



B·Mike



Vol 82
Issue 7
July '22

"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 FOR NOMINATIONS AND ELECTION OF DELEGATES

Nominations and Elections
for State Convention Delegates:

Nominations will be held at the September 14, 2022 General Membership Meeting for election of delegates to the 2023 NALC State Convention next Spring.

All branch members are eligible for nomination as delegates.

Candidates must accept the nomination at the time it is made or, if absent, have submitted to the Secretary-Treasurer written intent of acceptance of nomination or must submit written acceptance to the Secretary-Treasurer by September 16, 2022.

The election, if necessary, will be held at the October 12, 2022 General Membership Meeting.



In This Issue:

- Branch 82 Picnic
- Letter to the Editor
- Retiree Luncheon Returns

Decent Treatment = Long Term Staffing

- David Norton, President

As many of you know, Portland will be converting 78 of their CCAs into PTFs. This is great news for those CCAs who will be moving into career status. Of course, we at Branch 82 were hoping for more. I think at this point, it is fair to say that everyone thinks that what we need to attract people to these jobs is to have higher starting pay. Still, converting to career in a mass conversion is a good thing and a hopeful sign that NALC National as well as postal headquarters are starting to look at making these jobs more enticing in areas where we struggle to hire. Local Postal Service management is still having regular job fairs. If we can keep up the hiring while at the same time make a bunch of PTFs, that might help.

As many of you also know, the NALC and the USPS have signed off on a national route adjustment process. This means we are going to be adjusting routes for the first time in a long time. Not only are we understaffed in most places, but many of our routes are also wildly out of adjustment. That means that many of our carriers are already maxed out every day on their own route. We have several ODL carriers who just carry their whole bloated route every day, and that is their over time. If a person calls in sick, there is a good chance that splitting that route means splitting an excess of 8 hours, sometimes it's closer to 10 or 12. Route adjustments are never perfect, but if we can get closer to 8-hour assignments, I think that may go a long way to ease the pressure every day to get these overburdened routes done. I think that ultimately it will help.

We talk a lot about staffing, recruiting and retention, and both the mass conversion and the route adjustment process are going to help. We can all agree that we need more to help us out of our current situation, and that also needs to include better treatment from management.

Certainly, being a letter carrier is not for everyone. It is not easy work, you have to brave the weather, heavy packages, and the wear and tear on your body. This has always been one of those jobs that you really have to find something you love about it. Whether it is the interactions with the customers, spending most of your day outside, or being physical all day, you really have to enjoy the work. Now, with plenty of jobs out there to choose from, it is easy to find something else that may pay the same or more.

Many of the carriers that are quitting this job were already regulars. These are carriers that have run the gauntlet of being a CCA, dealt with the Sundays, the long days, and being sent out to stations that they were unfamiliar with. After all of that, they still are making the decision to go somewhere else to work. One of the worst conditions for retention is the treatment that

carriers have to endure from their supervisors. Of course every station is different and every supervisor is different, but ultimately, the messaging is still the same: push, push, push.

Now, it is OK for the boss to have expectations, every boss I have ever had, in the Postal Service or not, has had them, and having a conversation on our performance is also fine, if it is done so respectfully. Having to listen to a bunch of negative, back handed or snarky comments is just going to make people walk right out the door to some other sort of employment. People aren't going to put up with it, and quite frankly they shouldn't have to.

Generationally, things have changed as well. Growing up in the eighties, I was yelled at by just about every adult in my life. I remember distinctly when I started playing little league baseball in elementary school. I played catcher. I did this, not because I wanted to or because I knew what I was doing, but I agreed to try it out because the other boys didn't want to. My coach used to scream at me from the dugout, "every ball is a battle!" as I attempted to catch every wild pitch his idiot son, the starting pitcher, hurled at home plate. The coach would really let me have it if I missed a throw to second when an opposing player was trying to steal. I was like eight years old. Guess who didn't really want to continue playing baseball?

I guess those experiences hardened me. If I can be a kid and deal with some asshole baseball coach and still work hard and do my best, was a postal supervisor really going to rattle me if they didn't like my times? Absolutely not. Things have changed from back then. Kids don't grow up the same way and are not going to take being berated for their performance either on the baseball field as a youth or at the post office as an adult.

At Branch 82 we have been receiving a lot of calls lately about supervisors riding them to get done faster in almost every aspect of the job. Office time is always a hot topic and right now, relay time seems to be the focus of management. "Why did you take 3 minutes on that relay?" was one of the questions poised to a carrier. A 3-minute relay. I know what management will say, if they can save 3 minutes on relays for every carrier relay then that adds up to a bunch of time. Good luck with that. The whole thing is ridiculous. A supervisor spends eight hours a day not processing, moving, or delivering the mail, and they want us to justify why it took three minutes to move around some parcels and get the mail ready? They don't do any work; they talk about it. It is time that we change the way we look at this job.

As letter carriers, we are the face of this organization. This organization is all about last mile delivery. That is what we do.



