



B·Mike



VOL 81
ISSUE 10
OCT '21

"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·McMinnville·Newberg·Oregon City·Portland·St. Helens·Troutdale·West Linn



In This Issue:
Halloween Antics
Letter to the Editor
Mutual Exchange
Paul Swenson Turns 100!



HAPPY HALLOWEEN!

Autumnal Updates

- David Norton, President



Greetings Branch 82 members, and welcome to fall. Can anyone believe that it is actually cooling down and even... raining! It seems crazy. We had been living in the past hot, dry conditions for so long, it seemed like it would never end. I think everyone is ready for the change. The air is growing cooler and crisper, the leaves are changing colors, and the kids are back in school. Fall is my favorite season, and it was always my favorite to deliver mail in. While we transition into the new season there are some updates on a few issues affecting letter carriers and Branch 82 members.

Staffing

The spookiest thing happening for letter carriers this Halloween season is the slow march to a peak season with our current staffing levels. The thought of holiday parcel delivery right now is downright hair-raising and a horror that we all are desperate to avoid. Our staffing continues to be a problem. As I have previously reported, postal management is in fact trying to hire. They have postings on their website daily, they have sent Every Door Direct Mailings (EDDM) out to customers, they have hit up every high school in the area, they have had a kiosk at the mall, and they have had numerous job fairs. At Branch 82 we have even tried to help at these events. I donned the uniform once again and Chief Steward John Kunz and I went down and assisted at the last job fair at the convention center. We talked to many interested applicants and hopefully some of them will stick. We have been told by local postal management that they are hoping to hire 200 employees this peak season. I am not sure where they are going to find these people, but 200 extra people would sure solve a lot of problems. It has just been a very, very slow process getting people in the door, and when they do happen to accept the job, getting those people to stick with it has been the next hurdle we can't seem to get over. Having a large

group of people starting at the same time is ideal. If you are the one new CCA in your office amongst all of the current chaos, you are going to be less likely to stick around to see if things get better. If you are one of several new carriers at your office, things will improve at a quicker rate, and you'll be able to see a future as a letter carrier that doesn't just include working yourself to death. And right now, there are many carriers that are working a lot of hours.

It really varies from station to station, but I know several carriers that are drafted for every SDO. It's hard. Many carriers are getting medical restrictions from a doctor stating that they can only work eight hours a day. That leaves the other carriers in the office to shoulder the load alone. We get a lot of phone calls about this at Branch 82. I get it, this is the only way to get out of it. To be clear, Branch 82 completely supports carriers with medical issues getting restrictions to prevent them from working mandatory overtime. However, I also recently heard from a brand new CCA in the Carrier Academy. "Hey, my buddy told me that I have to get a medical to get out of working any extra overtime. Can you tell me how to do that?" This is a CCA who hadn't even started carrying mail yet. It is a complicated issue. Branch 82 wants carriers to work the hours they desire. I hate all of the forced overtime that's happening right now. This is just one of the many things that will be solved when we get some decent staffing, but in the meantime, if you can do the work, we encourage you to do so.

COVID

We get a lot of phone calls here at Branch 82 regarding whether or not we as letter carriers are going to have to adhere to a vaccine mandate. We all know that President Biden has mandated that all federal employees are to be vaccinated or be subject to regular testing. Does this apply to postal employees? The real answer is that we don't know. As of right now, I have been told that the Postal Service is not under the mandate that is being imposed on federal workers. However, any mandate from OSHA will probably cover the Postal Service. When that may happen is anyone's guess, and we will update the membership as we learn more about this issue. Until then, the mask mandate is back into effect, and employees are all required to wear their masks indoors and when they cannot socially distance on the street. COVID remains a real problem, and cases around the district have skyrocketed, especially now that our district includes Idaho and Montana.

Route Adjustments

Management is starting to conduct 6-day route counts in a few different stations. If yours is one of them, you have probably been informed by either management or the



Reflecting on Retirement Day

- Sammy Smith, Director of Retirees

union. Branch 82 is available for 6-day route count training for carriers that are affected by this. The 6-day route count process is not an enjoyable one and certainly an imperfect way to adjust routes, but as of right now, it is the only process we have. There are many routes out there that haven't seen any kind of adjustment in quite some time. If this gets us a little bit closer to 8-hour routes, then this is what we have to do. If you have questions about it, please call us. Regardless of how we feel about 6-day route counts, the more carriers know about them and their rights, the better it is.

It has been a tough year for us all, and I don't see things getting better in the near future. Here at Branch 82, we are doing the best we can to keep up with all of the problems as they arise, and there are plenty of them. As always, if you have any questions, concerns or problems, please call us.

After my letter carrier career which lasted approximately 34 years, one of the proudest days of my career was when my dear friend and our vice president Jim Baxter presented me with my retirement check and the form to sign on as a retired carrier and my continuation to pay my union dues.

Yes, 34 years as a proud letter carrier, never any other job inside the Postal Service, not clerk, and not 204-b. Since the time of my retirement and being the Director of Retirees right smack in the middle of a pandemic, I have watched countless letter carriers retire from their respective station and seemingly ride unappreciated and unnoticed into the sunset. If you are one of those carriers that retired during the time of COVID-19, please know that we the leadership of NALC Branch 82 care about you, we miss you, and we have not congregated out of concern for our health to properly celebrate your achievement.

