



# 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

## State of the Branch

- David Norton, President

Hello everyone. I hope that you are all having a safe and healthy peak season.

As president of Branch 82, every two years at the end of your term, you are tasked with writing "the State of the Branch" for the December issue of the B-Mike. This is where the president talks about how the branch is doing. Usually, we talk about staffing, finances, problems that we have faced during the previous year, and our outlook for the year ahead. This will be my third State of the Branch article, and each one of them has been wildly different. The last one was heavily tilted toward the COVID-19 pandemic and what it had done to Branch 82, the staffing of our offices, and the overall state of how it affected the membership. At the end of this term, I am happy to announce that many of the problems we have faced because of COVID have largely gone away (or maybe have just been forgotten about), and we have moved on to some much more typical problems around the branch.

### Finances

Firstly, the finances of Branch 82 are in good order. While we dropped in membership during the pandemic and faced a pretty severe staffing shortage, I am now pleased to say that we are hiring at a pace that has been keeping up with our current needs. Well, in most places. Portland has been looking better (staffing-wise) than it has in a long time. As most of you know, we are hiring directly to PTF in several of our installations: Portland, Oregon City, West Linn, and McMinnville. All of those offices, except for West Linn (for some reason) have seen a dramatic increase in applicants and improved staffing. In Portland, we are hiring enough PTFs to make up for retirements and currently are converting those PTFs to regular in as little as six months.

Historically, converting to regular in such little time is amazing. I myself lingered on for over two years before I converted (almost 20 years ago), and I would say that two years is about average for most people who were hired on as PTFs before the creation of the CCA position and before the craziness of the pandemic. It is still that way for PTFs in other installations. Certainly, it is all dependent on what is going on in the installation at the time, but I know that our Portland PTFs should feel fortunate to convert to regular so quickly.

This increase in membership has brought in more dues money to the branch, which is good because everything we do has gotten more expensive. With Portland doing better on staffing, it has put a strain on the surrounding Associate Offices where we represent. We have had to spend more resources than ever out in the AO's, and it takes more time and more travel out of our day.

We are also in the position where we have had a massive turnover in our workforce. With the average seniority in the branch decreasing, that means not only are the letter carriers who are working today new, but so are the supervisors, managers, and postmasters. A lot of time is spent dealing with stupid problems brought on by inexperienced management.

### Branch 82 Staff

Many of you also know that we are having an election right now. The ballots have gone out and at the time you are reading this, you have already received your ballot and hopefully have voted. I was re-elected by acclamation and will be serving you for another term as your president. Also elected by acclamation was Secretary-Treasurer Matt Pierce, and Jon Cabral will remain as chief steward. Although part of the current contested election

## State of the Branch *continued*

we are holding includes the position of vice president, largely the people in the office will all be the same as the last two years. The continuity is good, and we all work well together and get along in an office-like setting.

### Contract Update

Now turning to some things we have been dealing with lately. Some of the most often-asked questions I get are concerning the ongoing contract negotiations between the USPS and our national union. Unfortunately, the national parties have not come to an agreement on our contract, and we should be picking out an arbitrator soon in case we end up going to interest arbitration. That doesn't mean that we are not still negotiating. From what I have heard from our national officers and others, both sides are fairly close to an agreement. They are discussing a wide range of issues that relate to letter carriers, the first being our compensation package.

Letter carriers getting a raise is absolutely on the table, and it should be. Several unions across this country have made significant gains through their bargaining. Many of these unions have done this through the leverage of a strike, which we do not have the right to do, but the fact remains that we have a strong case to be made either to the Postal Service or an arbitrator that workers across this country are deserving of an increase of pay and benefits in this post-pandemic economy we are living in.

Also on the table is the question of the future of the CCA position. There is an opportunity to get rid of or, at the very least, drastically change the non-career position we as a craft have had to endure. As I have previously mentioned, the PTF model has done wonders to help the staffing and hiring in the city of Portland. It isn't the only answer, but it could help other installations that are struggling as well.

There are a host of other things that could be fixed through collective bargaining. The right to refuse work over 12 hours, Article 8 maximization fixes, new ODL distinctions, and ratifications to our failed uniform allowance process have all been mentioned as things currently being negotiated. I seriously doubt that we will hear of anything by the end of this year, but I have my fingers crossed that 2024 will bring with it a new, prosperous contract that will both support letter carriers financially and make the job easier through workplace improvements. This is not just some sort of holiday miracle I am wishing for. The time is right for a new, better contract for us all.

### Route Adjustments

This new route adjustment process cannot be over soon enough for me. Like many people, when the current process came out, I was excited. We haven't had adjustments in many of our offices for quite some time. Any route adjustment brings with it prob-

lems: 6-day route counts are rarely done correctly, carriers are always upset about their losing/gaining territory, and of course, management always comes into any agreement with their agenda of trying to take routes out of offices. I expected all these things to factor in.

