



B·Mike



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"An Injury to One is an Injury to All"

The Official Publication of Branch 82 *Portland, OR*

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

Branch 82's 32nd Annual MDA Labor Bowl



Deliver
the Cure
with MDA



Event Info:
Where: Kingpins, 3550 SE 92nd
Date: Sunday May 19th
Time: 10:30am - 12:30pm
(registration 9:30am - 10:30am)
Cost: \$60 per bowler
(goal is \$100 per bowler)



Silent Auction:
When: 10am - 12pm
Please bring something to donate for our silent auction. This can be anything from baked goods, homemade crafts, store bought or donated goods, etc.

Prizes:
Top Individual Fundraiser
Top Men's total score over 2 games
Top Women's total score over 2 games
Lowest total score over 2 games
Best Superhero Costume

Food, Theme other info:
Food: Pizza with a variety of toppings/crusts and soda/water, buffet style
Theme: SUPERHEROES!! Best costume gets a special prize!
Other: Contact Branch 82 or your steward to join a team or to submit your team of 5!!
SPACE: All unions in Portland have been invited, so space will fill quickly! Register Now!
Bowlers: Anyone can join! Family, friends, other crafts, other unions, etc.

Hiding in Plain Sight

- David Norton, President

The last Saturday of January was already a difficult day. I had spent the morning into the afternoon attending the Celebration of Life for departed member Meredith Enriquez when I received a text message from Waterfront carrier and shop steward Julius Fildes. It said simply, “Have you seen this” and then along came a picture of a giant mural of our dear departed ex-Branch 82 Vice President, mentor, and friend, Jim Baxter. I had not seen it, and a huge mural of Baxter was the last thing I was expecting to see that afternoon. I was shocked, and I can only imagine what Julius was thinking as he came upon the mural of our old friend. It was on Julius’ route, but he doesn’t normally walk by that particular building on the side where the mural was. Saturday, January 27, Julius had a package that just happened to put him in a different spot on that loop. What serendipity.

Once the news got out that there was a giant mural of Jim Baxter on a building in downtown Portland, many people started talking about it, and of course, people had a lot of questions: who painted the mural, how long had it been up there, and how did this whole thing come about? I had my idea of who painted the mural, as I knew Jim’s son Ray was a muralist and painter. That next day after Julius texted me, I went down and saw it myself. It was pretty amazing. Right there on the back side of Dante’s, right next to the “Keep Portland Weird” sign was the huge painting of Baxter. He is posing in a real Baxter-esque goofy way, and the Branch 82 logo is emblazoned above him. The details were incredible, and the first thing I noticed was that Baxter was wearing a rubber thumb, one of the old tools of the trade for letter carriers. Monday morning I called Renee, Jim’s wife.

For those who are new to the job and new to Branch 82 and may not have known him, Jim Baxter was a longtime advocate for Branch 82 and the NALC. He did many things and held many positions in our union. He was the shop steward at the now dispersed University Station and later at River District Station. He was a Step B rep, Branch 82 Trustee, Executive Board member, and was the Branch 82 Chief

Steward for eight years; that is when I first met him as a new shop steward. Finally, Jim was the Branch 82 Vice President, but most of all, Jim Baxter was a mentor and friend to many of us. His work for Branch 82 was a big part of our success as a union. He died unexpectedly in June of 2021. The loss of such a beloved figure in our branch was a shock to all of us. Many of us are still dealing with his absence.

Julius did some investigating work. The owner of the building lives on Julius’ route and he confirmed with him that yes, Jim’s son Ray is who painted the mural, and it had been up for months. I could not believe that it took us that long to find out about it!

Renee returned my call and everything that Julius found out was true, Ray got an opportunity to do a mural and decided to turn it into a tribute to his dad.



Ray Baxter, Jim's son, holds the photo that he used as inspiration for the mural of his dad.

Ray has been a painter and an artist all of his life. His passion for murals started as a teen doing graffiti around Portland, something his dad hated. But Ray’s passion for painting art on building walls along with his adeptness at scaling fire escapes and repelling down ropes found its way into a job doing professional murals. Ray learned the trade from some other local artists who like him started out graffitiing, and he took those graffiti roots and made it into a personal business painting murals on the side of buildings. It isn’t easy work; it is physical, and it can be dangerous. Murals can also be expensive for building owners, but it is a tried-and-true method for keeping graffiti down and it also beautifies the building and the neighborhood.

He moved to New York City in 2009, and when he wasn’t commissioned to do his own art, he was painting advertisements on the side of buildings. Ray and his company, Hand of Dogg (he said his dad didn’t initially get the name but apparently “walldog” is a term used for sign and mural painters and artists), has painted over a thousand murals or advertisements, all over New York City and several since he has been back in Portland.

Ray had done work before for the owner of the building downtown on Burnside and 3rd where Dante's is located. He came to Ray and asked him if he could help him out with painting a mural on the backside of his building. The graffiti had gotten pretty bad, and the owner needed to put up a deterrent. Ray asked him, "Would you mind if I put my dad up there?" The owner replied that he didn't care as long as it cleaned up the building. Ray was down there the next day. It starts with prepping the wall. Ray did all of the work by himself, setting up the rigging and pulling up all the materials and paint. While he was prepping the wall, he searched for the perfect picture of his dad. Ray said he went through boxes of family photos. While flipping through stacks of vacation pictures, one fell to the ground. It was a young Jim Baxter doing a silly "jazz hands" pose outside of his old mail vehicle like he was in some sort of twisted postal chorus line. It was perfect. Ray painted the photo. Where he couldn't include the whole vehicle behind him, he did a design with the colors of the vehicle and added a big Branch 82 logo on the very top. Ray found an old beat-up Branch 82 hat of his dad's and wore it while he was working. On the last day, Renee brought Jim's old satchel and Ray took it up with him to finish his work. He said it felt like his dad was up there with him.