You are a source of strength, grit, and determination to your former co-workers, your sisters and brothers. They gain strength and enjoyment watching you enter and thrive into retirement. If we can put up with hostile and sometimes heartless management, our sisters and brothers need to know that they can also, and that just like in the beginning of postal employment, NALC was there, and we are still there in solidarity.

Hopefully soon we can get together as retired letter carriers, enjoy fellowship, and break bread. The second Tuesday of each month will again be a time for the Retiree Luncheon beginning at 11:30am. Where? Stay tuned, take care of each other, and stay well.

Respectfully,
Sammy Smith
Director of Retirees



Director of Retirees Sammy Smith with the late Vice President Jim Baxter.

Branch 82 Officers

President	David Norton	503-493-5903
Secretary- Treasurer	Matt Pierce	503-493-5903
Editor	Suzanne Miller	503-493-5903
Chief Steward	John Kunz	503-493-5903
Health Benefits	Eric Matras	503-706-8717
Dir. of Retirees	Sam Smith	503-493-5903
Sergeant At Arms	Chuck Solomon	503-493-5903
Safety Officer	Don Cadwell	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

Jon Cabral	503-493-5903
John Kunz	503-493-5903
Betty Nash	503-493-5903
Jamie Partridge	503-493-5903
Abe Redcloud	503-493-5903

TRUSTEES

Lois Brumfield	503-493-5903
Casey English	503-493-5903
Julius Fildes	503-493-5903
Sallie Williamson	503-493-5903
Ted Lulich	503-493-5903

Hello Again From The Office Of Your Secretary-Treasurer.

- Matt Pierce, Secretary-Treasurer



We at the branch just got done training two classes of fantastic new union stewards. We wished that we could have done it sooner, but with all of the COVID-19 restrictions it wasn't possible. It's so nice to see so many carriers step forward and commit themselves to improving the plight of their fellow brothers and sisters. The NALC wouldn't function if it wasn't for the dedica-

tion and hard work of our station stewards.

If you haven't lately, please be sure and thank your shop steward for the often thankless job they do. I guarantee that they both deserve it and won't be put off by it. They do so much for you that you probably don't see. During my time as a union officer I've had a chance to train at many steward meetings, and I can say with no exaggeration that we have some of the hardest working and most dedicated stewards in the country.

It is truly a worthy cause and the most important position in our union. There is no greater calling and no greater re-

sponsibility in our union than that of NALC shop steward. It requires courage, study, intelligence, and hard work. It also takes a lot of heart.

I'd also like to offer some advice and my respect to the next group of fighters. If there is no steward at your station, why not give it a try? If you don't think the steward at your office is doing a good enough job, have the courage to run for that job. We at Branch 82 pride ourselves on offering some of the best training and resources in the country. We are committed to supporting our stewards, new and old, to the maximum extent possible. If you step forward, we will do our best to help you succeed.

When you become an NALC shop steward, you become responsible to the coworkers you represent. They count on you to enforce their rights on the job. As a union official at the branch level, you also become responsible and more involved in the NALC and the greater union movement. The worst that could happen is that you will gain better knowledge of your job and the rules that govern it.

The stewards' plight is often difficult. But the stewards of Branch 82 do it day in and day out. To all of them I offer my thanks, and again I ask all of you to please take the time to do the same.

Until next time I remain yours in solidarity,
Matt



New steward training week one left to right: Shawn Langworthy- Gresham, Gary Cruz- Waterfront, Chrissy Malone- East Portland, Ryan Mills- Holladay Park, Dean Femrite- Oak Grove, Ben Thompson- Evergreen.



1. Go to the supervisor and make deals, but don't tell your steward anything about it. When the deal doesn't go your way, ask the shop steward to fix it.

2. Go to your steward with a problem. Call the supervisor all sorts of names and accuse them of insanity. Then when the steward takes the problem to the supervisor and the supervisor gets angry, pretend you don't know anything about it. Tell the supervisor they're a fine person, and that the shop steward is the crazy one.

3. Don't read newsletters or bulletin boards and don't go to union meetings. Expect your steward to tell you everything that can affect you. Lose information you've been given and ask for second copies. Never vote in elections; just complain about the outcomes.

4. Don't tell the steward anything. Expect them to know without being told when the contract is being violated and when you're dissatisfied. If you do tell them, make sure it's too late to file a grievance.

5. You have the right to talk to the steward on the clock; don't. Call them at home or on their day off. That way, you won't be a "troublemaker" for management.

6. Don't obtain requested copies of doctor's notes, signed statements or anything else needed to process your grievance.



ance. When the grievance loses, then you can blame the steward.

7. Don't worry about your steward's feelings. If you're in a bad mood, say whatever you want - indulge yourself. If the steward gets angry, threaten to quit the union. After all, stewards are paid to take abuse.

Seriously, variations on the above have happened to most stewards, and they are more discouraging than any abuse from management.

Your steward is your main connection with the union, and even if your relationship is difficult, protect the position. If you enable your steward to do a good job for everyone - you'll be helping yourself. Tear them down, and you tear down the contract and your own defense. Stewards aren't perfect, and they don't claim to be. They are letter carriers just like you. There's only a handful of people in this world trying to make a

difference for no personal gain - and your steward is one of them.

