attempt to deny After Darks for any carrier who only delivered parcels. Management will say that parcels are literally not mail, and therefore the carrier wouldn't be entitled to the After Dark payment for that type of delivery. The only time a letter carrier is not entitled to an After Dark payment for work performed after sunset or before sunrise is when they are delivering on a Parcel Post route or working on a Collections route. There is only one office in the entire city that has a Parcel Post route, and all Collection routes are located at the Cornfoot plant. (Also if a carrier finds themselves in the unique position of being sent back out to pick up a collection box, and they happen to work after dark, they would not be entitled to the After Dark payment.) Essentially, those carriers who are not entitled to the After Dark payment know who they are, and everyone else is not affected by the exclusion. If a normal carrier is delivering parcels or mail on a normal route then they are entitled to the After Dark payment. Parcels are considered mail for any letter carrier who is not delivering on a Parcel Post or Collection route. A Parcel Post route is a bid position, and not just something management makes you do during December before you would have normally begun tour.

Lastly, I'd like to discuss the importance of completing the form and ensuring that all pertinent information is included. There are the obvious things like name, date, the time of sunset or sunrise, and what time and place you made your last delivery. Other things that should be included are a short statement about your conversation with management when you informed them that you would be delivering after dark, or an explanation that you returned to the office at 5:00 p.m. and were instructed to go back out and carry a 2.5-hour section. With the former, it is the carrier's responsibility



to ensure that they have informed management that they would be delivering after dark. This usually happens during the morning estimate process but could happen later in the day when a carrier realizes that they will have to work in the dark to get all of the mail delivered. In the latter instance, management should assume that when you get back to the station at 5:00 p.m., and they send you back out, you will be delivering past sunset. It is also very important to include your EIN on your After Dark form, especially if you happen to be carrying in a station that is not your own. Finally, you are going to want to sign and date these on the day it happens to ensure the most timely processing of the grievance. Your stewards only have 14 days to file a grievance, so if you delay filling them out and turning them in, you increase the chance of them becoming untimely and therefore subject yourselves to the mercy of management's good graces.

If you have any questions concerning After Dark, please reach out to your steward, or contact the branch so that we can help you out.

In Solidarity,  
Jon Cabral

## NALC National Election Results

President  
—**Brian L. Renfro**, Hattiesburg, MS Br. 938

Executive Vice President  
—**Paul Barner**, Roswell, GA Br. 4862

Secretary-Treasurer  
—**Nicole Rhine**, Lincoln, NE Br. 8

Director of Retired Members  
—**Daniel Toth**, Lorain, OH Br. 583

Director of Life Insurance  
—**James W. Yates**, Long Island Mgd., NY Br. 6000

Director, Health Benefit Plan  
—**Stephanie Stewart**, Central Iowa Mgd. Br. 352

National Trustees (three positions)  
—**Charles P. Heege**, New York, NY Br. 36  
—**Lawrence D. Brown Jr.**, Los Angeles, CA Br. 24  
—**Sandra D. Laemmel**, Detroit, MI Br. 1

# Retiree Luncheon

November 16th  
IHOP  
4931 SE 82nd Avenue  
Portland, OR 97266  
NOON  
(Third Wednesday of each month)

## Branch 82 Officers

President	David Norton	503.493.5903
Vice- President	Betty Nash	503.493.5903
Secretary- Treasurer	Matt Pierce	503.493.5903
Chief Steward	Jon Cabral	503.493.5903
Editor	Suzanne Miller	503.493.5903
Recording Secretary	Jon Cabral	503.493.5903
Sergeant At Arms	Chuck Solomon	503.493.5903
Safety Officer	Don Cadwell	503.493.5903
Dir. of Retirees	Sam Smith	503.493.5903
Health Benefits	Eric Matras	503.493.5903
LCPF Rep	Sue Canfield	503.493.5903
Veterans Rep	Bruce Hall	503.285.8468
MDA Rep	Abe RedCloud	503.493.5903

**EXECUTIVE BOARD AT LARGE**

Don Cadwell		971.322.9701
Randall Hoxie		503.493.5903
Janelle Lee		503.493.5903
Abe Redcloud		503.493.5903

**TRUSTEES**

Lois Brumfield		503.493.5903
Casey English		503.493.5903
Dave Esch		503.493.5903
Ted Lulich		503.493.5903
George Wallenstein		503.493.5903



# Thanksgiving

- Bruce Hall, Veterans Representative

Thanksgiving is on November 24, 2022. We often talk about thanking veterans for what they have done and for what they are doing. I would like to include veterans in the act of being thankful. Everyone should be thankful for many things:

**Freedom**-- We should thank veterans for providing our freedom through their great sacrifices.

**Families**--We should be thankful for our great heritage and the benefits of having those who will love and support us.