Over the course of my career, I have been involved in several joint route adjustment processes. In any route adjustment process, it is always better to have a seat at the table. Having NALC activists working alongside management can only help to get a fairer outcome, one with our stated agenda: making routes as close to eight hours as possible. This agreement uses the route data taken directly from the carrier's scanner- no need for a whole round of 3999s- and some other aspects that were reason to be cautiously optimistic at first. The first few adjustments went reasonably well; we put in multiple routes at Lents station and adjusted other stations in a way that I felt was equitable and fair. Then management decided that they were going to do everything in their power to disrupt the process to get their way.

Our last few adjustments have been a disaster, and cooperation between the parties has completely fallen apart. The management counterpart took out the allied time on the route and labeled it relay time. Then when they reduced the number of park points, they subtracted all of that improperly labeled time. Allied time is time you spend working while not handling mail, for example, putting on a raincoat, applying sunscreen, drinking water, tying your shoes, etc. By changing allied time to relay time, then cutting the number of park points in half or more, management found a way to eliminate a great deal of minutes that are necessary to do the work.

Our representatives have disputed this, and the parties nationally came up with a compromise. In Piedmont Station that compromise still means that most routes will get added to, even the ones that the data showed were already eight-hour routes, and some that showed needed a cut. All of this is happening right at the start of peak season. Carriers there are extremely upset, and they have a right to be. They are getting the brunt end of a "joint" process that is ultimately broken.

Why would management even want to do this? They will spend an exorbitant amount in overtime costs, and they are going to have to send every available PTF in the city to try and help with the mess. (How many of those PTFs will end up quitting because of it?) All of this, and we are going to look at the station again in 60 days and readjust again, hopefully to fix it but at least to put everything back the way it was in the first place. It is massively frustrating. The management representative on the route adjustment team that is trying to take out the time is the postmaster of Bozeman, MT. You know, the installation that needs everyone in the region to send them help because they can't get it together.

One of the hardest aspects of this process for me personally has been the complete lack of control we have locally at Branch 82. I have no say in how the routes are adjusted, and I cannot dispute it when I am unhappy about what is going on. I can yell at the adjustment team, I can yell at management, and I can yell at our national business agent, but ultimately that is the extent of the power that I have in this process. They are the ones who drop the grenade and walk away, while we are left to deal with the results.

While I am upset with how this route adjustment process has gone, it is important to remember that the problems that have arisen from it are 100% management's doing. Any joint process entered into by the national parties is going to include compromise. Personally, I am not okay with giving in to management's tactics and agenda, but that is what has happened. My hope is that we get some kind of new route adjustment process that can be ratified in our contract. That way we have the option of grieving violations at the local level. Until then we are stuck with this mess.

#### **In Summary**

These last two years have been filled with changes, some for the better and others not so good. All in all, I believe that we as a branch have responded to any conflict soundly and effectively. Things aren't always perfect, but Branch 82 is a local that actively works for its members. As long as I am your president, that will always be my number one concern. We have filed a record number of grievances this last year, and there is no sign of that slowing down. That is also due to the hard work of our station shop stewards. They are the backbone of this union, and they do the critical work at the workroom floor level. Along with those grievances have come larger grievance payments than I have ever seen. We have pushed the envelope with increasing monetary remedies for contractual violations, and it has resulted in management paying out a premium for their ineptitude and their poor decisions.

Really the big story of the last two years is just how busy it has been. Running here and there to deal with issues has taken up a lot of time from myself and the other officers and has prevented us from doing more office visits, something that declined during COVID. My hope is to get out to stations more in the coming year for reasons besides meeting with management to try and settle disputes.

I would like to thank my co-workers, branch officers, and shop stewards for all of their hard work over the last two years. I couldn't do it without them. I would also like to thank those carriers that show up for our General Membership meetings. I would like to ask all of you to stop in from time to time to be part of the running of this branch. It takes everyone to make this union movement successful, and we at Branch 82 have been

very successful. Sometimes it is hard to see, and sometimes you have to look past a lot. The Postal Service is not an easy place to work and the job of a letter carrier can be a difficult one, but at the end of the day, if everyone is getting paid, no one is getting fired, and we have the security of a decent job with benefits and a retirement in the future, then we all have more than a lot of other people out there. We can always do better, and that is something we should always be striving for. Regardless of what anyone else does, Branch 82 will be doing just that.

As always, I will keep you updated on any news regarding our contract.

I wish everyone out there a safe and happy holiday. I'll see you next year, and I am looking forward to it.

# **Retiree Luncheon**

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



Retirees and friends at a recent IHOP lunch date.



# The Voice in the Crowd

- Dale Thaler, Retiree

It was just after 7:30am on the last Tuesday of April when the aging Vietnam Era veteran stepped on the MAX Blue line headed to downtown Portland. It would be his first Trimet Board of Directors meeting. He felt prepared, did his homework. Public comment speakers were allotted three minutes in front of the board; he gave them a copy of his prepared statement when he signed up to speak.