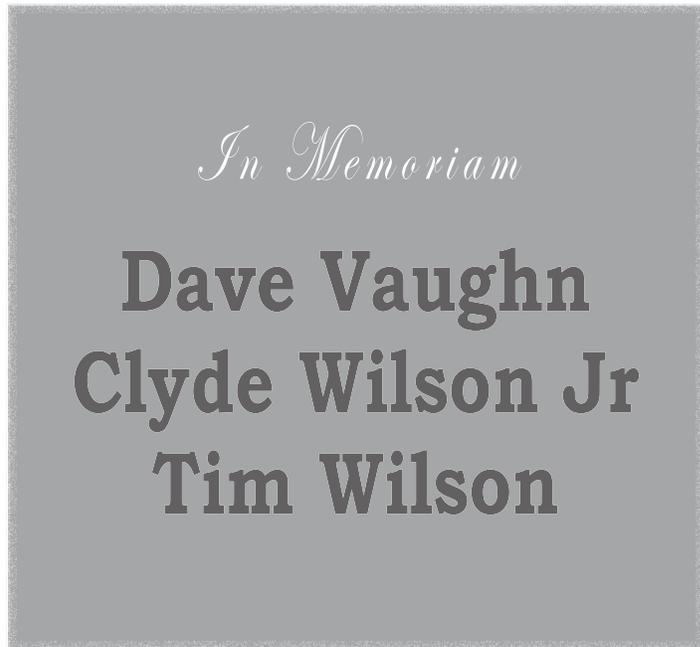
We should have well adjusted routes, routes that we can safely do every day that allow us time to connect with our customers and build the good that will see this organization into the future. We should have this without a supervisor breathing down our necks trying to get the numbers they want to justify to their boss why they need a promotion to another job not actually working. Sorry. That may seem harsh, and I did say in the beginning that not all supervisors are the same, but their job should be supporting us, not making our jobs harder, or driving employees to the point where they just quit. That is what is happening at many places.

We are required to be efficient, I would say that 99.9% of letter carriers are just that, but we are not required to be robots and we are not required to make everything fit into an arbitrary, unreasonable expectation created by people who are far removed from the workroom floor.

We are never going to solve the staffing problem without changing the way management looks at the letter carrier craft. If management wants to focus on employees being more efficient, I know I heck of a lot of plant employees that seem to get away with whatever they want. One look at the quality of mail we have to sort through in our DPS every day and that should tell you why it takes us as long as it does each relay. Maybe we should tighten up that process.

I have said it many times before: in order to make it in this job, you have to become an old, jaded letter carrier as quickly as possible, letting a lot of what management says go in one ear and out the other, focusing on doing the job you know how to do well. But really, we shouldn't have to do that, and a lot of people aren't going to be bothered to get to that point. They will just quit. We must stop the negativity, the scrutiny, and the unrealistic expectations. We need to stop with the snarky comments. We shouldn't have to hear how the CCA carried my route faster than us on our day off. No one needs that.

My baseball coach was wrong all of those years ago, every ball was not a battle. It was simply just part of the game, a game I loved and still enjoy today. Regardless of what my coach screamed at me from the dugout, I was still going to go out there and try my best every game. I did it because I wanted to, and I enjoyed doing it. Every relay, every delivery, and every park point doesn't need to be a battle either. They are all part of this job, that carriers go out there and do their best at every day. They do it for their customers and yes, they do it for a paycheck, but if they were allowed to enjoy it, I bet they would do it because this can be a great job, a job that people love and a job worth keeping.



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



Training Our Future

- Betty Nash, Vice President

What is an OJI, and why are they important?

An OJI is an on-the-job instructor. An OJI is a city letter carrier that both the union and the post office consider a good, professional and proficient employee. An OJI must be approved by both the USPS and the NALC.

New carriers attend the CCA academy where they are taught by seasoned carriers. There is a curriculum that they teach, such as how to hold and case mail, how to process different types of mail, what is standard as opposed to first-class mail, and how to complete a time card or a 1260. They practice casing mail, pulling down, delivering mail, etc. There are many subjects that they review and practice.

No matter how excellent the trainers and the training may be, there is nothing like the day-to-day issues that occur in the office or the feeling of actually being on the street.

That is where the OJI training comes in. Hopefully, the OJI and the teaching from the academy will go smoothly, like tagging your friend in at a soccer game or passing the baton to the next runner, to take the CCA on to the next phase of their career.

As an OJI, we need to make sure that we are teaching the CCAs good habits that they will continue to practice throughout their career. We must teach them to always take their lunch- they can take it whenever they want to, but please make sure that they do take it. In addition, they should be sure to take their two 10-minute breaks every day. Like most city carriers these days, we don't always know how long our day will be; we may have a section waiting for us when we get back or the dreaded call at 3:30 that we need to go look up another carrier and split what they have left. It is vital that we take care of ourselves, hydrate often, and always make sure that we have something to eat, even if it's just a snack during the day, eat something. When you are ready to take your 30-minute lunch, take the time to replenish, eat, rest, and drink. Don't let CCAs get into a bad habit of skipping lunch.

The position of an on-the-job instructor is extremely important. The OJI is the first person that teaches a CCA what is the appropriate way to handle all aspects of being a letter carrier. In my opinion, OJIs should always either be given at least two hours of assistance or approved for an additional two hours of street time for training purposes. You cannot do your route at the same pace and teach someone how to do the job without taking the extra time needed to actually teach and answer questions, as well as allow them the opportunity to deliver the mail, observe them and offer suggestions.