**Faith**--We should be thankful for being allowed to practice our beliefs in greater powers, for we know that there is a need for assistance from powers greater than our mortal selves.

**Friends**--We should be thankful for our network of friends who give us additional love, support, and fellowship.

**Fairness**--We should be thankful that we live in a country that provides the provisions for all to be treated fairly. Unions were created to assist in this process.

**Food**--We should be thankful for a country that has an abundance of food, plus we have programs to assist those who lack food. We can show thanks by sharing.

**Fun**--We should be thankful for all the things provided for us to enjoy life. We should be thankful for things to do, places to go, and sights to see in our great country.

**Future**--We should be thankful for the future that we have in our great country. But we need to also remember that the future depends on us, and we can affect our future by the decisions we make, the things we do, and the plans we make.

So let's all BE THANKFUL and remember that many of these things are possible because of the freedom provided by veterans.

Remember veterans on Veterans Day, November 11, 2022.

This year, **THE PORTLAND VETERANS DAY PARADE** will be on Friday, November 11, 2022. I have submitted an entry for VFW Post 1325, NALC Branch 82, and Aerie 342. We will be staging at 8:30-8:45am between NE MLK and 14th Ave. If you want to march in the parade, meet us there. The parade will start at 10:00am and proceed north on MLK Blvd. to the Natural Grocers parking lot at NE Alberta St. and MLK Blvd. There will be a brief ceremony in the parking lot about 11:00am. If you can't join us in the parade, I encourage you to remember the veterans that you know and thank them for their service. Veterans can find several businesses and restaurants that offer specials and discounts that day. Check out [military.com/2022veteransday/discounts](https://www.military.com/2022veteransday/discounts) on the internet. Enjoy the day as we honor veterans.

HAVE A GOOD VETERANS DAY!!

## Branch 82 Non-Members

**Steven Eldridge**, Beaverton  
**Robert Gardner**, Beaverton  
**Michael Porschien**, Beaverton  
**Kristyann Stafford**, Canby  
**Keith Wery**, Canby  
**Sara Bartlemay**, East Portland  
**Jeffery Maloney**, Evergreen  
**Wei Wu**, Evergreen  
**Thomas Breadon**, Forest Grove  
**Emilia Brodeur**, Forest Grove  
**Daniel Ford**, Forest Grove  
**Sheila Root**, Forest Grove  
**Mary Bobnick**, Gresham  
**Marc Detweiler**, Gresham  
**De Bui**, Lake Grove  
**Stephen Block**, Lake Oswego  
**Albert Chan**, Lents  
**Jeffrey Smith**, Lents  
**Elizabeth Krieger**, McMinnville  
**Ona Vesa**, Multnomah  
**Benjamin Siefken**, Newberg  
**Kenneth Boettcher**, Oak Grove  
**Thomas Carter Jr**, Oak Grove  
**Jonathon Ford**, Oak Grove  
**Rex Paschall**, Oak Grove  
**Vickie Rauer**, Oak Grove  
**Tristan Thomas**, Oak Grove  
**Jared White**, Oak Grove  
**Eric Ridley**, Oregon City  
**Billy Sapp**, Oregon City  
**Justin Zimmerman**, River District  
**Robert Hawkins**, West Linn  
**Patrick Dyche**, West Slope



# Communication is Key

- Casey English, Rose City Park

As I write this I am attending the annual Regional Assembly, this time being held in Salt Lake City, Utah. So first, I would like to thank this branch, and all our members, for providing me with this opportunity. It's always great to get a chance to meet stewards from all over the region (Oregon, Washington, Idaho, Montana, Alaska, and Utah) and get their perspectives about what problems they are facing. Speaking to these stewards is what prompted this article, which will be more aimed at stewards than the general membership, but I hope everyone can still get something out of it.