The mural reads:

*James Russel Baxter
Portland Branch 82 Vice President*

Jim Baxter started his career with the Postal Service in 1981. He worked at University Station and retired in 2016 with 35 years of service.

During his career and into retirement he wore many hats for the union as he served his fellow brothers and sisters as shop steward, trustee, executive board member, chief steward, dispute resolution team member and most recently as vice president of Branch 82 Portland, OR for his last six years. Set to retire from his position at the end of 2021. He remained a dedicated leader and mentor to so many, working all the way until his final day.

At home, Jim was a loyal, loving protector and husband to his sweetheart of 40 years, Renee. He was a father and provider to their two sons, a role model who led by example and offered his voice of reason.

Locally, to this neighborhood he was a respected friendly face that always said hello while offering a handshake. Some of you may remember him bringing a smile to your business as your mailman.

What a special opportunity to create a memorial and honor your dad. And doing so in a way that showcases your art and skill in an area where your dad worked every day practicing his craft, on his old mail route.

When I was talking to Renee after first discovering the mural, she told me that Ray was chomping at the bit to come down to the Branch 82 Union Hall and tell us about what he had done. She, on the other hand, told him to let us discover it by ourselves. I just thought that was such a special gift that they gave to us, the opportunity of discovery. Those first emotions that Julius had when he happened to look up... The text message of Julius' discovery after spending the morning honoring another member who had passed... B-Mike Editor Suzanne Miller's jump to attention to try and work a photo for the cover of the next issue... Thinking that all along there was this mural honoring your friend just down the street from Powell's books. The whole thing seemed magical.

It is also a good reminder that the people you love in your life are all around you, at all times, even when they are gone. Sometimes it surprises you when they decide to pop back into your thoughts. Jim certainly has a way of doing it. I think of him often when I am writing out language for a grievance settlement or at functions where he would remember all of the people there. Or at times when you could use a little advice from a person who had spent his whole adult life doing what you are doing. Every time the front door blows open because of the wind (which happens often), we always say "There's Baxter." I never expected Jim to reveal himself in the form of a massive mural, however.

I met with Ray downtown at the mural. It was nice to talk about the process, how he did the work, and learn about the craft. Ray is both very knowledgeable and good at what he does. He has a lot of passion for his art. If anyone is looking for a muralist, I know a good one. We also got to share some stories about his dad. We have very different experiences with Jim and knew him in different ways, but he was special to us for the same reasons. I thanked him for including us, Branch 82 in his memorial to his dad. Jim's work was important to him, and he spent a lot of time working for this union. That meant late nights and weeks away for meetings, conventions, and trainings. His family was definitely forced to share Jim with us, and for that, I will always be grateful.

If you happen to find yourself in downtown Portland around 3rd and Burnside, on the backside of the building next to Dante's by the "Keep Portland Weird" sign is a giant mural of our beloved Jim Baxter, one of the great advocates of Branch 82. It is bright, it is funny, and it is pretty crazy that it's there at all. You should check it out. We are fortunate to have it there, and we are lucky to have found it.



**Ray Baxter,
Hand of Dogg Murals**



Vice President's Report

- Betty Nash, Vice President

When I first joined the post office many, many moons ago, it was one of the best jobs that you could hope for. If people heard that you worked at the post office, you were considered very fortunate. Good pay, great benefits, exercise, and helping the community. Everyone loved their mailman, and people had pride in coming to work.

One day back in 1985 my husband and I went to our post office to mail some letters. It was the Saint James Post Office in San Jose, California. It's a beautiful, historic building, constructed in the 1930s. If you have a chance to visit there you won't be disappointed. So, my husband and I go in and as I am waiting to buy stamps, he notices that there is a line of people outside a door. He goes over to find out what's going on and discovers that they are giving out applications to work at the post office. So, he gets in line and comes back with two applications for us.

We couldn't believe how lucky we were just to happen upon this opportunity. At that time the Postal Service only gave out applications every four to five years, and they worked off of that registry before they gave out more applications. So many people wanted to work at the post office that they didn't need to advertise or have job fairs or offer any additional incentives.

We completed our applications quickly and waited for our chance to take the test. The day of the test we both got in line. There were people in suits, dresses, jeans, cutoffs, and sweatpants. People from all walks of life were anxious to get their foot in the door. Everyone was there and it was a huge line that snaked down and around the block. When we entered the building, they separated people as they came in the door, one right, the next one left, right, left so that you would not be next to someone that you knew. It was a huge auditorium with tables and chairs, and everyone was given a pencil and an answer sheet. There were at least two hundred people in this class, and classes were given over a week in different locations throughout the city. These postal exams were treated like S.A.T. tests with ID required, exact time to start and complete the exam, monitors walking around the room making sure that no one was cheating, very serious stuff. There was an overhead projector, and a picture of an address would flash on the screen for about two seconds, then it went away. Next was a picture of four addresses (a,b,c or d choices) and we needed to enter on our answer sheet which address matched the address on the screen that we saw for two seconds. Sometimes the numbers were transposed, sometimes the street name was misspelled etc., kinda tricky stuff but it really tested your memory which was the point. We had about 40 of these questions and a few "what would you do" type of questions. People that were good with numbers did really well on the test.

When we received our test scores, the waiting began, wait-

ing for that letter to come letting us know that we could begin the process of a postal career. Once I received my letter I was scheduled for fingerprints, a vision exam, a hearing exam, a general physical, and the interview process, then I could begin Carrier Academy and of course a test. The test was a casing test, using computer cards which had addresses on them. When you pulled down your addressed computer cards the corners should all match perfectly; if they did not match then you made a casing mistake. You could actually fail Academy.