During the day you will absolutely need to explain what and why

you are delivering in a particular manner. Such as, this is how we address situations when a dog is visible or there is evidence that a dog is in the yard, and why we never, never, ever believe a customer when they say "my dog doesn't bite." How many times have we all heard that one? Sure, your dog doesn't bite you, but as long as the dog has teeth there is a chance that the dog will bite the letter carrier. All dogs, all breeds, big and tiny can bite and can cause damage. So never underestimate them. There are times when NOT delivering the mail is the safe and right thing to do.

OJIs help to answer all kinds of questions. How do you manage difficult customers? What if a customer becomes aggressive? What do you do with mail that customers leave on top of the mailbox or NBU? What happens if a customer refuses to sign for a package until they inspect the contents? What do you do when you deliver a package that you know has broken glass inside? What do you do when you find another route's DPS in with your mail? What do you do if you are injured on the job or someone backs into your postal vehicle?

An OJI doesn't just teach information out of a workbook; they show the CCA what it is really like on the street, on your own, by yourself, making choices independently. As we all know, the letter carrier is the last line of defense to making sure a customer gets good service. No matter how many obstacles management, the plant, the weather, amazon, CFS, or anything else put in our way, we need to get it done.

Management is always talking about safety, but sometimes it is just that- talk. When real issues come up, they find a way to put safety on the back burner. Supervisor to a new CCA: "Look, I know that the signals on this LLV don't work, but you will be in a residential area, it will be fine. I just need you to deliver this section." It may be difficult for a CCA to push back in this situation, but this is the one area where a CCA needs to be firm. With the training from the Academy along with the OJI's instructions and examples, hopefully the CCA will have the courage to say, "I would be happy to deliver this section. I just need a properly functioning vehicle first."

We know that there will be pushback from management on certain issues, and that is why the training from all instructors must be consistent. The Academy instructors get them started, and the OJI continues to show them what life as a city letter carrier will be like and how to navigate each day while being a safe and good carrier.

As always, much respect to the most important and hardest-working employees in the Postal Service, city letter carriers. Be safe.



COVID-19 is not Going Away: What to do if you test positive

- Mike O'Connor, OWCP Rep

So, you tested positive for COVID-19 today. You know you can't go to work, but what steps do you need to take to safely return to work and not infect your co-workers, and how do you ensure you continue to get paid while you are out sick? This article is going to deal with the pay issue while leaving the return to work question to guidelines available at [cdc.gov](https://www.cdc.gov); a search for quarantine will bring up a result for "quarantine and Isolation Calculator." Using this calculator will provide you with the most current recommendation on how long you should isolate, quarantine, or take other steps to prevent spreading COVID-19.

There is quite a bit of confusion around whether or not a carrier should file a CA-1 claim for COVID-19 after testing positive, and the short answer is YES! The only caveat to this is if you take a home test by itself. To accept your claim the Department of Labor (DOL) will need confirmation of that home test by a lab test or a doctor's confirmation of that test with a statement that they affirm you have COVID-19.

Once you have a positive test you can file a claim at ecompany.dol.gov. You will register an account using your email address, and once that has been done you can easily file a COVID-19-specific CA-1. The only qualification for acceptance of your claim, other than the positive lab test, is that you were at work, performing the duties of your job within 21 days of your positive test. When you file the claim you will need the email address of one of the supervisors or the manager where you are stationed. The reason for this is that once you have filed the claim, the DOL will transmit it to your supervisor/manager for them to fill out the USPS portion of the claim. Also, when filling out the form online be sure to click the box requesting Continuation of Regular Pay (COP).

COP works as follows: beginning the day after you test positive you are eligible for COP. That said, the first three days require you to use your own leave. This is three consecutive days. For example, if you test positive on Thursday, then Friday, Saturday and Sunday would be covered by your AL or SL. Further, if it happens to be your long weekend, you would use no leave because the 3 days fall on your SDOs.

Sounds pretty simple, and it is. Well, it should be. As long as you, as the employee, file the claim and provide the proper documentation, you shouldn't notice any break in pay. The COP should be input by your supervisor/manager, and the pay will show up on your regular USPS paycheck. When you look on your paystub it will show up as code 071 continuation of pay. This is where we are having trouble with management doing

their job correctly. Many carriers are not getting paid their COP as required by the Federal Employee's Compensation Act (FECA). This law was implemented so that employees injured while performing their work duties were not without pay while their CA-1 claims were being processed. Somehow, in many cases, current management has made the erroneous assumption that COP is not payable for a COVID-19 claim until your claim has been processed and approved by the DOL.

If you have already filed a claim or do so in the future, and if you do not receive COP on your first paycheck (accounting for the three day wait, which should still appear on your paystub as some combination of AL/SL) immediately notify both the supervisor who handles the payroll entries and your shop steward. Let the supervisor know that you failed to receive your COP and can they please take care of it ASAP so that you do not go without pay for another pay period due to your on-the-job injury. Likely, you will be told that you're not eligible for it or that they don't have permission to enter it in for you, or that you have to wait for your claim to be accepted to receive COP. When this happens, go to your steward who will file a grievance for management failing to follow the FECA and request that steps be taken to ensure that in the future management properly inputs employees with on-the-job injuries for COP beginning the fourth day after a positive COVID-19 test, knowing that the employee has filed a CA-1 claim.