A lot of stewards are involved with the union beyond just representing their office and filing grievances. They come to general meetings, they attend our monthly steward council trainings, and they attend other functions the branch puts on throughout the year. Through these, we learn a lot about the inner workings of our union and get to see the broader picture of what this branch is doing for our members. But in getting this broader picture, sometimes we lose sight of the fact that most of the carriers in our office are not as involved, and don't get to see those things. To them, their steward is the union. And they sometimes don't see everything we do in our office. And if they think their steward isn't doing anything, they think the union isn't doing anything.

Typically, our first reaction to that mentality is to just invite the carrier out to a branch meeting so they can see for themselves what the union is doing. But that's not always practical. A lot of people don't want to get off work, and then spend another two hours talking about work. And that's perfectly understandable! But we can't just write those people off because they aren't able to be more involved. We need to work with them at the station level to show them what the union is doing.

Now, there are always going to be stewards out there that aren't doing anything, and if someone suspects that's the case then please, talk to an officer so that they can investigate and potentially provide that steward the assistance they need to get back on track in representing everyone. But I'm not actually talking about those stewards. A lot of the work we do on the workroom floor isn't always immediately visible to everyone. There's been plenty of times I've cut potential contractual violations off before they even begin, simply by talking to management, and I'm sure many stewards have a similar experience. Of course, when we do that, most people are none the wiser. And even beyond contractual enforcement, we each spend a lot of time helping individual carriers with something. Maybe they need FMLA or OWCP help, maybe they just need help filling out a leave slip, or maybe they just need someone to talk to. And that's great! I love talking to carriers and being able to help them however I can. It's why I became a steward! But if a carrier doesn't need that kind of help, they might not notice us giving it to others.

And that's fine! Our carriers shouldn't be responsible for keeping track of everything we do.

But it's important for us as stewards to recognize how easy it is for our carriers to fall into that perception. So how do we change that perception? We talk to our carriers! If someone asks us a question, we help them, and then we follow up to make sure that everything is working out okay and that they don't need further assistance. If we file a grievance that we aren't able to settle with our supervisor and have to send up to the next level, we need to talk to the grievant and let them know what's going on with their case. And we need to follow up with the branch to get updates on the case. We file over 3,000 grievances a year just in this branch alone, and it's just not possible for our officers to provide each steward who sends up a grievance a letter or give them a call to let them know how their case was resolved; they wouldn't be able to do any other work! But if we are proactive in following up on what we send our officers, they are always more than happy to look up the grievance and tell us how it was resolved, or if it was sent up to the next level beyond them. And then we can pass that information along to the carrier so that they know we haven't forgotten about them.

Now, I'm not saying we need to "put on a show" about what we do in our offices or put up notices on the bulletin board listing everything we've done every week. I'm just saying we need to communicate. Your carriers will appreciate it. We've all had instances of going to management with an issue and they just forget it, or handle it but never tell us, so we have to bring it up again. It's never a good feeling to be forgotten about. And we shouldn't make our carriers feel that way.

Until next time,  
Casey

*In Memoriam*

THOMAS KRAUTHOEFFER

KATHY SQUASIC



**B-Mike**

# ACTIVE DUTY

**Darren Cruz**, son of Gary Cruz (River District)  
Army, Ft. Lewis

**Noah Duarte**, son of Ricardo Duarte (St. Helens)  
Army, Ft Hood, Texas

**Greg Gerard**, son of George Gerard (Beaverton)  
Navy, Virginia Beach

**Casey James** (Waterfront) Army, Jordan

**Roberto Jimenez** (Creston) Army, Qatar

**Samuel Kunz**, son of John Kunz (Parkrose), Navy

**Christopher Manivanh**, son of Simang Manivanh  
(Hillsboro), Army, Iraq

**Zachary Padaca**, son of Eleanor Padaca (River District) Navy

**Bill Quigley Jr.**, grandson of Ken Quigley (Gold Card  
Member) Army, Iraq

**Connor Sheehan**, son of Pat Sheehan (retired)  
Army, Ft. Houston

**Dean Schuchardt**, son of Patricia Schuchardt (Multnomah)  
Army

**Corey A. Thompson**, son of Georgina Thompson  
(Rose City Park), Navy, Norfolk, VA

**Tom Totten**, son in law of Lee Travis (retired)  
Army, S. Korea DMZ

**Matthew Underwood**, son of Rick Underwood  
(River District) Marines, Camp Pendleton

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Representing Oregon Unions

And Employees in

Matters of Collective Bargaining

And Civil Rights

(Law Firm retained by NALC Branch 82)