After the Academy was the driving test which included several types of vehicles. Training was very complete. Could we drive safely, and could we back up through and around a maze of orange cones without turning our heads or looking out of the side of the vehicle? It was a test to see if we knew how to use our mirrors and only our mirrors to back up from one end of the parking lot to the other end, weaving through each orange cone, all the way to the right, all the way to the left to serpentine our way back to the end of the lot. We could go as slow as we wanted as long as we didn't knock over any cones.

We also received a postal driver's license which listed the vehicles that we were trained on/authorized to drive. (I wish we still did this.)

I remember when I was still a PTF in the Beaverton Installation I had a supervisor that didn't like me very much. So one day during Christmas peak season he came up to me as I was casing and announced loudly, "Nash, I have a half-ton filled to the top with Christmas packages and I need you to go out to deliver them and don't come back until you're finished," and then he threw a set of keys at me. I asked him if he said half-ton, and he said yeah, get going. Well, I cannot tell you how very happy I was to have a postal driver's license, because my driving instructor had told me that I was never to drive a half-ton because I was too short, and I could not safely reach the pedals. The license specifically said "NO HALF-TON DRIVING." I have never been so happy to be short! I pulled out my postal license and showed it to him. He turned several shades of red, then I threw the keys back at him and continued casing. In my mind I was laughing my ass off! Anyway, back to the history.

Failure to meet any of the above-mentioned exams or tests meant that you were done/finished/out. There were no second chances because there were literally hundreds of people just waiting for the chance to take your place.

When I made the decision to leave my job at San Jose Hospital to go work for the post office, one of the biggest factors was the stability the Postal Service offered. I knew that I would always have a job, and I could feel secure knowing that if the worst ever happened, I could still raise a family on my USPS income. Also,



the knowledge that I would be working in a union shop was very comforting to me, someone would always have my back. If I were in trouble or needed help the union would be there for me.

I actually took a pay cut to work for the post office and exchanged a steady Monday-to-Friday work week for the chaos of becoming a PTF. Working mainly at the Saint James office, which had only maybe eight employee parking spaces, was a challenge every day. Saint James serviced three zip codes and was a huge office. As a PTF, we were required to work for at least five of the other 25 offices in the San Jose Installation for two weeks each. So, every two weeks I had to learn a new office and new routes before settling in at my home station of Saint James Station.

Our supervisors were all dressed appropriately. Male supervisors were required to wear dress shirts, ties, and dress pants. Female supervisors wore dresses or professional pantsuits. Letter carriers except PTFs were always in complete uniforms.

I feel like we all have lost the sense of pride in our appearance. Supervisors sometimes look like they are on their way to a football game instead of to their position of authority. We actually had a customer call the police on one of our supervisors because they thought that they were a homeless person breaking into a CBU when they were out there changing a lock. That's pretty sad. How are we supposed to take a supervisor seriously when they can't be bothered to look professional?

I know that there are also carriers that could really use a wardrobe update. Wrinkled, soiled, or torn uniforms are not the appearance we should give the public. However, for letter carriers, the problem is not that they don't want to look good, instead it's that the uniforms are so very expensive. We only get \$499 a year, and the prices of pants and especially jackets are ridiculously high. We are very hard on our uniforms because we are required to wear them every day, and the work that we do is so physical and demanding on both our bodies and the clothes that we wear.

Being a letter carrier used to mean that we made a good living on our post office wages, but our wages have not kept up with the rising cost of living in the Portland metro area. Many carriers cannot afford to buy a home and sometimes have a hard time finding a decent place to live on their current wages. City letter carriers are the hardest working employees of the Postal Service and need to be paid what they deserve. Those who are starting as CCAs have more of a challenge because they could go to the local car wash and start for the same wage as they do as a CCA, and they don't start earning their benefits until they become career employees. The CCAs are really taking a leap of faith, and that's why it is so difficult to hire in those offices that are only hiring to the CCA position. If you have CCAs in your office,

keep that in mind when they are working 10 to 12 hours a day. They are only hoping that one day they will have the stability and benefits that most of us enjoy. They are hoping that one day they can get decent health care for their children, they are hoping that one day they will have a route of their own, they are hoping that one day they will have a scheduled day off that they can count on. Please be kind to the CCAs and PTFs. They are trying to have what most of us take for granted.

Remember when you first started, and you were bounced around from route to route or even from one office to another? Each day was an unknown. Different starting times, different offices, different sections or routes, different supervisors.

Letter carriers are a special breed of people; they need to be able to be independent, alone for large portions of the day, make decisions on their own, work at a steady pace to gauge their workday, etc. Letter carriers need to be paid appropriately and have the security of a full-time career position or at least a clear path to achieve the security and pay level that they need to continue to work at the post office, and the Postal Service needs to provide these incentives to keep good people.

We used to be an organization that valued people, that valued loyalty, hard work, and honesty. I may be jaded because I get a lot of phone calls from frustrated carriers, but it seems that a lot of supervisors just don't give a damn about working with carriers to maintain a work/life balance. If my child is sick, then I am calling in, and don't give me crap about it when I get back to work. Believe me, it doesn't help the situation and just pisses me off, and it doesn't make me feel better about my choice to work at the post office.

Other organizations are looking for good employees; postal management shouldn't chase ours away with petty expectations. The world of the city letter carrier is something that most people can't imagine. The new CCAs and PTFs are expected to come in at different hours on different days, and work on different routes in different offices which change from day to day, sometimes from hour to hour. They know that this chaos will continue sometimes for months or years. They are willing to take the chance on a career in the post office. I try to be positive and tell them that it will get better, they just have to hang in there.