Another issue I have been coming across is the limiting of days and hours worked and how to go about obtaining such a restriction. Without going into how getting restrictions affects your fellow letter carriers and the operation of your station, I will simply respond with the following: to get a medical restriction to five days per week, 8 hours (or 9 or 10 or 11) you will need to talk to your physician and they will have to provide a note that contains the following information.

1. A diagnosed condition you have that requires you must not be forced to work past the described days and hours in a workweek.
2. A specific number of days per week and hours per day you are restricted to in a workweek.
3. A specific time duration that this restriction should be in place, and this should not be forever, or lifetime unless the doctor can say for sure that your condition will never improve.

Carriers are working in difficult times and are incredibly understaffed, working much longer hours than most carriers are able or want to sustain, so these types of restrictions should not be requested lightly.



Hello Again from the Office of Your Secretary-Treasurer

- Matt Pierce, Secretary-Treasurer

I hope this finds you well and that you are having a good summer. I read a very interesting article lately that I have believed for a while also applies to the USPS. It's an idea that I really hope management listens to and takes to heart. According to leaked Amazon internal research from mid-2021, Amazon is facing a looming crisis. No, it's not increased competition or even its completely irrational fear of unions. It's that it could run out of people to hire in its US warehouses by 2024. The report warned that Amazon's labor crisis was especially imminent in a few locales, with internal models showing that the company was expected to exhaust its entire available labor pool in the Phoenix, Arizona, metro area by the end of 2021, and in the Inland Empire region of California, roughly 60 miles east of Los Angeles, by the end of 2022. Obviously, the report does not cover the entire US population but in many places based upon demographics like average income and distance to the facilities, there are only so many people to do those jobs. The report found that increases in pay and benefits would help some, but it would not solve the overall problem long term. There are only so many people ready, willing, and able to do physically demanding jobs where they are watched and tracked every minute and constantly held to arbitrary time standards. Sound familiar?

It is a lesson that I really hope the Postal Service learns and that it's not already too late. There are some difficult, physical, outdoor jobs like the post office that only so many people are willing to do, even at higher wages. Everyone knows that staffing is already a huge problem in Branch 82. Unfortunately, it seems that it's a problem that the post office can't seem to fix. In the week before I wrote this article, Branch 82 had five carriers quit, two retire, and five CCAs convert to career to fill vacant positions. The number of new carriers coming to Branch 82 currently in orientation is ...four. So even with all the full coverage mailings and advertising about the fact we're hiring, we are still currently moving in the wrong direction. Sadly, it makes sense to me why this is happening. I know that I often feel like Cassandra, cursed to see the future clearly and have no one ever believe me.

If there are any current or future members of management reading this, please take the time to listen to what I'm about to say. We all work at the post office for the same reason. We need the pay, benefits, and stability that this job provides. For the Postal Service to survive, we need to provide the service that we're paid for. Delivering every route and the correct mail to each house every day. This can only happen if we have employees that stick around for the long haul. Not just a bunch of temps but regular carriers on the same routes day after day. The post office can't last if it only delivers reliably to the mid-west and can't find enough employees to deliver the mail in large cities or on the coasts. It will become an unreliable service that the public will no longer support and when we lose public support and then

the monopoly on the mailbox, we're finished. When that happens all of us, carriers, supervisors, and managers alike will lose our pay, benefits, and if you're already retired a large portion of your annuity.

The only way to prevent this from happening is for all of us to quit pretending like this is still the USPS of 15, 20, or 30 years ago. I and many people remember when carrying mail was an incredibly sought-after job. People with a high postal test score would wait years to get a chance to be a letter carrier. People would often leave other initially higher-paid careers for a chance to work at the post office. At the time it made sense. The USPS had great health care that you couldn't be denied and guaranteed sick leave and annual leave and great pay. When I started, I was immediately making over 2 times the minimum wage. All of those things used to be special, but let's face it, the laws and the times have caught up. With the affordable care act, FMLA, state laws on sick leave and vacation along with a \$15 minimum wage adjusted for inflation, a job at the USPS isn't the "golden handcuffs" it used to be. Now there are a lot of other options out there and the only way to prevent people from leaving is to make it a place where people really want to work. And it seems to me that the only way for that to happen is to do the one thing that no one has tried, namely to be really nice and accommodating.

I know that this job is not for everybody. But just in the time that I've been your Secretary-Treasurer we've had thousands of people come and try out mail carrying and then ultimately leave. We've heard from a lot of them and although their reasons for leaving are as varied as the people, certain trends emerge. A big one is the toxic and negative atmosphere. If we care about the USPS continuing to make money and act like a business this is going to have to change. As an example, let's take a station like Creston. Let's say the supervisor comes around and really pressures the carriers in the morning during the estimate process and on average gets all the carriers to go 10 minutes faster. Now some carriers aren't going to go any faster and some might go a lot faster but let's just say this saves Creston 400 minutes of delivery time. Okay sounds good for business, right? Well sure until the negative reinforcement and confrontational nature of the office causes a CCA to quit on Friday. Remember there's no one else trained to take their place and no one in the queue to be hired. Let's not even add in the \$10,000+ it costs to hire and initially train someone. So now you have a full route which is 460 minutes to cover every day. Most likely to do so will cost you over-time and penalty time plus grievances every day. So now to save yourself 400 minutes it cost you the straight time equivalent of 900 minutes. Is that a way to run a successful business?