The request was simple - include all active duty and honorably discharged veterans in their Honored Citizen fare program. Many already qualified through age, disability or reduced income, but he felt ALL should qualify. The underlying factor was that despite many efforts to help troubled veterans, 17 per year (down from 22 a year ago) were choosing to end their lives. If the moniker "Honored Citizen" swayed even just one from going down that road, it would be a win!

Then the glitch. This particular meeting was also a public hearing for a proposed fare increase. Thirty nine individuals had signed up to speak. As the meeting began, he was informed that each had only ONE minute to speak. He felt out of place and on display with his bright red American Legion jacket and odd looking uniform cap. Speaking seventh gave him the chance to pick and choose his talking points though he felt too much had been left out and another trip would be necessary.

He was shocked to get a call the very next day. With over three dozen there to plead against a proposed fare increase, his voice in the crowd had been heard. Officials from Trimet wanted to set up a meeting to further discuss his proposal. Two weeks later, he and a second American Legion member were in a room with



two team leaders of the Office of Inclusion, Diversity, Equity, and Accessibility. He spoke of the overall decline in the veteran populace from 18% in 1980 to less than 7% today. The active duty force in his time was around 3.5 million, far more than the 1.4 million currently serving. Surely, if anyone should be deemed an honored citizen, it is those who chose to serve.

Our armed forces have been a totally volunteer force for five decades now since the ending of the draft in January 1973. That should mean something. The Trimet suits totally agreed, one being a veteran himself, but budget and cost was a concern as it should be. It was agreed that somewhere near half of veterans already qualified, mostly by age. The Legionnaire re-emphasized the importance of their term "Honored Citizen"; he would feel better being referred to as such. There are so many troubled veterans out there in need of recognition and acknowledgement- that their own and their family member's sacrifices meant something. Having received full backing from the general manager, the suits felt sure something could be done but not this fiscal year - 2024 was the goal. The voice was optimistic, but was it enough?

His time in the service instilled trust, teamwork and camaraderie, the you're not alone and leave no man behind mentality. His legion membership mirrored that. The crusty veteran saw limited camaraderie in his Branch 82 membership too, but most important was his exposure to the resolution process.

Several WHEREAS' and THEREFORES later, his first American Legion resolution attempting to turn his one voice into many voices was unanimously adopted at Post and District levels. A procedural error at the Department (state) level squelched the



advancement of many resolutions, including his. Fortunately, it was unnecessary. He received word from his Trimet contact that the first reading and public hearing of Ordinance 375 giving Honored Citizen status to all active duty and honorably discharged veterans would be at the September Board of Directors Meeting. Second reading and final passage was set for October. Quite elated, he assured her he would be attending in September.

He once again stepped on the MAX Blue Line, Beaverton this time. Once again, the cap and red jacket stood out. A young woman with Trimet credentials approached him. He asked where to sign up to speak today. She looked at him with a smile commenting, "So you're the one." Answering in the affirmative, he went inside, signed up once again leaving a copy of his statement. There were a handful for public comment: two addressing the proposed ordinance, both worked in the veteran services field; the rest unrelated. Four hours later after other items were addressed, Ordinance 375 became the order of business.

While describing the proposal, the presenter recognized him by name repeating many of his comments in support of the new ordinance. It was being widely supported by board members. It came time for public comment; just one signed up - he was the lone voice in the crowd. This time he spoke of a specific veteran whom he'd just recently met. Andy joined the Marine Corps, served six years and decided to get out and pursue a career as a K-9 cop. Then came his day of separation - September 11, 2001. Three months later he was back, in the US Army this time where he finished his career as a K-9 handler. He said these were the servicemen and women who deserved Honored Citizen status!

We only ask for recognition, not a free ride. He walked back to his seat to a standing ovation. There, he was met by yet another Trimet employee asking if he'd be willing to attend and speak at the formal announcement of the fare status change. He said of course, he wouldn't miss it.

Thursday morning November 9, 2023 the announcement was made at the Portland VA Medical Center. Beginning on Veterans Day 2023, all active duty and honorably discharged veterans qualified for Honored

**Pictured: Dale Thaler making meaningful changes at Trimet. Top right: Dale's wife, Karla.**



Citizen fare through a promotional fare until the ordinance would permanently take effect on January 1, 2024.

Introduced as being the catalyst for the change, he again used his voice in the crowd. He reiterated to the public "Honored Citizen status isn't about the cost to ride. It's about giving the recognition, the respect and the gratitude to those who were and are willing to make sacrifices that allow every American opportunities to enjoy our unparalleled freedoms. By doing so, you render respect to all who served. It acknowledges the gratitude of America and for our troubled service men and women, it will help diminish the haunt and fortify the self worth." Thank you to Trimet and to every veteran, hold your head high!