Original article by Judith Eadson

This page based upon an original that appeared in the NALC Branch 3825 Unity published in Rockville, MD. published in Rockville, MD

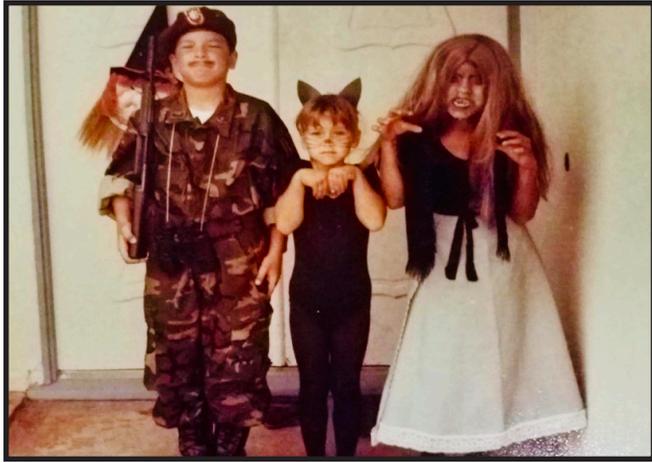


New steward training week two left to right: Jason Haire- Creston, David Knapp- Oak Grove, Mark Flegal- Lents, Nicole Gibson- Creston, David Esch- Parkrose, Craig Lower- Gresham, Miranda Layton- East Portland.



From the Desk of the Chief Steward

- John Kunz, Chief Steward



Summer is coming to a close and fall is fast approaching. With fall comes an earlier time change which brings us into after dark season and the holidays. The staffing situation in Portland is not good right now, and many offices are struggling to get the mail out. We are still dealing with COVID-19 outbreaks at some offices. This has created even more staffing problems. With the package volume already heavy due to the pandemic and business closures, this peak season may be one for the record books.

I wish I could tell you that people are being hired and coming on board, but I can't. We are hiring, but people are not applying. Of the few people that are hired, half quit. That leaves the city with maybe one or two new hires per CCA class. This is not nearly enough for the needs of the city. The city is doing job fairs, running kiosks, and advertising all over place. These steps still are not generating enough applicants to fill positions. Something has to be done by the national parties to fix the staffing issues.

Many stations are off assignment daily to get the mail out. Management has the right to go off assignment and man-

date non ODL carriers once the ODL has been maxed out. The ODL is being maxed out, many times more than the 12 and 60 limits of article 8. The grievances I am seeing being filed are for these violations. After the ODL is maxed out, non ODL carriers can be mandated by volunteers. If no volunteers, then mandating occurs by juniority. A list should be kept by management so all carriers know where they are in the mandating line. This list does not reset day to day. The list continues in line wherever it left off from day to day, meaning if management started and ended mandating from the most junior person on day one, then day two they would start off mandating with the second most junior person on the list and so on from day to day. This process ensures that the same people aren't mandated every day, day in and day out. If the juniority list is not being used, contact your steward so a grievance can be filed.

In about another month the clock will turn back and bring us into after dark season. With the current staffing situation, a lot of carriers are going to be delivering in the dark. Every station should have head lamps and batteries available for every carrier who requests them. If you don't, please call the hall or let your steward know so we can address the issue with management. Also with the rain coming, please make sure you have the appropriate rain gear and good treaded shoes. If you don't have rain gear, come by the hall and check out the uniform closet. We just might have something you can use.

COVID-19 is still here and we are seeing small outbreaks at certain stations. Please continue to wash your hands, use gloves, and hand sanitizer. Wear a mask and socially distance if you can.

Until next month.....

JKunz

Your Chief Steward

Mutual Exchange

Mutual transfer request! Eugene OR to Portland.

Want to move to a smaller town with less traffic and more affordable homes? Eugene is the city for you!

Most routes are straightforward and residential, with a few options for business-centric routes.

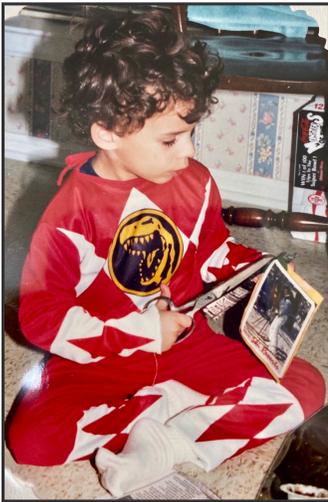
Good mix of mounted and park & loop options. Seniority date is 7/3/21.

Email all inquiries to nbriles2000@gmail.com



(Post) Office Space

- Jon Cabral, Executive Board Member & Parkrose Steward



As we are all well aware, the United States Postal Service is extremely short staffed right now. It's hard to imagine that we, in the Portland metro, are the third best staffed metro in the Western Pacific Area, but that is the truth, and it does hurt. It means Area level Management is going to be more focused on other districts who are in even worse shape. Management at the local level is doing everything in their power to hire people but is hindered by Area Management dictating

what they can and cannot do. This all leads to there being more work that needs to be done than there are carriers to perform said work, which in turn forces management to mandate carriers to work off assignment OT and on their SDOs.