I know that no one is nice to you and that you got mandated and you got sent out all the time and no one ever thanked you and, and, and... But things are going to have to change. I also

Branch 82 Non-Members

don't like carriers wasting time on their routes. But what does it matter if a carrier has 10 stationary events on their scanner if you questioning and pressuring them causes someone to quit? Honestly, what does it matter if they get what you think is four hours of work done in an eight-hour day? That's four hours that you don't have to cover on penalty time plus grievances with a step OODler. It makes more business sense for them to do the four hours in eight. I also really don't like it when carriers abuse their sick leave, but guess what? What good will it do to pressure and discipline people who do right now? Doesn't it make more business sense for someone to show up four days a week instead of none?

Finally, we're going to have to become more accommodating. I have heard from several former carriers who quit because they couldn't get time off or a day off. I know it sounds crazy to let a new employee have time off because you never got any and you need them to work, but guess what? They just quit and go and find a job that works better with their lifestyle and we're left working until 11pm, which again, is no way to run a business.

I'm not so pollyannaish as to believe that all of this will actually happen, but when we run out of people to get the mail delivered and even with higher pay can't get people to stay, don't say that you have no idea why it happened. I warned you, even if you didn't listen. Until next time, your Secretary-Treasurer.



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
Joshua Jennings, McMinnville
Elizabeth Krieger, McMinnville
Mikka Vironen, 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
Jared White, Oak Grove
Shawn Graham, Oregon City
Eric Ridley, Oregon City
Billy Sapp, Oregon City
Mona Zirkle, Oregon City
Justin Zimmerman, River District
Robert Hawkins, West Linn
Patrick Dyche, West Slope





Last Punch Bunch

Dave Halvorson - Oak Grove

Debra Hansmann - Parkrose

Seog "Steve" Lee - Tigard

Craig Wareham - Lake Grove



Debra, I forgot to run your picture with your original retirement announcement, so now you get two. We hope that you have been loving every minute of retired life! Congrats!



Dave is clocking out in style!
Half letter carrier uniform, half retiree uniform.
We love it. Congrats!



Safety Corner

- Don Cadwell, Branch 82 Safety Captain

Hello everyone, and welcome to summer. With such a rainy spring this year, I'm sure we can all use some sunshine. But with the new warm weather comes new hazards. Kids are out of school, and there will be more activity around us while on the route. Maybe they will be riding bikes, playing in sprinklers, or maybe they will be playing with their dog. Regardless, it will be another thing to look out for while we deliver.

With the summer comes the heat, and we all have to prepare for it, both carriers and management. We all remember that terribly hot day that we endured last year. Hopefully we will not be dealing with any heat domes this year, but it doesn't take a record-breaking heat event to make the summer weather dangerous for workers. Our jobs are difficult, and hot weather just makes it worse, but there are a few best practices that all carriers should apply:

Stay hydrated. Whether you feel thirsty or not, drink plenty of water to avoid becoming dehydrated. Remember, this isn't just for when you're on the route. During extreme heat, carriers should start hydrating at least the day before and continue through the high temperatures.

Stay aware. Keep up with the latest temperature and heat index

forecasts and current readings (take actions to stay cool and safe when the temperature hits 85 degrees or the heat index hits 90 degrees). Know the warning signs of a heat illness and how you can stay cool. The National Institute for Occupational Safety and Health (NIOSH) and Occupational Safety and Health Administration (OSHA) have collaborated to update OSHA's original Heat Safety Tool app for smartphones. Consider downloading the app and stay up to date on weather conditions. Knowing what weather you are up against is only going to help you prepare.

Seek medical attention immediately for any of these warning signs: cramping, rapid pulse, heavy sweating, hot red skin, dizziness, confusion, nausea, or vomiting. If you start feeling the effects of a heat-related illness, it is already too late. Act immediately to avoid serious injury.

Do what you can to take it easy while delivering. We all are busy all day, but try to take your breaks and lunches in the shade or in air conditioning if you can. Take the time to park in the shade.

Summertime can have some of the most gratifying weather to deliver mail in, but like all seasons, it comes with hazards that we all need to watch out for. Don't forget the sunscreen and the sunglasses. Get out your floppy sunhat, and have a happy summer.

Mother Goose and Grimm



LETTER TO THE EDITOR

Dear Editor,

I read with interest Oregon AFL-CIO president Graham Trainor's column, "Reproductive Justice is a Labor Issue" in the June 2022 B-Mike. In it he applauds the passage of Resolution 17, "Reproductive Justice and Reproductive Rights Are Workers' Rights" at the 2022 Oregon AFL-CIO Convention. "By affirming these truths and calling the Oregon labor movement to action in this resolution, we are rightly and specifically helping to educate union members about the interconnectedness and inseparability between reproductive, economic, and workplace rights," he notes.

May I suggest that there are a number of union members who oppose so-called "reproductive rights" and whose voices are not represented in this resolution. Not all of us lean left. A 2020 study in the American Journal of Political Science found that "union membership has no consistent relationship with abortion attitudes specifically or social liberalism more broadly." In other words, union members hold a range of views. I would hesitate to use the term "educate" in trying to persuade union members that taking the life of an innocent child is somehow a worker's right.