I only wish that I felt that the post office valued letter carriers the way they used to. They could show that in part by paying them what they are worth. They show that by treating letter carriers with the respect that they deserve. They show that by making a meaningful career path with definite goals that are achievable. The post office needs to show how much they value the hard work that city letter carriers do by paying them a living wage and treating them with the respect that all people deserve.



Transfers and Exchanges, Part Two

- Matt Pierce, Secretary-Treasurer

Hello from the stand-up desk of your Secretary-Treasurer. As promised last month, this month I will be discussing why in some ways it's going to be harder than ever to transfer and the other way carriers can move around the country that many don't know about and utilize: mutual exchanges.

The NALC has 2,500 local branches representing letter carriers in all 50 states, the District of Columbia, Puerto Rico, the Virgin Islands, and Guam. This represents tens of thousands of post offices. The problem is that in many parts of the country, the largest town for many miles around may not have a very large city carrier complement. In one of these offices, once they take one transfer the next five vacant positions would have to be filled by CCA conversions or PTF hires. In an office of say 20 carriers, it could take the better part of a decade for six carriers to retire, convert, or leave. Fortunately, mutual exchanges are another option for carriers needing to move. By carriers trading installations one to one, it doesn't harm the conversion ability of CCA/PTFs and therefore can occur even in installations where no transfers are available.

Per our national contract, career letter carriers may exchange positions with other career employees anywhere in the country. The general policy governing this swap is found in the Employee and Labor Relations Manual (ELM) at Section 351.61. The policy requires the installation heads of both post offices to approve the mutual exchange. The policy also places restrictions on exchanges between categories of employees. Section 351.61 states:

Career employees may exchange positions (subject to the provisions of the appropriate collective bargaining agreement) if the officials in charge at the installations involved approve the exchange of positions. Mutual exchanges must be made between employees in positions at the same grade levels. The following employees are not permitted to exchange positions:

- a. Part-time flexible employees with full-time employees.
- b. Bargaining employees with nonbargaining employees.
- c. Nonsupervisory employees with supervisory employees.

The Memorandum of Understanding Re: Mutual Exchanges allows city letter carriers to be granted a mutual exchange without regard to their pay grade. It further states carriers in grades CC-01 and CC-02 (T-6's/Utility carriers) are considered as being in the same grade for the purposes of mutual exchanges.

When mutual exchanges are made between letter carriers from one installation to another, the carriers will retain their seniority or shall take the seniority of the other exchangee, whichever is the lesser. This is different than other transfers which require that the transferring employee begin a new period of seniority. The JCAM makes clear that any mutual exchange is an exchange of positions and not assignments. The routes of the letter carriers

involved in the swap are posted for bid in accordance with the provisions of Article 41.1.

The approval process for a mutual exchange is the same as any other transfer request. The installation head's requirement to afford "full consideration" to all reassignment requests applies to mutual exchanges just as to any other transfers. In evaluating and responding to mutual exchange requests, installation heads should follow the criteria provided for in the Transfer Memorandum. It also means that they have the same 12-month or 18-month lock-in periods.

Once letter carriers have agreed to exchange positions, they should each write a letter to the installation head in the location where the other letter carrier is employed requesting the mutual exchange. They should also write a letter to their own installation head notifying them of their request and include a copy of the mutual request letter.

NALC members may find and publish ads for mutual exchanges in The Postal Record each month. Refer to the pages near the end of each issue for instructions on submitting an ad. Carriers may also wish to search online for the branch representing the location they wish to move to and contact them about placing an ad in their local newsletter. If you need help or you get denied for a transfer or exchange, please contact your union steward.

Finally, on the subject of transfers for this month, I want to make sure everyone considering a transfer is well aware of some recent rule changes and the effects they will have on transferring carriers. For quite a while under the CCA-only rules that we had in place for most of the past decade, full-time regular employees were transferred to only full-time regular positions. This has all changed since the return of PTFs.

Normally, full-time opportunities are filled through the assignment of unassigned regulars (UARs), the promotion of PTFs, the conversion of CCAs to career status, or the acceptance of transfer requests. Under the contractual rules, if there are no UARs in the installation, the PTF with the highest seniority in the office would be promoted to full-time regular prior to considering a carrier for transfer.

Under the rules in the current contract, any CCA who serves for two consecutive 360-day terms is converted to a PTF. Because of this, the ability of career employees to transfer would be limited, since opportunities must be filled through the promotion of PTFs prior to accepting a transfer. If a successive line of CCAs were converting at a regular pace there might never be a chance to transfer.

M-01947 addresses these situations by modifying some of the

terms of the MOU Re: Full-time Regular Opportunities–City Letter Carrier Craft. Under M-01947, offices that could have accepted a transfer had there been no PTFs on the rolls may still offer the transfer opportunity to a career employee; **however, the transferring employee would become a PTF letter carrier in the new office.**

I just want everyone considering a transfer to be aware of what this means. Let's take a transfer from Portland to Vancouver as an example. Vancouver still hires CCAs. As those CCAs reach two years they convert to PTFs. I don't know how many PTFs Vancouver currently has, but for the sake of argument let's say 20. So, under the new rules in M-01947, you would no longer be the junior regular when you got a transfer to Vancouver but the 21st PTF. Meaning you'd be a PTF until 21 vacant full-time positions became available. Depending on local demographics, etc... that could be years.