Every carrier reading this needs to understand that their own personal time is valuable, and that it needs to be protected, especially when that time is being used for various types of appointments and meetings outside of normal work hours. Ideally, personal time can be taken while also balancing the need to get the mail delivered to maintain customer service standards. These are difficult times, and it is challenging for everyone all over. If you are scheduling your appointments outside of your normal work hours and on your days off, you are already doing everything management could possibly ask of you. However, that doesn't mean that we can't make things a little bit easier. Providing management with a PS Form 0-13 informing them of when we are unavailable to work OT is one method that can be useful.

The PS Form 0-13 is a routing slip, and it is used when you want to relay information to one or multiple recipients. So, when informing management that you are unavailable to work OT on a specific date, you should put "Management" as the first recipient and the "Union" as the second recipient. Next, you would put your name, the date, and the name of the office you work in. Finally, you would write a short description in the remarks section, explaining why you are unavailable to work OT and what day that is. After you have completed the form, you should sign and round date it if possible, and give a copy to both management and the union, that way everyone is on the same page.

This should also be done before the schedule is posted for the coming week if at all possible. There is no reason to wait for a confrontation later in the week, when it can be taken care of in advance.

It's a simple solution to an irritating problem and can severely cut down on possible negative interactions with management by deescalating already high tensions. I'm sure management has already rolled out their Jump to Conclusions mats, but that's where you can step in and provide them with a document outlining why you are unavailable to work additional OT. When you do that, management will have no reason to schedule you, and therefore no need to confront you at the last possible moment about working more or on your day off. This is a proactive approach that benefits all parties involved. It gives management the opportunity to schedule further in advance and allows you to be in the position of having done everything within your power to help them achieve that goal.

Signing off from the desk of Jim Baxter
Jon Cabral
Parkrose Steward

U. S. Postal Service ROUTING SLIP		Office or Room No.	<input type="checkbox"/> Approval <input type="checkbox"/> Signature <input type="checkbox"/> Comment <input type="checkbox"/> See Me <input type="checkbox"/> As Requested <input type="checkbox"/> Information <input type="checkbox"/> Read and Return <input type="checkbox"/> Read and File <input type="checkbox"/> Necessary Action <input type="checkbox"/> Investigate <input type="checkbox"/> Recommendation <input type="checkbox"/> Prepare Reply <input type="checkbox"/>
To:			
1			
2			
3			
4			
5			
From:			Phone No.
Date			Room No.
Remarks:			

ITEM 0-13, April 1998 (Additional Remarks on Reverse)



B-Mike

Veterans Day, Honoring All Who Served

- Bruce Hall, Veterans Representative

Veterans Day is November 11, 2021. Each year on November 11, we honor veterans and remember their service to our great nation. In past years, I've written articles on the history of Veterans Day, but I decided to mainly encourage everyone to take time to remember and honor veterans on this day.

We celebrated the 100th Anniversary of World War I in 2018. World War I started on July 28, 1914 and ended on November 11, 1918. America entered the War on April 6, 1917. A World War I Centennial Commission has been established to coordinate the 100th anniversary of more than 4.7 million young Americans serving in uniform during WWI. The Commission was formed to raise funds and build a National World War I Memorial. This will allow us to honor the 116,516 Americans who gave their lives in WWI. There was a groundbreaking ceremony on November 9, 2017, and construction of the National World War I Memorial in Washington's Pershing Park was completed and opened to the public in April 2021. The primary commemorative sculpture is expected to be finished in 2024. We have over 20 monuments, memorials, and museums in Washington DC now, and they are planning to break ground on a Desert Storm-Desert Shield Memorial this year, which is the 30th Anniversary of that war. All these memorials are built to help us honor and remember our veterans.

Who is a veteran? Webster's Dictionary defines a veteran as "a person who has served in the armed forces of our country, especially in time of war." Let's remember and honor all those who have served and are serving in the armed forces. Veterans Day honors those who are still living, whereas Memorial Day honors all those who have paid the ultimate sacrifice by giving their lives.

I've been writing my Veterans Day article in the October issue due to the timing of Veterans events that occur in conjunction with Veterans Day. Last year and this year, many of the events were or have been canceled. Local Veterans Day parades and ceremonies have been canceled due to covid-19 again this year. Hopefully, things will get back to normal next year. For this year we will just have to honor and remember veterans by calling them and thanking them for their service.

Another event that I would like to offer in the month of October is called **A DAY TO CHANGE DIRECTION!** A staggering 20 veterans commit suicide every day, along with other persons in our society, and if you've watched the news lately, there has been a disturbing increase in teenage suicides. The VFW is committed to helping change

the narrative and stigma surrounding mental health issues in America. In order to raise awareness, foster community engagement, improve research, and provide intervention for those affected by invisible injuries and emotional stress, the VFW has teamed up with other organizations to combat this critical issue. We will have an evening on October 19, 2021, where we will sponsor a gathering together of interested people where we can encourage all Americans to pay attention to their emotional well-being as well as the emotional well-being of others.