Respectfully,
Kevin Wrede, Branch 82 retiree

Retirees' Luncheon

July 26th, 2022

IHOP

4931 SE 82nd Avenue

Portland, OR 97266

NOON

All Retirees are welcome.

Hello everyone! One of the things that our lucky retirees always enjoyed was our monthly luncheon. Like everything else, the pandemic put a damper on us getting together, and we have not met since. Well, with things opening up, we are going to try it again. Our old location has closed, so we are going to try something new. Our next Retiree's Luncheon will be on July 26th at IHOP! All Retirees are welcome. (Active carriers are welcome too.) It has been a long time since we have been able to get together, so I hope to see you all there!

- Sammy Smith, Director of Retirees



Bring your
Auto Loan
over to us
and we'll
lower your
rate by
1%...

FOR RATES
AS LOW AS
1.99%
APR*



13 Corvettes over 35 years.

Meet Corvette Charlie. He loves Corvettes as much as he loves his Credit Union! He has purchased 13 Corvettes since 1987 and financed them all with us! Bring your auto loan over to your credit union, and smile like Charlie.

Give us a call today about refinancing your vehicle!

OUR #1 PRIORITY IS YOU!

503-760-5304 or 800-331-0968
www.nwprioritycu.org



MILWAUKIE • SE PORTLAND
BEAVERTON • PORTLAND P&DC
VANCOUVER



NCUA

Federally Insured
By NCUA

*APR=Annual Percentage Rate. The actual Annual Percentage Rate (APR) is based on your credit history and other qualifications. The rate range is 1.99% APR to 13.76% APR as of 3-1-2022. This offer is valid for auto loans from other financial institutions. NWPCU auto loans are not eligible for this offer. Rates are subject to change without notice. All credit is subject to approval.



Independence

- Bruce Hall, Veterans Representative

We celebrate the independence of the United States of America on July 4th. Our independence was gained in 1776 at the cost of 25,324 lives. Our great country has gone through several wars and a great number of our military people have given their lives.

This year as we celebrate our nation's independence, I would like to mention some events of national importance for us to remember as we consider the sacrifices that were made so we can celebrate our freedom. Before I list these events, I would like to mention a very recent important event in our nation's history. Last year, President Joe Biden signed a bill creating a new federal holiday on June 19, known as Juneteenth. This stems from June 19, 1865. Even though the Emancipation Proclamation freed the slaves in the South in 1863, it could not be enforced in many places until after the end of the Civil War in 1865. It is the day that federal troops arrived in Galveston, Texas, with the news that the enslaved were now free. Juneteenth has been celebrated by many people for years, and now we have a federal holiday to remember the sacrifices that were made by slaves in the United States. This date is when all the people and the entire country actually became free. Now here is the list of other important events:

1. The 246th anniversary of our Independence!!
2. The 210th anniversary of the War of 1812
3. The 157th anniversary of the Civil War (1861-1865)
4. The 104th anniversary of World War I (1914-1918)
5. The 69th anniversary of the Korean War (June 25, 1950-July 27, 1953)
6. The 77th anniversary of World War II (1941-1945)
7. The 59th anniversary of the Vietnam War (1958-1973)
8. The 27th anniversary of Gulf Wars (1990-1995)
9. The 11th anniversary of Iraqi Freedom (2003-2011)
10. The 8th anniversary of Afghanistan War (2001-2014)

The Afghanistan War has the distinction of being America's longest war. It lasted 13 years. We still have troops in Iraq in training and support rolls, and a significant military and paramilitary presence will remain in and around the war-torn nation of Afghanistan.

As we consider all the veterans involved in these wars and remembering that "All Gave Some and Some Gave All," we see that the cost of freedom is high!

The cost doesn't stop with the soldiers that were killed. Many veterans were not killed but did sustain injuries and illnesses. Our country has committed to caring for these veterans. However, it seems to be a continual battle for many veterans to obtain the care that they need. The VA is still in a critical condition but is improving. It's a big job, but hopefully, veterans will receive

the care they need and deserve in a timely manner.

There are a couple of major bills affecting veterans' health care that have been passed by Congress in the last couple of years: the **VA Mission Act of 2018** and the **Blue Water Navy Vietnam Veterans Act of 2019**. The VA Mission Act of 2018 improves the care that veterans get through the VA by utilizing the capabilities of the private sector when needed. It helps recruit the best talent for the VA, which veterans deserve, and it also extends caregiver benefits to every veteran that needs it. The Blue Water Navy Vietnam Veterans Act of 2019 gives benefits to tens of thousands of Vietnam Veterans and expands benefits to military dependents, Veterans of the Korean DMZ, and those exposed to toxic hazards in Southwest Asia.

This legislation sounds great, but many labor groups believe it is a step towards privatization that will result in more costly, less effective care, and will bleed veterans' facilities of patients and resources. The bill also creates a commission to look at closing VA facilities and gives the Secretary of Veterans Affairs the authority to close facilities without consulting Congress. We need to monitor this bill closely. We need to continue to petition our legislators to provide the care to our veterans that they deserve for the price they have paid to fight in the wars that the legislators have authorized over the years. **THE COST IS HIGH, BUT IMMEDIATE CARE IS NEEDED!!!**

The VA has made adjustments to provide care during the COVID-19 pandemic. Many services are provided online. They allow veterans to receive their care without exposing them to COVID-19. Our main concern is about the care of veterans; however, another great concern is for our great country, which is in a state of unrest and discord with protests and civil disturbances. Everyone is looking for answers, we need to review our history and not try to eliminate it, but learn from our mistakes, and make changes under the auspices of our initial Declaration of Independence which says that all men are created equal, that they are endowed with certain unalienable rights, that among these are life, liberty, and the pursuit of happiness. To secure these rights, governments were instituted among men, deriving their just powers from the people. We need to work together to come to a just and peaceful solution. We need to do unto others as we would have others do unto us. As another great man said, ask not what my country can do for me, but what can I do for my country.