As you may have surmised, HE was indeed me! HE could be you. I'm very proud that my fellow servicemen/women and veterans will have their service acknowledged because I chose to take a ride and speak up. But it's not about me... Trimet did the heavy lift; I opened the door. Don't be afraid to be the voice in the crowd that opens another.



# Vice President's Report

- Betty Nash, Vice President

This article will reach you in early December, the busiest time of year for city letter carriers. Lots and lots of Christmas packages, Christmas cards, and letters to Santa. It's an extra demanding part of the year. As dedicated employees and carriers with a sense of integrity, we all want to make sure that our customers get everything that they are waiting to receive. We also take pride in doing our part to ensure that the items that they mail get to their destination in time for the holidays.

During this time of the year, we are working way too many hours, starting work in the dark and getting home in the dark. There is scarcely enough time to do our laundry to make sure that we have a clean uniform to wear. Hopefully there is someone that can help with doing some grocery shopping so that we can pack a lunch instead of spending extra time and money buying something to eat.

Carriers are giving their all to make sure that everything gets done. We don't need a supervisor giving us bogus numbers about how long our routes should take to deliver or trying to make us feel that we aren't carrying our weight in the office. We don't need them questioning our line of travel; we know which big packages need to be dropped off first to make the rest of the route run smoothly. We know which streets have discounts with lights overhead and which don't. We know where we can deliver in the dark safely and which streets really need to be done in full daylight. Let us do our job without artificial and unrealistic expectations.

So, to all management personnel, just trust that city letter carriers know what they are doing, and support them. Support them by

making sure that they have enough headlamps, yaktrax, and dog spray. If a carrier submits a vehicle repair tag, call it in right away and follow up until the vehicle is safe to drive. Don't just pawn it off on a new CCA or PTF. How about we actually care about safety this year?

Letter carriers, this holiday and every day remember that there are people in our lives that are not letter carriers. We all have friends and family members who need our attention too. We need balance in our lives. We work hard, and we need to take time for ourselves and our loved ones.

Try to do at least one thing every day that makes you happy. If that means talking smack with your football buddies about Sunday's game, then great, do that. If it means taking your lunch and break time to read a murder mystery that has you on the edge of your seat, then do that. If it means helping your kid learn to throw a ball on a Sunday afternoon or your day off, then wonderful, do that. If it means taking your special person out for dinner or even better, spending a few hours watching a good movie and eating popcorn, then do that. Do something that makes you happy.

To those of you who are working in some capacity as shop stewards or union officers, don't forget that we are not just our jobs. We have spouses, partners, kids, and friends who need our attention too. A little balance in our lives goes a long way to help keep us sane.

To the most important people in the post office, of course I mean city letter carriers, please be safe, be careful, and have balance in your life. See you on the other side of peak season.



Your 2022-23 Executive Board members wish you happy holidays and good luck with peak season!

# Thank your Shop Steward

- Matt Pierce, Secretary-Treasurer

Hello again from the office of your secretary-treasurer. With the new year upon us we not only have the election of new branch officers, we also have the yearly election of stewards at each of our offices. A relatively common occurrence at the union hall is that someone will call up on the phone and then strongly disagree with the advice that I give them. I always tell them the same thing: as their union officer I can't tell them what to do, I can only give them the best advice I can based upon my knowledge and experience. Whether they follow it or not is up to them.

So, while I can't tell you what to do, I ask every working carrier to 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 responsibility in our union than that of NALC shop steward. It requires courage, study, intelligence, and hard work. It also takes a lot of heart. Our union and the grievance procedure especially wouldn't function without the hard work and dedication of union stewards all over the country. These people work tirelessly for you and still have to be full-time letter carriers at the same time. It really is the hardest and most fulfilling job in the NALC.

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. It is simply the case that it is impossible for the officers of the NALC or Branch 82 to represent an office remotely. We don't have the time, personnel, or the local knowledge to be nearly as effective as a steward on the ground. A new and inexperienced steward doing a yeoman's job at an office will always be way better representation than any office without.

When you become an NALC shop steward, you become responsible to the men and women 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 if you do it is that you will gain better knowledge of your job and the rules that govern it.

The steward's 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.

## PROPOSED AMENDMENT TO THE BRANCH 82 BY-LAWS:

### Current Language:

Article 5- Nominations & Elections

Section 4. Nominations for Delegates to the National and State Conventions shall take place at the regular September meeting, preceding the convention. Nominees must be present when nominated or have presented to the Secretary Treasurer written intent of acceptance of nomination. *Said nominees must have attended six (6) of the last twelve (12) meetings to become paid delegates.*

### Proposed Language:

*Said nominees must have attended six (6) of the last twelve (12) general meetings or Steward Councils to become paid delegates. Nominees may receive credit for attending no more than one (1) meeting or council per month.*

Submitted by: Rogue Robertson, Colin Moore, Mark Flegal, Jamie Partridge, and Taylor Yocom-Peckham,

## ACTIVE DUTY

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

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

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

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

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

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

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

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

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

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

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

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

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



**B·Mike**

# Meaningful Holidays

- Bruce Hall, Veterans Representative

The holiday season is upon us. We want to remember all the significant reasons for the holidays. The celebrations are related to thanking, remembering, sharing, giving, receiving, and celebrating.