Date: October 19, 2021

Time: 7:00 pm

Information provided about mental wellness
(Time with Veterans sharing experiences)

Place: Eagles Hall, 7611 N Exeter Ave

Please RSVP by October 16, 2021, to Bruce W. Hall
503-285-8468 or email: vwbruce@gmail.com.

ONE FINAL NOTE: The pandemic has put a lot of veterans in a financial bind. My VFW Post has some food boxes (40 lbs. of nonperishable goods) available for vets in need. Let me know if you would like this type of assistance. Have a memorable Veterans Day.

ACTIVE IDUTY

ROBERTO JIMENEZ, (Creston) Army, Qatar

CASEY JAMES, (Waterfront) Army, Jordan

NOAH DUARTE, son of Ricardo Duarte (St. Helens) Army, Ft Hood, Texas

DARREN CRUZ, son of Gary Cruz (River District) Army, Ft. Lewis

BILL QUIGLEY JR, grandson of Ken Quigley (Gold Card Member) Army, Iraq

CHRISTOPHER MANIVANH, son of Simang Manivanh (Hillsboro) Army, Iraq

GREG GERARD, son of George Gerard (Beaverton) Navy, Virginia Beach

ZACHARY PADACA, son of Eleanor Padaca (River District)) Navy

DEAN SCHUCHARDT, son of Patricia Schuchardt (Multnomah) Army

TOM TOTTEn, son in law of Lee Travis (retired) Army, S. Korea DMZ

CONNOR SHEEHAN, son of Pat Sheehan (retired) Army, Ft. Houston

MATTHEW UNDERWOOD, son of Rick Underwood (River District) Marines, Camp Pendleton



Happy 100th Birthday, Paul Swenson!



James Cook and Paul



Brad Mellon and Paul



On September 18, 2021, Gold Card retiree Paul Swenson threw a party to celebrate his 100th birthday which was on September 15th. Paul began his career with the Post Office in 1943. He retired from Federal Station in 1981. Paul has received his Gold Card, 60-year pin, and 70- and 75-year plaques. Branch 82 members, family and friends were thrilled to celebrate this momentous occasion. Paul is shown here with Branch 82 Office Assistant Brad Mellon and Past President James Cook.

Happy 100th, Paul! Thank you for your years of service.

MDA Report

- Abe RedCloud, MDA Rep



Happy Halloween Everyone!!! This picture of me (Old Wizard) is from the first ever MDA bowling event that the Vancouver Branch did. So I thought it was fitting to include it here for the best month of the year with an MDA twist! Spooky Scary Skeletons!!!! Ok ok, back to business.

So as I write this it is mid September and not much to report. In a few weeks there will be the Regional Assembly and I hope to raise at least \$2,000 for MDA with our raffle we will have there. I'll update you on that next month.

NALC BRANCH CHALLENGE:

There was an NALC Branch Challenge done nationally in July, and we received 3rd Place with \$5,664 raised from our raffle!!! Guess what? There is another BRANCH CHALLENGE this month!!! So everyone please try to participate in this month's event and let's see if we can place in the top 5 again! This month's event is Fill The Satchel.

CURRENT EVENT:

Fill The Satchel

October 1-31

NW Priority Credit Union

For this event, all you need to do to participate is go to any branch of NW Priority Credit Union and any teller there will be happy to accept your donation to MDA. That's it! If you're not a member of the NW Priority Credit Union, please use this opportunity to check them out! They have helped countless postal workers with all their financial needs, and they are AWESOME!!!! If you are already a member, then please stop by the closest branch to you and make a donation to MDA.

In 2019 we raised over \$10,000, then COVID hit in 2020. We raised right around \$6,000 in 2020. Let's get that total higher than last year. I'll set our goal at \$7,500! We can do this! Please tell everyone you know and spread the word so we can continue to make a big difference for individuals with Muscular Dystrophy. Come together in Solidarity and together we can strive to make the world a better place! Let's GO Brothers and Sisters!!! Visit a NW Priority Credit Union before Halloween!

That's all for now. I hope you all have a **HAPPY HALLOWEEN!!!!**
In Solidarity,
Abe RedCloud



MAIN OFFICE BRANCH

12630 SE Division
Portland, OR 97236-3132
503-760-5304
800-331-0968
Fax: 503-760-4939
Mailing Address
P.O. Box 16640
Portland, OR 97292-0640

HOURS

Monday – Friday: 9:00 am - 5:30 pm
Drive-Up: 8:00 am – 5:30 pm

VANCOUVER BRANCH

11215 NE 28th Street
Vancouver, WA 98682-7736
Fax: 360-449-3994

HOURS

Monday – Friday: 9:00 am - 5:30 pm
Closed for lunch from 1:45 pm to 2:30 pm.
Email: vancouver@nwprioritycu.org

POST OFFICE BRANCH

7007 NE Cornfoot Rd, Room A12
Portland, OR 97218
Fax: 503-223-1579

HOURS

Monday – Friday: 9:00 am - 5:30 pm
Closed for lunch from 12:00 pm to 1:00 pm.
Email: postoffice@nwprioritycu.org

BEAVERTON BRANCH

14193 SW Millikan Way
Beaverton, OR 97005-2307
Fax: 503-643-7576

HOURS

Monday – Friday: 9:00 am - 5:30 pm
Email: beaverton@nwprioritycu.org

MILWAUKIE BRANCH

18821 SE McLoughlin Blvd
Milwaukie, OR 97267-6735
Fax: 503-656-5816

HOURS

Monday – Friday: 9:00 am - 5:30 pm
Closed for lunch from 1:00 pm to 1:45 pm.
Email: milwaukie@nwprioritycu.org

AIR BASE BRANCH

This location is temporarily closed. We will re-open in the fall of 2021, at a new location on the Air Base.