REMEMBER the freedoms we have gained; **RECALL** the sacrifices made in obtaining these freedoms; and **RESTORE** meaning to patriotism as we celebrate our independence!!

As we move into summer, many of us will be taking vacations. If you travel along the highways in Oregon, you might note the



MDA Report

- Abe RedCloud, MDA Rep



signs that honor veterans, I'll list a few you might look for:

- WWI Veterans Memorial Highway: US Hwy 395
- WWII Veterans Memorial Highway: US Hwy 97/SR 126
- Korean War Veterans Memorial Hwy: I-5
- Purple Heart Trail: I-5
- Vietnam Veterans Memorial Highway: I-84
- Persian Gulf, Afghanistan, Iraq Veterans Memorial Highway: US Hwy 101
- Sunset Highway: US 26 (Honors 41st Infantry Division)

As we celebrate our INDEPENDENCE and travel on vacation, let's REMEMBER FREEDOM IS NOT FREE and honor those who have made these things possible!

Celebrate your independence by not being Apathetic, rather be Active and show Appreciation.

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

Hello, Branch 82!! Can't believe it's already July?!?! Well, I have an update on how our MDA raffle went! Are you ready??

First off I wanted to remind you of what we raised last year with this raffle. Last year we raised \$5,300 with this raffle. That was an amazing amount to raise and an all-time high for our MDA raffle....I then challenged all of you to help raise \$6,000 for MDA with this year's raffle....WE DID IT!!!! We raised \$6,017 for MDA with this year's raffle!!! You are all straight-up amazing!

I want to thank each and every one of you that sold tickets, bought tickets, and talked to people about buying tickets! Without you, this AMAZING goal would not have been possible. Thank you soooooo much, Branch 82!!

Now here are the winners and the prize they each picked.

- 1st pick = Ken Knecht (Evergreen) = Holy Stone Drone
- 2nd pick = Nick Weston (Rose City) = Soundcore Headphones
- 3rd pick = William Angel (Evergreen) = INIU Portable Charger
- 4th pick = Kenton Station = Jabra Elite earbuds
- 5th pick = Adam Ray (Kenton) = Polk Soundbar
- 6th pick = Ben Gerritz (Rose City) = HP Portable Photo Printer
- 7th pick = Dee Dee (Multnomah) = Fitbit 5
- 8th pick = Nolan Klock (East Portland) = INIU Portable Charger
- 9th pick = Richard Shay (East Portland) = INIU Portable Charger
- 10th pick = Jason Idt (Parkrose) = Tribit Bluetooth Speaker
- 11th pick = Windy Gormand (Tigard) = Echo Dot 4th gen
- 12th pick = Randall Hoxie (Creston) = Backbone Gaming Control

Congratulations to all of you! And again, thanks go to everyone that donated to the MDA for a chance at a cool prize and to those who won a cool prize!

The next planned MDA event will be Fill The Satchel in October. I'll update you in September. Until next time, I hope you all stay safe and healthy.

In Solidarity,
Abe RedCloud



B·Mike

BRANCH 82 SUMMER PICNIC

Arrrrrr ye ready for a picnic? Shiver me timbers, that be me likin as well! Maybe ye land lovers be finding me gold while yer there If yer clever that is!

Burgers and Hot Dogs Provided!



Bring a side dish to share



DETAILS:

When: Sunday July 10th
Time: 11am - 4pm
Where: Cook Park

Bring your family and come join together in solidarity Branch 82!




FREE TREASURE HUNT!!

Hunt for me golden coins! Arrrrr ye clever enough to follow Dem clues?



Details:
 Follow Clues to find the treasure! Hard hunts and easy hunts to choose from. Hunts will begin around High Noon! All ages welcome!



Come for the food! Come for the Hunt! Come for the solidarity! Come for the laughs! Good Times with Good People Guaranteed! Hope to see you there!!!

MCKANNA, BISHOP, JOFFE

Attorneys

1635 NW Johnson Street
 Portland, Oregon, 97209
 Telephone: 503 226-6111
 Fax: 503 226-5121

John S. Bishop Elizabeth A. Joffe
 Elizabeth A. McKanna

Legal Assistant
 Marla R. Menkins

Representing Oregon Unions
 And Employees in
 Matters of Collective Bargaining
 And Civil Rights

(Law Firm retained by NALC Branch 82)

Branch 82 Monthly Meetings

General Membership 2nd Wednesday, 7:00PM
 Retiree Luncheon 2nd Tuesday, noon
 Stewards Council 3rd Wednesday, 7PM
 Executive Board 4th Wednesday, 6:30PM

All members are welcome, unless otherwise noted.
 All meetings are held at the NALC Branch 82 Office,
 5265 NE 42nd Avenue.
 Retiree Luncheons are held at
 IHOP, 4931 SE 82nd Avenue.