Remember, PTFs are not guaranteed 40 hours a week, do not get paid holidays and they earn annual leave as they go- either four, six, or eight hours per 80 hours of straight time worked. Going back to our previous example of the regular carrier who transferred to Vancouver and had to become a PTF- if this person had three weeks of vacation planned for March and transferred over in February, they will no longer have their fronted leave for the year available to use. They'd only have what they had earned and not used that year. This on top of the fact that your signed annual leave doesn't transfer with you, and you don't get paid holidays to combine with your vacation, can really ruin someone's vacation if not planned correctly. It's not all bad: also remember that when transferring, you never lose pay or vacation earning seniority, you just receive it slightly differently as a PTF. If you get your much needed transfer to where you want to live, for most people it's more than worth it.

Until next time I remain yours in solidarity, Matt

Retiree Luncheon

March 20
IHOP
4931 SE 82nd Avenue
Portland, OR 97266
NOON
(third Wednesday of each month)



Last Punch Bunch

Matthew Chang Creston
Jennifer O'Neil West Slope



Jennifer O'Neil celebrates her last day.

**Congratulations &
Happy Retirement
to you both!**



B-Mike

Love It or List It

- Jon Cabral, Chief Steward & Recording Secretary

I'm writing this month more as the Recording Secretary and Executive Board member than I am as the Chief Steward. The Executive Board has been mulling over what we are to do with our current Hall. It essentially boils down to our Branch having a couple of options, and it is crucial that all of us, as the current collective membership of Branch 82, make a decision that will secure the future financial health in the form of better asset development and/or acquisition.

Anyone who has seen the show on HGTV knows our first option would be to "love" our building, and invest money into it to bring it up to date/code as well as suiting all of our needs. This is a hard thing to imagine as in all likelihood, due to the period of time it was built and how it's transformed over its life from two separate buildings into one single building, it would be a total tear down and rebuild. A lot of that comes down to having to make changes to be accessible and ADA compliant, which leads to the many can o' worms that are hiding behind every wall, above the ceiling, and in the basement and crawl spaces. To rebuild on our site, which in no way would solve our parking problem or bring us closer to any of the major highways, would probably cost between \$350 and \$400 per square foot. Needing roughly 5,000 sq ft, this would bring us to a total cost of between \$1.75 Million and \$2 Million. That price is not including what it would cost to tear the current building down and properly dispose of materials that were used in its original construction. The E-Board doesn't see this as a realistic option due to the fact that we would have to take out a loan for the entire amount, which we would get approved for, but going from no mortgage payment to a monthly payment of \$8300, which would require us to drain our savings for the down payment, would be a hard pill to swallow.

Our second option would be to list our current building and find one that better suits our needs, like having a space that could fit

more members for our meetings, and secure parking for all of them on any given day. This is what the E-board has been leaning towards as it would save us a lot of money and potentially give us an opportunity to upgrade without having to spend all our savings. If we could list our building for sale, then find a property whose owner is willing to lease to us before selling, that would be the ideal situation. It would allow us to sell our hall first and have the cash from that sale on hand to pay down any potential mortgage. Another benefit from doing this would be the potential to find a property that is move-in ready, and would not require us to do any fixing up to keep operations at the hall moving at all times. This is obviously the area that the E-board is most concerned about, as any delay in the Branch's ability to handle incoming and outgoing grievances could be detrimental. Wherever we move to, it would have to be a move that could be done quickly with as little hassle as possible.

Of course, the last option is that we do nothing at all, stay in our building the way it is, and continue to operate as we have. I personally feel that is the one option we can't take as it leaves us with what I see as a ticking time bomb. I would only take one major need for repair and/or construction that would leave us without a space to operate. I believe it is time to pick a path that will benefit not only our current membership, but will continue to benefit our members for decades to come, but fortunately, that decision cannot be made by a singular person, and would take a majority of members present and voting to move forward with any plan of action.

Whatever it is we decide to do, I look forward to us doing it together.

In Solidarity,
Jon Cabral



Stewards for 2024 were sworn in by President David Norton at the February stewards council.



Debbi Hughes-Hansmann aka "lil Debbi"

Debbi worked for USPS for 34 years as a letter carrier and retired April 2022. She passed away peacefully in her home on February 10, 2024. She was beyond proud of her daughter Shelby. She was such a fun, outgoing person with many, many friends. She loved the outdoors, particularly summertime, going to the river and boating whenever she could. She really loved her cats, and she also loved to dance.

She is greatly missed and loved.

Rest in peace, Debbi.
October 26, 1962 ~ February 10, 2024

A Celebration of Life will be some time late April or early May.



Retiree's Corner

- Sammy Smith, Director of Retirees

Greetings to all the membership from the Retiree's Corner. We continue to meet and welcome all retirees, and we also welcome and appreciate the visits from active carriers.

There was not a luncheon in January due to inclement weather. At the branch level, we are now planning for the NALC State Convention in lovely Seaside, Oregon. The convention is a wonderful time when letter carriers and branches from all over the state get together for learning and adopting resolutions to be forwarded to the national level for consideration. NALC Convention dates: sessions happening Monday, April 15 and 16 with April 17 being a travel day.

The next retiree luncheon is March 20 at IHOP, 4931 SE 82nd Ave at 12 noon. We are looking forward to seeing you there, especially the newly retired from all over the greater Portland area. Everyone is welcome.

Gold card member Hewell Connell and his lovely wife Darlene informed us about three months ago that they would soon be making a move to reside in Medford, Oregon. The Connells have been consistent attendees at our monthly retiree luncheon, and they will most definitely be missed. We wish you all the best as you enter a new phase of your retirement, and you are always family in Portland Branch 82.

Respectfully,
Sam Smith



Hewell and Darlene Connell attended their last retiree luncheon before their move to Medford. Good luck to you!