1.99% on Balance Transfers for 12 Months when you transfer your high-rate credit card balances to your NWPCU VISA Credit Card!
APR*



Pay off your VISA, MasterCard, Discover or Store Credit Cards.

Our Regular or Platinum VISA Credit Card has:

- No Annual Fee
- No Balance Transfer Fee
- 28-Day Grace Period
- No Cash Advance Fee

Our Platinum VISA Credit Card has a fantastic rewards program, uChoose, that you can redeem points earned (1 point per \$1 spent) for travel, merchandise or cash. There are also opportunities to earn extra points from promotions throughout the year.

To take advantage of this offer, apply for one of our credit cards or upgrade to a Platinum VISA; give us a call or email us at marketing@nwprioritycu.org.

OUR #1 PRIORITY IS YOU!

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



MILWAUKIE • SE PORTLAND
BEAVERTON • PORTLAND P&DC
VANCOUVER • PORTLAND AIRBASE
(AIRBASE REOPENING LATE 2021)



Federally Insured
By NCUA

*1.99% APR is an introductory rate for 12 months (12 billing cycles). After the introductory rate, any balances that have not been paid off will revert to our regular rate of 12.9% APR. Account must remain in good standing throughout the promotional period to continue the promotional rate. Offer valid on non-NWPCU Credit Card balances only. The total amount of outstanding transfer requests cannot total more than your available credit. **APR=Annual Percentage Rate. Restrictions may apply. Subject to credit approval. The promotional offer is effective August 10 through October 31, 2021.



B·Mike

LETTER TO THE EDITOR

We Must Do Better and Protect the Regular

Submitted by Colin Moore, River District

Words man. They have meaning. In the USPS and NALC world there are lots and lots of words and some have much more important meaning than others. The word regular is a big-time word in our world. The word regular is used by the USPS and NALC to achieve various objectives.

For the letter carrier and the NALC, the best and most important use of that word is the Full Time Regular. For me personally, I spent the first three years of my Postal career as a Part Time Flexible (more words), or PTF (acronyms too!), and would dream about the word regular as I'd grind through my 6-day work week wherever and whenever the USPS would have me. I'd constantly have internal dialogue that things would get better one day as a Full Time Regular as my neck, shoulders and feet were telling me to look for other employment. The term Full Time Regular was the gold standard for employment and the NALC has codified it for us in Article 7 which reads as the following:

A. Regular Work Force. The regular work force shall be comprised of two categories of employees which are as follows: 1. Full-Time. Employees in this category shall be hired pursuant to such procedures as the Employer may establish and shall be assigned to regular schedules consisting of five (5) eight (8) hour days in a service week.

This is maybe the most important Article in all of our collective bargain agreement and contains one of the greatest words we can get in an agreement, shall. Where the Article states that employees "...shall be assigned to regular schedules consisting of five (5) eight (8) hour days in a service week" it means the USPS has to, or as Merriam-Webster puts it "used in laws, regulations, or directives to express what is mandatory." Dang that's good. That's why it is so disappointing to me as a Full Time Regular not on the ODL, like many of you, that it seems to not be taken seriously or apply anymore.

It varies quite a bit from station to station in Branch 82 but it's safe to say that most Full Time Regulars are forced to work Off Assignment overtime every week. Probably multiple times a week. It has become a year-round operating procedure, not relegated to some sort of peak season, of the USPS to use Full Time Regulars for Off Assignment overtime on a weekly, some places daily, for years now.

There are many, many factors that have contributed to this predicament but none of that changes the fact Article 7 Full Time Regular is in our collective bargaining agreement and must be administered. For many carriers who need this regular schedule they have had to use other methods, be it medical or federal regulations to obtain what's in Article 7. We have to do better.

Contrast all of this with how the USPS uses the word regular to achieve its objectives. For the stewards and those with let's say "attendance matters" let's use the most obvious of which is the Requirement of Regular Attendance found in ELM 665.41 which reads:

"Employees are required to be regular in attendance. Failure to be regular in attendance may result in disciplinary action, including removal from the Postal Service."

Regular Attendance has no specific guidelines but as a general practice USPS management investigates and or disciplines employees once they have 3-4 or more "occurrences" in a quarter. Branch 82 does a great job of protecting carriers who are being investigated or disciplined for Irregular Attendance. Many of our grievances we are able to throw out the discipline, but we also settle a lot too, in agreement that the carrier was not "Regular in Attendance". So there is an acknowledgment by both parties that Regular Attendance means something. Certainly most all letter carriers are Off Assignment 3-4 times a quarter if not 3-4 times a week. I've worked in stations where it would be common for a letter carrier to work Off Assignment 25-30 times a quarter. So what does it mean to be a Full Time Regular?