INJURED AT WORK?

Call BRANCH 82 OWCP REP
 Mike O'Connor

Wednesdays and Thursdays
 503 493-5903

The B-Mike is the official publication of Charles N. Coyle Branch 82 National Association of Letter Carriers, affiliated with Oregon AFL-CIO and Northwest Oregon Labor Council (OLC), 5265 NE 42nd Avenue, Portland, Oregon 97218. Phone 503-493-5903. Office hours: M-F 8:00am-5pm, Sat 8:00-11:00am.

The B-Mike is published monthly and mailed to the Branch 82 mailing list. The B-Mike is published to promote the objectives of this Branch and to provide better communication with our members. Individual opinions expressed herein are not necessarily those of the Branch Officers or Branch 82, unless identified as such. The editorial committee reserves the right to edit or refuse publication of any article. Articles for publication must be in Word or PDF form and received by the 15th of the month. E-mail articles to: smiller.eightytwo@gmail.com. If you have questions or to request a deadline extension, call the editor in advance. The advertising deadline is also the 15th of the month. All ads must be in PDF form or have prior approval of the editor. Mail to the B-Mike, c/o Branch 82. For rates and further information, call 503-493-5903.

NALC Branch 82 Membership Meeting, June 8, 2022

Call to Order: 7:11

Pledge of Alliance: Chuck Solomon

Deceased Members:

Dave Vaughn– Retiree, Multnomah
Tim Wilson– Retiree, Gresham

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 RedCloud, 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:

Brumfield, Canfield, Esch, Hall, Wallenstein

First Time Members:

Brian Emerson, Aloha; Karlee Hall, Aloha; Randi Halvorson, Lents; Ralph Huntley, Lents; Milo Lopez-Maya, East Portland; Musab Mukhtar, Multnomah; Abdellah Sarraj, Parkrose; Travis Trent, Collections; Mitchell Tucker, Lents; Mark Weddle, St. Johns

Visitors: Glenda Whaley, Eugene 916 Secretary

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, Matris. Carried.

Membership Report:

Regular: 1180, PTF: 2, CCA: 165, Retiree: 525, Gold Card: 73, Management & Other Crafts: 38, New Members: CCA-10, Total Membership: 1983, Non-Members: 37, Organized: 97.3%

Retired: David Halvorson, Oak Grove; Roxanne Tibbets, Lents

Secretary Treasurer's Report

Financial Transaction Report/

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

Budget Report: Harris made a motion to pay the bills. Seconded, Dave Medford. Carried.

Unfinished Business:

President Norton spoke on the upcoming National Convention in Chicago.

Trustee's Financial Report

Resolutions and Bylaws:

President Norton reported that there were two resolutions brought forward that the Executive Board voted unanimously not to print. Discussion followed. Partridge made a motion that Branch 82 sign on to the resolution for reproductive rights as one of the three branches to sign on when it is brought to the floor of the national convention. Carried.

There will be two different resolutions to be voted on at the July meeting.

Health Benefits Report

Health Care for All Report

Judith Hyde Scholarship Report:

This year's winner is Paula Lee, daughter of Thomas Lee, Clackamas.

Pride Parade Report:

LCPF Report

Labor Management Report:

President Norton reported that we have zero removals in the branch, and we are converting carriers very quickly. Julius Fildes will be our district lead for the route adjustment process. COVID has come on really strong in the past few weeks, and all of the memos have expired. Branch 82 is part of a memo to convert

78 CCAs to PTFs in the next two months.

Health and Safety Report:

Cadwell reported that this is dog bite prevention week, and every station should be having stand-ups on that topic.

Point of information: Pierce informed the group that there was a resolution passed to allow carriers to buy sunscreen with their flexible spending account so it isn't taxed.

Legislation Report: Norton spoke about HR 4258, the Retirement Fairness Act, which would allow career employees to buy back non-career time.

Labor Solidarity Report:

The Providence nurses have a proposed contract. Starbucks workers are unionizing all over the country.

MDA Report: Redcloud announced that the drawing for prizes for the MDA Raffle will be held next week during stewards council.

Retirees' Report

Veterans' Report: Hall was attending the VFW convention in Coos Bay, so he was not present.

Starlight Parade: Norton said that attendance was low, and we could have used a lot more people at the parade.

Good of the Association:

Lulich made a motion to cancel the August meeting, and if you attend the meeting before or after you will get credit for the August meeting.

Kitty Award: Char Bryce, Oak Grove, won \$72.

Jackpot: \$595 went unclaimed by John Larson, Creston.

Treasure Chest: Kollin Luman, Tigard won \$385.

Norton thanked tonight's hospitality (Cody Harris) for providing dinner.

Adjourned: 8:53



NATIONAL ASSOCIATION OF LETTER CARRIERS
 Branch 82
 5265 NE 42nd Ave
 Portland, Oregon 97218



Non-Profit
 U.S. Postage Paid
 Portland , Oregon
 Permit No. 4
 ADDRESS SERVICE REQUESTED

The next General Membership meetings will be held Wednesday,
 July 13 and Wednesday, September 14, both at 7pm.

There is no meeting in August.

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.

According to a recent survey...

LETTER CARRIER NIGHTMARES