This year we had an entry in the Portland Veterans Day Parade. We had seven letter carriers walk in the parade and represent NALC Branch 82. The weather was a little miserable while we were in the staging area, but the rain diminished during the parade. Letter carriers helped honor veterans on Veterans Day. I would like to give a Big Thank You to everyone who participated in the parade and other various Veterans Day events.

We just had Thanksgiving Day, which is a day of being thankful for all that we have and share with others as we celebrate with family and friends.

Another day of remembrance is Pearl Harbor Day on December 7th. This is the 82nd Anniversary of this "Day of Infamy" which we will never forget. Remember all those who made the ultimate sacrifice so we can have our freedom.

As we look at other holidays like Hanukkah, Christmas, and Kwanzaa, we see that they each have their special meaningful ways of being celebrated. Many people think of this time of year as a time of giving and receiving gifts. However, there are deeper aspects that each of us need to think about as we celebrate these holidays.

As a veteran, I usually talk about helping and giving to veterans at this time of year. We need to do this, but at the same time, veterans need to give and share with others. We often think of gifts as material things, but we need to expand our thinking. Gifts can be love, time, assistance, consultation, remembrances. Remember the saying, "It's more blessed to give than to receive." If we want to experience real joy during this holiday season, try to think of ways you can give to others. (It's hard to do since we live in a society where we are usually looking at what others can give to us.) Go ahead and try it, and I'm sure you will experience joy and satisfaction.

One more holiday is New Year's Day. Many people make resolutions which are deciding with determination to accomplish certain things through our actions during the New Year. Let's all commit to carry on the holiday experience by resolving to help one another. If you are not sure where to start, you can get assistance by joining a veteran's organization. These organizations are formed to help veterans but also to serve their communities. There are great needs throughout our communities, so there are endless opportunities to help throughout the year. We need to resolve to serve and honor veterans, but also veterans need to be reciprocal in helping others.

LET'S MAKE OUR HOLIDAYS MEANINGFUL!!



Thank you to these carriers for putting on their uniforms on a holiday and marching in the Veterans Day Parade. The rain was relentless until shortly before the parade began, then the clouds parted and the weather let up for all of the attendees. From left to right: Rick Banton, President David Norton, Veterans Representative Bruce Hall, Julius Fildes, Casey English, Cody Harris, and Jarod Pace.







# *Last Punch Bunch*

**Dennis Blauvelt**  
Sellwood

**Michael Cannon**  
Parkrose



## **Congratulations!**

# The (Route) Adjustment Bureau

- Jon Cabral, Chief Steward & Recording Secretary

I don't really know where to start, but it might as well be with the adjustment that is currently taking place at the Piedmont Station. I have never been more frustrated, angry, disappointed, etc. with an adjustment than I am with the one at Piedmont right now. I've had more say and impact on 6-day route counts, a process management doesn't have to let the union be involved with in any way. To say the adjustment is abhorrent would by and far be the understatement of the year.

What the carriers in Piedmont are dealing with should not have to be tolerated on any level, but due to management's complete and total disregard for doing the "right thing," those carriers are suffering. I have lost a lot of sleep over what's going on there, and I know that will continue until positive change occurs. The hope is that when the 60-day review finally happens, new data will have been collected, and a proper adjustment can finally take place. Until then, as difficult as it has been for us at the union hall to have absolutely no control over the process and for all our complaints and positions to go unheard, the carriers at Piedmont have had to and will continue to have to put up with the worst adjustment we've seen, and still show up everyday to make sure their customers are taken care of.

The "joint" route adjustment process ends on 12/31/2023, and the branch has a plan on how to try and correct what has been done, but in the meantime, please keep the carriers at Piedmont in your thoughts during this holiday season. If you know anyone there please reach out and provide whatever support you can.

I was then going to write about how the rest of the route adjustments have gone under the TIAREAP memo since it began in May of 2022, but after writing about Piedmont above, it

seems pretty pointless. All that needs to be said is that of all the stations Branch 82 represents that received route adjustments, which isn't even close to the number of stations that need them, it is planned that we are going to gain a net of zero routes. ZERO ROUTES! In 18 long months, this process has gained us absolutely no routes in a metropolitan area that has grown rapidly over the last 10 years, which coincidentally is about the last time many offices saw an adjustment.

It is obvious to all but those in charge that we needed to add a good number of routes to keep up with the constant influx of new housing. It is beyond apparent that this process didn't work and will not work unless management can truly be held accountable. The only way that will happen is if we have a permanent process in place and a way to file grievances on things that management does wrong. TIAREAP didn't give us that, and for that reason alone, it has been an utter failure. All I know is, if any future process gives management the same power this one did, all of the members in this branch will have to come together to make our voices heard, because it can't be tolerated. We are a branch of over 2,000 members, and we cannot stand by if what's happened to Piedmont happens to any other station. We know we will eventually be able to fix Piedmont and get it to a place that is actually manageable, but no carrier should have to put up with this level of management incompetence for any amount of time.