This critique is not meant to challenge or agitate towards our National or Local NALC and it's officers but to highlight the need for something to improve and now. I get the most discouraged when I explain the forced overtime situation to family and friends and their response is "don't you have a union?" We are all aware of the labor situation we are currently in. The current collective bargaining agreement runs to 2023 so nothing is changing on that front. So how are we, as a labor union, gonna protect the 40 hour work week and our own Article 7 Full Time Regular? Personally I think letter carriers' lives and livelihoods are more important than getting toilet paper delivered to your home on a Sunday. I want our craft to start acting like it.



100% ORGANIZED OFFICES

Aloha
Collections
Creston
East Portland
Forest Park
Gladstone/Happy Valley
Holladay Park
Hillsboro
Kenton
Lake Oswego
Midway
Multnomah
Parkrose
Piedmont
River District
Rose City Park
Sellwood
St. Helens
St. Johns
Tigard
Troutdale
Waterfront

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)

INJURED AT WORK?

Call BRANCH 82 OWCP REP
Mike O'Connor

Wednesdays and Thursdays

503 493-5903

Branch 82 Monthly Meetings

General Membership 2nd Wednesday, 7:00PM

Retiree Luncheon On hold due to COVID-19

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.

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.



B-Mike

The Right to Refuse Unsafe Work

- Jamie Partridge,
Executive Board Member & Retiree

Letter carriers are increasingly facing dangerous working conditions due to climate change. Here in Oregon, we have recently begun to experience deadly extreme heat, deadly wildfire smoke, and deadly COVID-19, not to mention unusual snow, ice, storms and flooding.

USPS management cannot mitigate these community disasters, however they often insist on forcing letter carriers to work long hours (due to their understaffing and overburdened routes) in conditions which invite injury, aggravation of existing conditions, hospitalization, lifelong medical conditions, hospitalization and even early death.

The United States Supreme Court, in the 1974 Whirlpool vs. Marshall case, issued a landmark ruling which clearly defined a worker's right to refuse work where an employee has reasonable apprehension that death or serious injury or illness might occur as a result of performing the work.

The Occupational Safety and Health Administration advises that workers have the right to refuse to do a job if they believe in good faith that they are exposed to an imminent danger.

Section 502 of the Labor Management Relations Act protects the right to refuse unsafe work. As demonstrated in the National Labor Relations Board decision, TNS, Inc., 329 NLRB No. 61 (Sept. 30, 1999), Section 502 protects an employee(s) from permanent replacement if the employee(s) stops work "in good faith because of abnormally dangerous conditions." Work stoppages protected by §502 do not violate no-strike provisions in a collective bargaining agreement and prevent an employer from terminating and permanently replacing an employee who refuses to work.

OSHA advises that employees who refuse such unsafe work are protected from retaliation, in the situation where the employer cannot immediately correct the dangerous condition, when the employee asks for other, safe work and if not provided, remains at the workplace until ordered to leave by the employer.



Last Punch Bunch

Pat Schartz - Oak Grove

Pat was mistakenly listed as Patricia in the last issue. The editor regrets the error. Pat, you get a do-over.

The Finest Brookfield® Uniforms

EXPERIENCE THE BEST IN POSTAL UNIFORM QUALITY AND SERVICE

- Union Preferred Supplier of Union Made and Made in the USA products
- Free Hem – Free Waist Alterations – Free Shipping
- Spend the Full Allowance and Receive a Pair of 5 oz. Stacks or Shorts
- Or Full Allotment Bonus of \$45

Buy Union It Matters

Call Your Experienced Representative

Donna Halvorson 503-781-0624 or Fax: 503-786-6120

Covering the Greater Portland Area

World Class Service

Brookfield Customer Service at 1-800-527-0606

Monday-Friday 7am-6pm & Saturday 8am-1pm, CST

www.brookfielduniforms.com



**NALC Branch 82
Membership Meeting
September 8, 2021**

Call to Order: 7:08 PM

Pledge of Allegiance:

Chuck Soloman

Members Deceased:

Francis Ellmers- Gold Card, Midway

Moment of Silence.

Roll Call of Officers: President David Norton, Secretary/Treasurer Matt Pierce, Chief Steward John Kunz, Beaverton Chief Steward Betty Nash, Director of Retirees Sammy Smith, B-Mike Editor Suzanne Miller, Director of Health Benefits Eric Matras, Safety Officer Don Cadwell, Executive Board Members Jon Cabral and Jamie Partridge, Trustees Lois Brumfield, Casey English, Julius Fildes, Ted Lulich and Sally Williamson; Sergeant at Arms Chuck Solomon, LCPF Representative Sue Canfield, Veteran's Representative Bruce Hall, MDA Representative Abe RedCloud.

Officers Absent: Brumfield, Hall, Nash

Ken Wilson has resigned as Recording Secretary.

First Time Members:

Trevor Davis- Sellwood,
Jeremy Shockey, Sellwood,
Justin Wallace- Aloha

Reading of the Minutes:

Motion: Move to dispense with the reading of the minutes and approve them as printed in the B-Mike.

Seconded: Cody Harris.

Carried.

Communications

Membership Report:

Active: Regular- 1166,

CCA- 178,

Management or other crafts- 35

Retired- 515, Gold Card- 77

Total- 1971.