Pride Report

- Dave Esch, Parkrose

Last year's Pride Parade had all the elements of a successful Parade. It was well attended, both in terms of spectators and participants. It was FUN... lots of music, bright rainbow colors everywhere and the adrenaline was infectious throughout the many different groups that banded together to form one big parade. As I noted in last year's June Pride article there were some definite distinctions that set last year's parade apart from the year before, the main one- for us anyway- is that we had a float! I personally give the credit to Abe RedCloud and David Norton for facilitating the co-opting of the Starlight Parade float for use in the Pride Parade. Simply brilliant!

As the NALC Pride chairperson, I held monthly Pride Committee meetings every month from November through June until it came time for the work party in July. Overkill? Perhaps. The attendance at the meetings was sparse at times, and I really wondered how things were going to work out. Well, everything turned out exactly as it was supposed to, and all the key players were there helping to make it a success... you know who you are, and I thank you! In the end, we transformed the Starlight Parade float into its own autonomous identity as the NALC Pride Float... and it was fabulous!

With our "bigger than life" rainbow colored P-R-I-D-E letters ready to festoon this year's float, a lot of the heavy lifting is behind us. The biggest learning experience from last year is that balloons do not survive in July heat like they do in parades held in June. I have an idea floating around in my head for a replacement to the "rainbow balloon arch," but having other peoples' advice and input is not only welcome, it's crucial to our success. So, drum roll please... this year's first Pride Committee meeting will be held:

NALC PRIDE COMMITTEE MEETING
TUESDAY, APRIL 2nd 2024 * 7PM
ZOOM ID 880 6173 1039
PASSCODE: Pride

But let's also not forget that the Pride Float cannot exist without the Starlight Parade Float coming to fruition. A lot of that planning and work was done last year, but it will still take people – bodies willing to volunteer their time to help out. If you were at the Pride Parade, please consider pitching in with the Starlight Parade too this year. It takes a village.

ARE YOU A **MEMBER** OF NW PRIORITY CREDIT UNION? IF YOU ARE NOT, **YOU SHOULD BE.**

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10



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Portland City Resolution for Postal Hearing

- Jamie Partridge, Retiree



The Portland City Council has unanimously passed a resolution calling on the US Postal Service to hold a local, public hearing on the new Sorting and Delivery Center (scheduled to open at the Evergreen location in Beaverton this June), future “consolidations” (local managers have verbally revealed that another S&DC is slated to open at the Cornfoot Rd. P&DC location) and other aspects of Postmaster General DeJoy’s ten-year “Delivering for America” plan. The resolution, introduced by Commissioner Carmen Rubio, was brought to the Council by the Portland Area American Postal Workers Union and Portland Communities and Postal Workers United. The hearing could be held as soon as the end of February or as late as early April. Stay tuned to get involved. Contact PCPWU, cpwunited1@gmail.com.

Call for a public hearing hosted by the U.S. Postal Service related to changes affecting Portland postal workers and services passed by Portland City Council, February 7, 2024. Scan the QR code above to see the resolution in full.

In Memoriam

DEBRA HANSMANN

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	Ryan Mills	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
Miranda Layton	503.493.5903
Jennifer McGeorge	503.493.5903
Ryan Mills	503.493.5903

Starlight Parade Update

We are getting ready for another year of fun with the Starlight Parade on the evening of June 1st. The theme for this year is Dream Forward, but to make this dream come true, we need your help. Volunteers are needed to help build the float and make items for our marchers to wear.

You can help!

Our first building event is Sunday, March 10th, 10 am and the next on Sunday, March 24th, noon.

We will meet at the union hall for these work parties, and there will be additional meetings leading up to the parade.

With many helping hands, we can make another special night to remember.

Hope to see you there!
Cody Harris and Casey English



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Spring Into Action

- Bruce Hall, Veterans Representative

The first day of Spring falls on March 19, 2024. Punxsutawney Phil did not see his shadow on February 2, so we are supposed to have an early spring. That should allow us to have a relatively early change from the dark, dreary days of winter into a new season of bright, new, optimism. We need to be alert, educated, and ready to spring into action when necessary to ensure that we take care of our veterans. We need to continually contact our congresspeople and ask them to do all they can do to ensure that we take care of our veterans. If you would like to keep up on specific legislation or VA benefits, you can contact VFW's Washington Office at vwfac@vfw.org. A member of VFW's National Veterans Service will respond as soon as possible.

A big problem in our society is emotional pain and suffering. Nearly one in every five American adults has a diagnosable mental health condition. Plus, many people sustain traumatic brain injuries which affect emotional functioning. Many more are addicted to drugs and alcohol which affects their mental condition. Often our friends, neighbors, co-workers, and even family members are suffering emotionally and don't recognize the symptoms or won't ask for help. Here are five signs that may mean someone is in emotional pain and might need help:

1. **Personality changes:** You may notice sudden or gradual changes in the way that someone typically behaves. People in this situation may behave in ways that don't seem to fit their values, or the person may just seem different.
2. **Uncharacteristically angry, anxious, agitated, or moody:** You may notice the person has more frequent problems controlling their temper and seems irritable or unable to calm down. People in more extreme situations of this kind may be unable to sleep or may explode in anger at a minor problem.
3. **Withdrawal or isolation from other people:** Someone who used to be socially engaged may pull away from family and friends and stop taking part in activities that used to be enjoyable. In more severe cases the person may start failing to make it to work or school. Not to be confused with the behavior of someone who is more introverted, this sign is marked by a change in a person's typical sociability, as when someone pulls away from the social support typically available.
4. **May neglect self-care and engage in risky behavior:** You may notice a change in the person's level of personal care or an act of poor judgment. For instance, someone may let personal hygiene deteriorate, or the person may start abusing alcohol or illicit substances or engaging in other self-destructive behavior that may alienate loved ones.
5. **Overcome with hopelessness and overwhelmed by circumstances:** Have you noticed someone who used to be optimistic and now can't find anything to be hopeful about? That person may be suffering from extreme or prolonged grief, or feelings of worthlessness or guilt. People in this situation may say that the world would be better off without them, suggesting suicidal thinking. The VFW sponsors a program called CHANGE DIRECTION in an effort to deal with mental health wellness. If we recognize that

someone is having emotional pain or suffering, we need to reach out, connect, inspire hope, and offer help, showing compassion and a willingness to find a solution to their problems.