I'll end by thanking all the carriers who are working extremely hard at Piedmont. You deserve much better than what has been given to you.

In Solidarity,  
Jon Cabral



Branch 82 joined other carriers from across the country at the NALC 2023 National RAP Session held in New Orleans, LA, November 17-19. The national conference is held in years between the NALC's biennial conventions. The next national convention is to be held in Boston next August.

# Cold Turkey

- Dave Esch, Parkrose

The “Great American Smoke Out” was on November 17th this year. It has been happening since 1977, probably around the same time I took a hit off my first cigarette. I tried quitting a couple of times on those third Thursdays in November during the nineties when the American Cancer Society was promoting it big, but it never stuck... eventually I always started again. I used to joke that quitting smoking was very easy, that I’d done it a thousand times. In reality though, it’s no joke... quitting smoking is one of the hardest habits to kick, and some say it’s just as addictive as cocaine or heroin. As one of the world’s leading preventable causes of death, smoking accounts for 30% of all cancer deaths in the US. My Nana smoked her entire life and died of esophageal cancer, but my mother and I kept on smoking. My Mom smoked for nearly 60 out of her 72 years and she passed from stage four lung cancer, dying just three months after her diagnosis, but I kept on smoking. It’s baffling how we can watch someone we love die from something and we ourselves continue to repeat that behavior. I smoked for 35 out of my 58 years and I’m very grateful that I broke that cycle and have now been smoke-free for almost four years. I still get screened annually for lung cancer, and will continue to do so.

If you’re a smoker and you’re reading this, I want to tell you straight off that I’m not trying to preach. Smoke ‘em if you got ‘em my grandfather would always say! It’s not my place to tell other people what they should or shouldn’t do. I hated it when people told me I should quit smoking... it just made me want to blow smoke rings into their faces. Even after I quit, I would hang out in the designated smoking area at my station with my good

friend Monroe and have my coffee in the morning. He knew I’d quit, and we had an agreement that if I ever had a weak moment he was never to let me bum one from him. It was my personal opinion that secondhand smoke wasn’t going to make that much of a difference after smoking more than half my life. I haven’t hung out in the smoking area since Monroe passed away a year ago... I eat copious amounts of popcorn instead. I can’t explain it, so don’t ask me to.

My target audience are my co-workers that want to quit and everyone else that should help support them in their decision. The first thing you should do if you are serious about quitting is have a conversation with your doctor. They are going to be

honest about your options and be encouraging. Your health insurance provider will also have resources available to help you quit. You can call the EAP as well, or go online as there are literally hundreds of links to help you quit. I personally tried everything over the years... gum, pills, 12-steps, vaping instead, hypnosis, patches, tapering off. Ultimately what won out for me was good old fashioned cold turkey. I picked a date, psyched myself up for it, and when the day came, I was mentally prepared to just go

for it. The most important thing for me, though, was telling my fellow co-workers so they would know not to let me have a cigarette if I asked for one. We spend most of our waking hours at work, and work can be a stressful environment, especially when trying to quit smoking. Most of us need the support of our work family when we’re going through a major life change. Quitting smoking is no different.

Then there’s the question of “how can I help?” from those of you who want to be supportive of a co-worker trying to quit. Keep a small bag of hard candy at your case to offer to that person having a tough morning. Have a hacky sack or a Rubik’s cube for them to keep their hands busy during break. I agree, it’s not your responsibility to feed the smokeless or entertain the quitters in your life, but little weird

things like that make them feel supported and reinforce a good thing. Another thing you can do is just try to be nice to everyone, whether they’re trying to quit smoking or not. Sure, we can all be stressed out- especially during the holidays- and anyone can be grumpy or angry from time to time, but if we think about being nice, usually that sentiment sticks and is quite contagious. Just take Anthony at my station, for instance... he exemplifies positive energy. It’s literally impossible to be in his presence and say to yourself “God, I can’t take it anymore, I need a cigarette!”.

Lastly, a lot of folks who vape seem to think the designated smoking areas don’t apply to them. I see people vaping all over the parking lot and loading dock with no regard to anyone in their vicinity. What’s being exhaled may smell like strawberries or bubble gum, but it’s no different from secondhand smoke in the sense that other people shouldn’t have to be exposed to it while they’re trying to do their jobs. Cigarettes had been smoked for over 1,000 years before it was discovered that they’re linked to heart and lung disease. Vaping and e-cigarettes have only been around for roughly 20 years, so the verdict is still out on how harmful their secondhand clouds of “smoke” are to passersby. If you’re smoking or vaping in areas outside of those designated for it, you could be triggering to someone trying to quit.