Non-members: 36

New Members: 1 Active, 26 CCAs

Secretary-Treasurer's Report

**Financial Transactions
Report/Review**

Budget Report:

Motion: To pay the bills,

Seconded: Multiple, Carried.

Executive Board Expenditure

Recommendations: None.

Unfinished Business:

Thank you to all the volunteers who helped with Jim Baxter's Celebration of Life.

New Business:

Norton entertained a motion to sign onto OSHA standard for heat. The motioned carried.

Norton entertained a motion to sign on to a letter to Wyden concerning health-care for all. The motion carried.

The Branch had delegate nominations for the 2022 State Convention to be held in Springfield and the 2022 National Convention to be held in Chicago.

Trustees Report: They are current up to December 2020. Next meeting will be later in September.

Judith Hyde Scholarship Committee

Report: We had a nice donation from Fred Puzyr of \$300 to Judith Hyde in Baxter's name.

Resolutions and Bylaws:

Fildes read a proposed resolution to refuse overtime. Norton ruled out of order. Partridge challenged the ruling of the chair. Members voted to uphold the ruling of the chair.

Health Benefits Representative:

November is Open Season.

Labor-Management Report:

There are currently two removals before the branch. We are converting regularly.

Staffing is terrible all around.

Chief Steward's Report:

Kunz spoke about recent discipline, mostly attendance based.

Health and Safety Report:

Cadwell spoke about safety meetings.

Legislation Report:

Postal Reform is waiting for a vote from Congress.

MDA Report:

We will have the Fill the Satchel event in October.

Retiree's Report:

Not meeting due to COVID.

Labor Solidarity:

Norton entertained a motion to support the bakers union and encourage members to ban Nabisco products. The motion carried.

Good of the Association

For the Betterment of the Service:

Kitty Award: Matt Pierce won \$83.00. Jackpot: \$560.00 was unclaimed by Pat Sherbinske- Kenton. Treasure Chest: \$330.00 was unclaimed by John Fleming- Clackamas.

Adjourned: 8:51 PM



NATIONAL ASSOCIATION OF LETTER CARRIERS

Branch 82

5265 NE 42nd Ave
Portland, Oregon 97218



B·Mike

Non-Profit

U.S. Postage Paid

Portland, Oregon

Permit No. 4

ADDRESS SERVICE REQUESTED



**The next General Membership meeting will be held
Wednesday, October 13 at 7pm.**

This will be an in-person meeting at the Branch 82 Union Hall. (We will not be serving dinner at this time.) You must be fully vaccinated and register in advance. To register, please call the hall with your name, station, and email address. If anything changes due to COVID restrictions, Branch 82 will contact you.

IT LOOKS LIKE A LOT...

Oh hey, you must be the new guy. How ya doing? Hang on while I put this parcel in your section. So, you haven't done this route before? OK, it's not bad. A few hills, a few dogs, but otherwise cool. It looks like a lot, well, you know... So just head up Rocky Mt. Way and park at Overlook, not too close to the edge, mind you. Your first stop is up the steps to the side of the house at 3114 Overlook. The box is behind a bush. It's kind of small, so if the flats don't fit I usually go up the stairs to the front of the house and put them under the mat. That's how Mrs. Merriman likes it, but you don't have to do it if you don't want to. You could just kind of bend them up a little bit. For the next stop, walk south over the lawn, (watch for where Prince has been, if you know what I mean), and then cut through the rose hedge, (watch out for spider webs, and thorns, for that matter), and you'll be at 1743 31st. They still haven't got a real mailbox so just put everything into the crappy cardboard box that says "1743". Keep on going to 1733 but you have to make sure the door isn't open because Attila might charge. Make sure your pepper spray is handy. No, it shouldn't be a problem. Attila is actually one of the nicer pit bulls on the route. So at 1725 they have a slot but the spring on it is super tight so make sure you don't leave any fingertips inside when it snaps shut. Cross over to 1746. Mrs. McKenzie has a bunch of chickens and if you want to grab a few dried grubs from the jar by the fence feel free to toss a few to the girls. Henrietta likes it if you hand feed her. Don't worry, she won't peck hard. It's a back door delivery so when you go through the gate be sure not to let any chickens out. I accidentally left the gate open once and it took a whole handful of grubs to lure Penelope back into the yard. Oh yeah, the receptacle there is actually a fishing creel on the back porch. Continuing on to 3044 Overlook, their box is up the driveway on the side of the house, but try not to breathe. A skunk family moved into their basement recently and the exterminators have had their hands full trying to get them out. If Mr. Adams is home he might offer you a Dr. Pepper, but you'd best politely decline because he'll talk your head off and you'll be desperate to find an excuse to move on. Besides, skunks. So, then you have three dismount stops, the big pink house is 3115 Overlook but they took the house number down when they painted the place and never put them back. They have a slot in the door but don't push the mail all the way in because Fluffy chews it up. Just kind of balance it in the slot. If you don't mind, 3137 is vacant so make sure you don't put 300% mail in their slot like I did a few months ago. I don't know why the Smiths got so upset about not getting their stimulus checks. Anyway, at 3209 Belle and Sebastian won't bite, so don't worry about them. Funny how their hackles are always up. Must be the breed or something. Just give them a treat.