In order for us to help others, we need to practice Healthy Habits of Emotional Well-being.

1. Take care of ourselves, eat, sleep, and be active
2. Get checkups for our emotional well-being
3. Engage and connect wisely, have healthy relationships
4. Relax, reduce stress in our lives
5. Know the five signs of emotional suffering

If everyone is more open and honest about mental health, we can prevent pain and suffering, and those in need will get the help they deserve. For more information, go to changedirection.org.

This is tax season, so I would like to mention a couple of things about TAXES. The IRS Volunteer Income Tax Assistance (VITA) and the Tax Counseling for the Elderly (TCE) Programs offer free tax help for qualified taxpayers. Call VITA at 1-800-906-9887 or TCE at 1-888-227-7669 for more information and qualifications or go to www.aarp.org/money/taxes/aarp_taxaide. The only free online tax preparation and filing assistance for veterans, active-duty military, and all qualifying taxpayers can be found at www.myfreetaxes.com.

Also, veterans may qualify for Oregon State Property Tax exemptions or deferrals. 1. Disabled Veterans having a disability of 40% or more can qualify for a state property tax exemption for a portion of their property's assessed value (call 503-988-3326 or online www.oregon.gov/dor). 2. Disabled Veterans and Veterans over 62 may qualify for property tax deferral (call 1-800-356-4222).

Volunteer to help others by springing into action. We can join veterans' organizations or others such as churches, neighborhood associations, schools, etc. to use our talents to help others. There are so many opportunities to volunteer. Helping others will make volunteering a rewarding experience.

It seems like everything in today's world is political. The military is no different, therefore, it is vital that we continually watch the activities of our legislature. Veterans' organizations like the VFW and American Legion are constantly working on veterans' issues with our president and congress. The legislative priority goals for 2024 include: providing sufficient funding for all VA programs; protecting quality of life programs for military service members, retirees and their families; improvements in transition and employment tools for separating service members and veterans; and continued oversight and improvement to the VA disability claims system. We must remain vigilant and remind congress that cutting any benefits earned by veterans, service members and their families is not acceptable. Let your senators and representatives be aware of your veterans' issues! SPRING INTO ACTION, contact your congresspeople!

Judith Hyde Scholarship Application

THE PURPOSE OF THE JUDITH HYDE SCHOLARSHIP is to reward the child of a Branch 82 letter carrier for community service as exemplified by Judith Hyde.

Judith Hyde came to know and love a little girl born HIV positive who had been adopted by a friend of hers. After the child died, Judith became concerned about the lack of knowledge among young people concerning AIDS/HIV. She decided to walk across the United States from Portland to Washington, D.C. to raise awareness about this problem. Although her journey ended in Ohio due to her contracting liver cancer, her goal of community service lives on with this scholarship.

This scholarship consists of \$2000.00 per year up to four years to pay for education expenses at an accredited post-secondary school or technical institute.

SUBMIT THE FOLLOWING TO APPLY FOR THE SCHOLARSHIP:

1. What problem in the community has been of concern to you, and what have you done about it?
Please answer in detail up to two typed pages.
2. A short statement of post-secondary education plans/goals,
3. A short letter of recommendation from a friend or family,
4. A short letter of recommendation concerning your community service,
5. Grade point average on your most recent report card.

Each submission will be judged by a group of letter carriers including one parent of a past Judith Hyde Scholarship winner. The winner should be prepared to offer at least one graduation photo to be used in a branch publication. If the student's school has an award night, we would like that information.

DEADLINE - All information must be submitted by Friday, May 10th, 2024.

Date _____

I am the child of active/retired/deceased letter carrier _____
of Branch 82, Portland, OR. I am a high school senior in the 2023-2024 school year.

Name of Applicant _____

Home Address _____

City _____ State _____ Zip Code _____

Phone # _____

I certify that the foregoing information is correct to the best of my knowledge and that I have included all required items with this application.

Signature of Applicant _____



Mail to: Branch 82 Scholarship Committee, 5265 NE 42nd Avenue, Portland, OR 97218



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ACTIVE DUTY

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

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

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

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Representing Oregon Unions

And Employees in

Matters of Collective Bargaining

And Civil Rights

(Law Firm retained by NALC Branch 82)

INJURED AT WORK?

Call BRANCH 82 OWCP REP

Mike O'Connor

Wednesdays and Thursdays

503 493-5903

Branch 82 Monthly Meetings

General Membership second Wednesday, 7:00PM

Retiree Luncheon third Wednesday, noon

Stewards Council third Wednesday, 7:00PM

Executive Board fourth Wednesday, 6:30PM

All members are welcome, unless otherwise noted.

All meetings are held at the NALC Branch 82 Office,

5265 NE 42nd Avenue, 97213.

Retiree Luncheons are held at

IHOP, 4931 SE 82nd Avenue, 97266.

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, February 14, 2024

Call to Order: 7:08

Pledge of Alliance: Bruce Hall

Deceased Members:

Debra Hansmann, Retiree- Parkrose;
Owen Goans, Retiree- Hillsboro

Moment of Silence

Jim Falvey spoke about Glen Norton, the branch president of Las Vegas, who recently passed away. He said he was a great unionist and that he contributed a great deal to the NALC.