The author pictured in 1990.



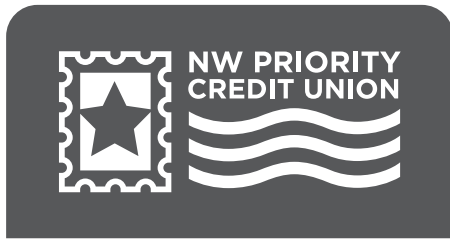


# Big smiles for Christmas!

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For each vehicle sold through Auto Solution and financed with NWPCU, we will purchase a bike for a child currently in Foster Care that they will receive Christmas morning.

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\*All credit is subject to approval. Promotion is effective October 1 through December 14, 2023.  



# NALC Fact Sheet

Department of Legislative and Political Affairs — National Association of Letter Carriers, AFL-CIO  
100 Indiana Ave. NW — Washington, DC 20001-2144 — 202-393-4695 — www.nalc.org © NALC

## Federal Retirement Fairness Act (H.R. 5995)

Many federal employees, including Postal Service employees, begin their federal/postal service in non-career positions before transitioning to career status. These employees, including letter carriers who were employed as casuals, transitional employees (TEs) or city carrier assistants (CCAs), do not receive retirement credit for their time spent in these positions. Because years employed as a non-career employee are not creditable under the Federal Employees Retirement System (FERS), employees who started in non-career positions and transition to career status must work longer to reach the required years of employment to receive full retirement benefits.

The Federal Retirement Fairness Act would modify what is considered creditable federal civilian service under FERS. It would allow these employees to make catch-up retirement contributions for time spent as non-career employees after Dec. 31, 1988, making such time creditable service under the FERS, and for other purposes.

This legislation would allow letter carriers and other affected employees the opportunity to purchase retirement credit for the time they spent in these non-career positions, providing greater retirement security.

**NALC supports the Federal Retirement Fairness Act, which would allow certain federal employees to make catch-up retirement contributions for time spent as non-career employees after Dec. 31, 1988, thus making such time creditable service under FERS.**

**Sponsored by Reps. Derek Kilmer (D-WA), Gerry Connolly (D-VA), David Valadao (R-CA) and Don Bacon (R-NE)**



Waterfront Station employees enjoyed their First Annual Chili Cook-off in November. What is YOUR station up to?



**B·Mike**

## 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
Dave Esch	503-493-5903
Ted Lulich	503-493-5903
George Wallenstein	503-493-5903

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Representing Oregon Unions

And Employees in

Matters of Collective Bargaining

And Civil Rights

(Law Firm retained by NALC Branch 82)

## Branch 82 Monthly Meetings

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

Retiree Luncheon 3<sup>rd</sup> Wednesday, noon

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

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

All members are welcome, unless otherwise noted.

All meetings are held at the NALC Branch 82 Office,

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

Retiree Luncheons are held at

IHOP, 4931 SE 82nd Avenue.

## INJURED AT WORK?

Call BRANCH 82 OWCP REP

Mike O'Connor

Wednesdays and Thursdays

503 493-5903

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

The B-Mike is published monthly and mailed to the Branch 82 mailing list. The B-Mike is published to promote the objectives of this Branch and to provide better communication with our members. Individual opinions expressed herein are not necessarily those of the Branch Officers or Branch 82, unless identified as such. The editorial committee reserves the right to edit or refuse publication of any article. Articles for publication must be in Word or PDF form and received by the 15th of the month. E-mail articles to: [smiller.eightytwo@gmail.com](mailto: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, November 8, 2023

**Call to Order:** 7:06

**Pledge of Alliance:** Bruce Hall

**Deceased Members:**  
Karen Becker, retiree- Tigard

**Moment of Silence**

**Roll Call of Officers**  
Officers Absent: Ted Lulich, Ryan Mills

**First Time Members:**  
Vick Inguanta, Rose City  
Josh Miller, Oak Grove  
Max Miller, Sellwood  
Ryan Sternke, Creston  
Ryan Wilson, Beaverton

**Visitors:** two new carriers from Medford here for training.

**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, Cody Harris. Carried.

**Communications**

**Membership Report:**  
Regular: 1190, PTF: 155, CCA: 67, Retiree: 514, Gold Card: 83, Management & Other Crafts: 43, New Members: CCA-8, PTF- 13. Total Membership: 2057. Non-Members: 31, Organized: 97.8%

**Retired:** Lisa Arboleda, Midway  
Erwin Marasigan, Evergreen  
**Canceled:** Michelle Watson, Parkrose-mgmt; Stephanie McGilvra, Beaverton-mgmt; Marshall Ezell, Aloha- mgmt  
**Separated:** Nathan Miller, Creston; Ana Miranda, Rose City Park; Shawn Pearce, Parkrose; Jeffrey Quinn Jr., Beaverton; Jonathan Smith, Kenton; Kelly Towner, Lents

**Secretary-Treasurer's Report:** Harris made a motion to pay the bills. Seconded, Eric Matras. Carried.

**Executive Board Expenditure Recommendation:** Motion: To purchase 1,000 Branch 82 window clings for \$880

plus shipping. Discussion: Don Cadwell explained that they would be used as an organizing tool. Amendment: Sam Smith made a friendly amendment to purchase 1500 for \$960 plus shipping instead. Seconded: Woody Buxton. Amendment and Motion both Carried.