## INJURED AT WORK?

Call BRANCH 82 OWCP REP  
Mike O'Connor

Wednesdays and Thursdays

503 493-5903

## Branch 82 Monthly Meetings

General Membership 2<sup>nd</sup> Wednesday, 7:00PM

Retiree Luncheon 2<sup>nd</sup> Tuesday, noon

Stewards Council 3<sup>rd</sup> Wednesday, 7PM

Executive Board 4<sup>th</sup> Wednesday, 6:30PM

All members are welcome, unless otherwise noted.

All meetings are held at the NALC Branch 82 Office,

5265 NE 42<sup>nd</sup> Avenue.

Retiree Luncheons are held at

IHOP, 4931 SE 82nd Avenue.

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# NALC Branch 82 Membership Meeting, October 12, 2022

**Call to Order:** 7:08

**Pledge of Alliance:** Bruce Hall

**Deceased Members:** Thomas Krauthoeffer, retired, McMinnville; Kathy Squasic, retired, Evergreen

**Moment of Silence**

**Roll Call of Officers:**

President David Norton, Vice President Betty Nash, Secretary-Treasurer Matt Pierce, Chief Steward & Recording Secretary Jon Cabral, B-Mike Editor Suzanne Miller, Health Benefits Officer Eric Matras, Director of Retirees Sam Smith, Sergeant At Arms Chuck Solomon, Safety Officer Don Cadwell, MDA Representative Abe Red-Cloud, Executive Board Members at Large Randall Hoxie, Janelle Lee, Trustees Lois Brumfield, Casey English, Dave Esch, Julius Fildes, Ted Lulich, George Wallenstein, LCPF Representative Sue Canfield, Veterans Rep Bruce Hall **Officers Absent:** Canfield, Esch, Lulich, Wallenstein

**First Time Members:** David Gerber, East Portland; Ana Miranda, Rose City; Travis Burton, Beaverton; Jonathan Bakke, Lents; Stephen Dugsa, Holiday Park; Ian Chacaiere, Rose City; Conor Faust, River District; Eric Baron, Rose City

**Visitors:** John, Husband of Eric Baron

**Reading of the Minutes:** English made a motion to dispense with the reading of the minutes and accept them as printed in the B-Mike. Seconded, Richard Shay. Carried.

**Membership Report:**

Regular: 1171, PTF: 51, CCA: 119, Retiree: 519, Gold Card: 76, Management & Other Crafts: 44, New Members: CCA-9, Career: 0. Total Membership: 1980, Non-Members: 33, Organized: 97.6%

**Retired:** Craig Evans- Newberg, Shawn McAninch- Lake Grove, Ruth Tucker- Parkrose, Tammie Decormier- Aloha, Hunsuk Kye- Multnomah, Norman Windholz- Waterfront, Perry Kent- Parkrose

**Canceled:** Barrett Burton- Collections, Craft Transfer

**Separated:** Caprice Gagnon, Kenton

**Secretary Treasurer's Report**

**Financial Transaction Report/**

**Review:** English made a motion to pay the bills. Seconded, Cody Harris. Carried.

**Unfinished Business:**

President Norton discussed how delegates to the upcoming State Convention were nominated at the September meeting, and now they need to be accepted and the budgeted money split. English made a motion to accept all nominated delegates and to split the money between the nominated paid delegates. Seconded, Kollin Luman. Carried.

Motion from last month's meeting to endorse Oregon Measure 114. Discussion. English called for Division: For- 25, Against- 28. Did not pass.