Roll Call of Officers: Officers Absent:
Lois Brumfield, Miranda Layton, Jennifer McGeorge, Abe RedCloud

First Time Members: Jordan Beehle- Parkrose, Adam Cutler- Clackamas, Alexander Knox- East Portland, Gabriel Nugent- Lents, Zachary Swigar- Holladay Park, Brittany Thomas- Lents

Visitors: Ruben Arias- Moscow, ID
Anthony Cano- Eugene West Side

Reading of the Minutes:

Casey English made a motion to dispense with the reading of the minutes and accept them as printed in the B-Mike. Seconded, Eric Matras. Carried.

Communications

Membership Report:

Regular: 1198, PTF: 152, CCA: 64, Retiree: 515, Gold Card: 83, Management & Other Crafts: 52, New Members: CCA- 5, PTF- 27. Total Membership: 2061. Non-Members: 35, Organized: 97.8%

Retired: Matthew Chang, Creston
Jennifer O'Neil, West Slope

Canceled: Jefferson Guillermo, Evergreen- Management; Jake Spencer, East Portland
Separated: Morgan James, Multnomah

Secretary-Treasurer's Report:

Don Cadwell made a motion to pay the bills. Seconded, Cody Harris. Carried.

Executive Board Expenditure Recommendation: Motion: to pay all expenses

for the branch's mandatory delegates to attend the national convention and for these expenses to be paid out of the general fund. Discussion. Carried.

Unfinished Business: President Norton discussed updates regarding both the upcoming state and national conventions.

New Business: Norton announced the Branch Picnic on July 28 at Cook Park and the Labor Bowl on May 19 at KingPins. He said Branch 82 has been interested in a new building. Motion: Jon Cabral made a motion to have permission to enter negotiations on what a lease-to-own deal would look like at the 8101 NE Glisan property. Seconded: Harris. Discussion. Carried.

Trustee's Financial Report

Resolutions and Bylaws: Resolutions and Bylaws Committee Chairperson Falvey read the resolution for a public contract campaign. The committee's recommendation was one of disapproval. Discussion. Rogue Robertson made a friendly amendment to strike one and three from the resolution. Jamie Partridge, maker of the motion agreed to the changes. Seconded: Steve Ellefson. Discussion. Failed. Back to discussion on the original motion. Carried: Ayes have it. Robertson called for division. For – 27; Against – 11. The committee's recommendation of disapproval was accepted, the resolution failed.

Judith Hyde Scholarship Report:

Suzanne Miller reported that we are currently accepting applications. They are due in May, and we are hoping for many submissions. The scholarship is for \$2,000 a year up to four years to the child of a letter carrier.

Health Benefits and MBA Report:

Matras said The Postal Record has gone over the changes for Medicare Integration.

Pride Parade Report: Dave Esch said the Pride Parade is July 21 and we are going to co-opt the Starlight Parade float again this year.

Labor Management Report: Norton said there are currently two removals

in the branch, both awaiting arbitration. Staffing has improved in many places, and we are still hiring. He gave an update on route adjustments, especially the terrible results at Piedmont. The TIAREAP team is not doing the reviews although they are required. He also spoke about recent scanning integrity discipline.

Health and Safety Report: Cadwell said our EAP rep went to Multnomah and River District and will be in Tigard and Oregon City. There was some discussion regarding educating new carriers on pressure from management and the impacts of the recent ice storm.

Legislation Report: Norton said the NALC is pushing president Biden to address the CSRS retirement plan.

MDA Report: The Labor Bowl will be held May 19. All Portland unions are invited.

Retirees Report: Sam Smith announced the retiree luncheon on the third Wednesday of each month at the IHOP on 82nd. Last month was canceled due to the ice storm.

Veterans Report: Hall reminded the membership he collects old flags for disposal. He has collected about 200 over the last year.

Labor Solidarity Report: Norton discussed recent strike efforts including flight attendants and Eugene hospice workers. Partridge said there will be a hearing in the city of Portland about closures and consolidations of postal buildings across the state.

Good of the Association: Norton thanked Ryan Kaufmann and Theresa Dunas for making dinner for everyone.

Kitty Award: Eric Pottenger, Parkrose, won \$83.

Jackpot: \$595 went unclaimed by Zachary Robinson, Evergreen.

Treasure Chest: \$140 went unclaimed by Jacob Sexton, St. Johns.

Adjourned: 9:01

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The next General Membership meetings will be held
Wednesday, March 13 and Wednesday, April 14, both at 7 pm.
Dinner will be served prior to each meeting.

OLD CARRIERS NEVER DIE, THEY JUST LOSE THEIR ZIP

MAILVANA!

A friend of ours named "Freebie" was often heard to say, "Heaven must be a lot like this," as he cased his mail each day, While surely he was joking, cuz the mounds of mail were deep But dreams of postal paradise would visit in our sleep If such a place is real perhaps it's a bit like this No DOIS, bad dogs nor scanners just heavenly postal bliss..

Welcome to Mailvana, where the routes are short, the mail is light and the holiday tips are above average! You'll start your day at 11:00 am and work until 1:00 pm with an entire hour off for lunch, plus two 30-minute breaks. You'll be delivering to happy well-adjusted customers who know they are the current resident. Streets, of which there are few, have names like Breezy Boulevard, Creampuff Lane, Cherry Drive, Peanut Place, Easy Street and Street of Dreams. And yes, it's true, there are no scanners in Mailvana. They all went to that other place.

BY KERRY WAITE & TERRY KNOTT
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