**Unfinished Business:** President Norton discussed the upcoming election. Ballots are due December 11. Also, delegates going to the National Convention will need to pay their deposit by the January membership meeting. Secretary-Treasurer Matt Pierce said there will be a 2024 budget meeting coming up before the end of the year.

**New Business:** Norton asked the membership if we want to hold off on a \$0.10 dues increase until we get a new contract. Discussion. Carried.

**Trustee's Financial Report**

**Resolutions and Bylaws:** Resolutions and Bylaws committee person Julius Fildes read a by-law change to Article 5 to include steward council attendance in qualifying meetings to be a paid delegate. Next he read a previously printed resolution on Heat Safety Standards. The committee's recommendation was one of approval. Discussion. Carried.

**Health Benefits and MBA Report:** Matras announced a Health Plan Fair on the 16th of November, something we haven't had since COVID. He also referenced his report in the November B-Mike.

**Labor Management Report:** Norton discussed the contract updates given by National President Brian Renfroe at the recent Regional Assembly in Idaho. He also thanked Chuck Solomon for filling in for that week. Fildes updated the members on the current route adjustment process, specifically at Piedmont. Norton announced that Willie Groshell is going to be the new OWCP Rep for Region 2.

**Health and Safety Report:** Don Cadwell said that Washington's EAP Rep is moving to Oregon and will be Portland's EAP

contact. We have worked with Wendy Averett in the past and look forward to having her in Oregon in the future. He also mentioned stations who are failing to hold safety stand-ups.

**Legislation Report:** Norton reviewed current postal bills and added that Earl Blumenauer is not going to be running again.

**MDA Report:** Abe RedCloud said October's Fill the Satchel event raised over \$4,000, and there won't be any more MDA events until next spring.

**Retiree's Report:** Smith reminded the membership that the retiree luncheon is held every third Wednesday at noon at the IHOP on 82nd. Retired and active carriers are welcome.

**Veteran's Report:** Hall mentioned the current progress made with the VFW essay program. He reminded the membership of the upcoming Veterans Day Parade. He then read a letter he received from a Creston carrier thanking him for his most recent article in the B-Mike.

**Labor Solidarity Report:** Norton discussed the SAG contract and the Portland Teachers Strike. Partridge mentioned Starbucks and New Seasons workers. Vice President Nash reported that management may eventually move a handful of rural routes into Beaverton and that the parcel sorting machine there would be expanded. Partridge made a motion to endorse a rally on January 8 sponsored by the APWU and Communities and Postal Workers United. Second: Lois Brumfield Carried.

**Good of the Association:** Norton thanked Sue Canfield for making dinner and Ken Wilson for helping.

**Kitty Award:** Smith won \$73.

**Jackpot:** \$595 went unclaimed by Michael Deschaine, Sellwood

**Treasure Chest:** \$280 went unclaimed by Ryder Canepa, Holladay Park

**Adjourned:** 8:50

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











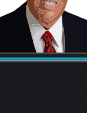
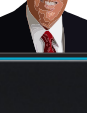


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The next General Membership meetings  
will be held Wednesday, December 13 and  
Wednesday, January 10, both at 7pm.  
Dinner will be served prior to each meeting.

# WHO HACKED THE SHAME-A-TRON?

TOP BAD ACTORS - Q3 FISCAL YEAR 2023		
 Stella Seville Transportation Strategy V.P.		<b>WAY WAYWARD AND CRUEL</b>
 Montgomery Ward Mail Order Operations V.P.		<b>HE'LL BURN YA</b>
 Jim Carrier Environmental Stewardship Policy Director		<b>A MEAN ONE</b>
 Jess Whippet Rail and Air Logistics V.P.		<b>EVIL, WICKED, MEAN AND NASTY</b>
 Mort L. Coyle H.R. and Labor Relations V.P.		<b>ARCH-ENEMY OF THE WORKING STIFF</b>
 Louie DeStroy Post Smasher General		<b>WITH ALL DUE RESPECT, #@*!%# @#@*!%# @!!!!!!</b>

PHOTOGRAPH BY KERRY WHITE & LEROY BOWT  
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KEY: THE REDDER, THE WORSE

Have you heard? Our overlords have come up with yet another fantastic idea to squeeze every last drop of productivity out of us. "Informed Facility" is their bright idea to pit carriers against each other by putting everybody's daily "progress" on the route up on a giant TV for all to see. Well, haha, somebody's hacked the system and now the tables are turned!