**New Business:** Emily Johnston attempted to read a statement about a situation concerning her attending RAP and other issues surrounding her station. Norton informed her that this was not the avenue to address the issue. Pierce informed the members that any recording made in the Union hall cannot be made without the express permission of everyone in the hall, that it goes against federal labor law.

**Resolutions and Bylaws:**

Resolution and Bylaws Chairperson Jim Falvey read aloud the resolution on not printing resolutions that are not letter carrier issues. The recommendation of the Resolutions and Bylaws committee was that of No Recommendation. Discussion. Jamie Partridge called for Division. For- 45, Against- 17. Carried.

**Health Benefits Report:** Matris reported that Open Season starts November 14th, report will be in the B-Mike.

**Pride Parade Report:** Esch will be having a planning committee Zoom meeting, on Thursday October 27th at 6:30.

**Labor Management Report:**

President Norton reported that we are converting PTFs at a regular clip, and we are working on getting the AL boards done and calculating the slots for each of the stations. Fildes gave an update on route adjustments and where they have gone in our Branch so far. Norton informed the members that they are slowly getting to the stations, and that this is a new process, and that this time we

have much more say in how the adjustments go. Members spoke on the importance of taking breaks and lunches and keeping the red books updated.

**Health and Safety Report:**

Cadwell spoke about how we want to see copies of any submitted 1767s because we are not seeing any come in from any of the offices.

**Legislation Report:** Norton spoke about how we will again pass around a volunteer list to phone bank for the governor's race here in Oregon. If anyone is interested, please reach out to the branch. He then spoke about how the National NALC is also really pushing the Retirement Fairness Act.

**MDA Report:** Norton thanked RedCloud for providing dinner. Redcloud announced the Fill the Satchel event going until the end of October. He also mentioned how we will be hosting a raffle at RAP. Smith spoke about how Fill the Satchel was started by the NWPCU. Norton spoke about how donating to MDA is great and that the money goes directly to supporting families and research who are affected by MDA.

**Retirees' Report:** Smith reminded the membership that the Retiree Luncheon is happening the third Wednesday of each month at IHOP.

**Veterans' Report:** Hall spoke on the new route for the return of the Veterans Day Parade and a writing contest sponsored by the VFW.

**Labor Solidarity Report:** Norton informed the membership that the National NALC is supporting Delta Airline Employees. Partridge spoke on various local labor movements, specifically New Seasons. He also mentioned that the terms of two postal governors will expire soon.

**Good of the Association:**

Pierce mentioned that we need volunteers to make dinner for the next two meetings.

**Kitty Award:** Miranda Layton won \$92.

**Jackpot:** \$595 went unclaimed by Andrew Kelly, Parkrose.

**Treasure Chest:** \$130 went unclaimed by Frederick Wilkins, West Slope.

**Adjourned:** 8:54

NATIONAL ASSOCIATION OF LETTER CARRIERS  
Branch 82  
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The next General Membership meetings will be held Wednesday, November 9 and Wednesday, December 14, both at 7pm. These will be in-person meetings at the Branch 82 Union Hall. We are following CDC guidelines and state and local restrictions regarding COVID. All meetings are subject to change.

**Labor costs are an easy target for management in these penny pinching times, so postal logic says a good way to save a buck would be by getting up close and personal with...**

# YOUR OWN PERSONAL BOSS

*Yay! We each get a boss of our very own!*

I know we're going to get along famously! I'm here to tell you that when we have our morning inspection I would really like it if you have a smooth shave and a nice haircut. Your tie should be neat and your shirt should be clean. I also want to see your jacket and trousers cleaned and pressed, and of course your shoes nice and shined. We can talk about removing those tattoos later. Hey sport, you're nodding but I don't think you're listening. You need to take your job seriously, fella! We need to be proud of the high standard of service we provide our fellow citizens, buddy! And wipe that smirk off your face, soldier! Drop down and give me twenty. Er, uh, OK, never mind. Alright, you are a representative of the United States Postal Service so let's look smart on the job! Now, let me be clear. I hope you aren't one of those guys that doesn't want to get off their duff and get a little work done around here. If you start thinking you shouldn't have to work on your day off, well, let me tell you, life ain't easy. Why when I was a carrier we had to walk ten miles uphill in the snow just to get to our routes and then hike ten miles back uphill to the station and

