



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



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Postal Strike film to be shown prior to the General Membership Meeting, March 11th, 6:20 pm

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## Branch 82 Non-Members

**Neville Chambers**, Beaverton  
**Steve Dean**, Beaverton  
**Steven Eldridge**, Beaverton  
**Robert Gardner**, Beaverton  
**Michael Porschien**, Beaverton  
**Richard Roberts**, Evergreen  
**Terry Spivey**, Evergreen  
**Wei Wu**, Evergreen  
**Kristyann Stafford**, Canby  
**Keith Wray**, Canby  
**Thomas Breadon**, Forest Grove  
**Emilia Brodeur**, Forest Grove  
**Daniel Ford**, Forest Grove  
**Sheila Root**, Forest Grove  
**Mary Bobnick**, Gresham  
**Marc Detweiler**, Gresham  
**Stephan Block**, Lake Oswego  
**De Bui**, Lake Grove  
**Connor Swift**, McMinnville  
**Elizabeth Krieger**, McMinnville  
**Benjamin Siefken**, Newberg  
**Robert Kahl**, Newberg  
**Jack Eskelin**, Oregon City  
**Mona Zirkle**, Oregon City  
**Rex Paschall**, East Portland  
**Marianne Belser**, Kenton  
**Patrick Dyche**, West Slope  
**Kenneth Boettcher**, Oak Grove  
**Jared White**, Oak Grove  
**Christian Strong**, Lents  
**Jeffrey Smith**, Lents  
**Ronnie Lewis**, Lents  
**Robert Hawkins**, West Linn  
**David Rheame**, West Linn

## INJURED AT WORK?

Call BRANCH 82 OWCP REP  
Mike O'Connor

Wednesdays and Thursdays  
503 493-5903

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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 2<sup>nd</sup> Tuesday, 11:30AM

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

Izzy's EastPort Plaza, 3846 SE 82<sup>nd</sup> Avenue

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

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



# A Staffing Story

By David Norton, President

I recently watched the movie "A Marriage Story." It is an engaging drama about a marriage that is coming apart. It stars Oscar nominated performances by Scarlett Johansson and Adam Driver. Laura Dern won a Best Supporting Actress award for her portrayal of a divorce lawyer, and her monologue on how women as mothers are treated differently than men as fathers in a court of law is amazing. I think that anyone that has gone through a divorce can relate to many of the themes (aside from the fact that he is a celebrated NY theatre director who wins the MacArthur Genius Grant, and she is from a family of actors from LA, it's, you know, relatable). Without giving too much away (the robot butler did it), it suffices to say that there are, like is usually the case, problems with their marriage that the couple just can't get beyond. Those issues create a spiraling effect that ultimately ends in the dissolving of their marriage. Anyone that has experienced a divorce or breakup understands this, and while that wedge issue in one's relationship may be different from person to person, there is almost always something there that starts the slow decline into hurt feelings, unhappiness, anger and resentment. This can be the case in any relationship. Certainly it happens in the employee-employer relationship. As a letter carrier, there are plenty of things that can erode your love for the job and the company. The root cause can be many things, but many times that leads back to staffing.

I like to say that staffing cures everything, and for the most part, it's true. If your office is well staffed, usually there is help on heavy days. Maybe you need to request a day of incidental leave. If you are well staffed it usually isn't a problem. It just makes things easier for everyone. It makes things easier for you, the letter carrier, and it makes things easier on your boss as well. They don't have to worry about covering routes for vacations or heavy mail and they can overcome a few sick calls without using too many overtime hours while avoiding getting yelled at by their boss. It is the way it should be. But in a period of understaffing, everything becomes difficult. Management needs you more than ever to cover your route and maybe other routes, and they need you to hurry up about it. All of a sudden it becomes a problem that you want to leave early to watch your kid's game or that you want to take a day of incidental leave. Rational things like using one's sick leave when they are actually sick or picking a child up from daycare become issues. People have to work more hours; they get tired, and they get burnt out. That possibly leads to more injuries, frustration, and resentment. Carriers get angry. Your supervisor and manager are under more stress to get the mail out, and they are getting yelled at by their boss about all of the overtime hours they are using. Then they get frustrated and angry. Everyone ends up dreading their job and the whole system turns ugly. We are currently entering one of those periods of understaffing, and things may get worse before they get better.

Throughout my career, staffing has been up and down. When I first became a full-time carrier, the staffing was relatively

good. I was arbitrarily assigned one of three different positions available in the city. There was almost a carrier for every route. During the holidays it was busy and sometimes during peak AL season, but things were stable. If you were an ODL carrier, you might be carrying a section a few days a week, and you may come in on your SDO twice a month. All that was just to cover AL or sick calls. Fast forward a couple of years- the USPS was under a hiring freeze and everything was bananas. As an ODL carrier and a shop steward, I would start my day around 5 AM to do grievances and then carry mail until around 8 PM. Currently as I write this article, the City of Portland has around 60 vacant routes. In 2008 there were 126 vacant routes. At Rose City Park Station, we went into the day between 8 and 10 routes down every day. Needless to say, I made a ton of money, but I barely saw my family. My co-workers were exhausted and tensions between carriers and management were at an all-time high. Carriers called in sick just to get a break, and management in turn ratcheted up the discipline to try and combat it. This went on for a while until the Postal Service hired more TE carriers and then a flood of CCAs. Between then and now, staffing has been up and down. It was only a little over a year ago that staffing levels were decent, and some carriers even complained about the lack of overtime. How quickly things change.

This problem isn't just isolated to Portland or even the region. Portland is currently sitting just under a 15% overtime rate. That is high. Seattle is sitting at 20, and many cities our size are even higher. What does this tell you? The USPS clearly needs to raise starting wages to become competitive in this economy. I would think the amount of overtime spent alone would justify it.

With the addition to the regular Amazon, the Postal Service is taking on delivering UPS parcels on Sundays. The additional need for carriers to work on Sunday is only going to exacerbate the issue.

The good news is the Postal Service is trying to hire. Some of our Associate Offices are doing pretty good with it, but Portland and others got a late start and are lagging further behind. My hopes are that we get enough employees hired and trained to get us through the spring and summer months. Until then, if you like sucking up the overtime, keep after it. If you are the opposite, I can only say that it will get better. Staffing and hiring at the Postal Service are always riding peaks and valleys. Poor staffing may not seem like the "extra marital affair" that is the final straw for you. It is usually the long hours or treatment from management that does it. But it is almost always the "oh, his parents turned him into this" root cause behind the conditions in your office. Just be sure to remember that you and your fellow letter carriers are in this together. Take care of one another and watch out for your co-workers that are struggling. Letter carriers deliver in almost all conditions mother nature throws at us. We will weather this storm as well.



# Don't Quit.

By Jim Baxter, Vice-President

I know a bunch of you are thinking about quitting this job because of the hours or the way you are being treated or for some other reason. Just this past Friday, two CCAs dropped off their uniforms at the Union office. Yep, they had quit. I have worked for or around the Post Office for 38 years, and this is the first time that you could actually go out and get a job that starts with more money and better benefits. I never thought I would see the day. But are those jobs actually better? I don't really think so.

I know the CCA thing can be tough, but all of you need to understand that you will be regulars before too long. At that point, the job gets significantly better. Your schedule is easier to set and you will pretty much be able to decide how much overtime you will work or if you want your days off or not. I know that we are really short of help in a lot of offices. Staffing runs in cycles. Last year, a lot of overtime people were complaining that they weren't getting overtime. Staffing will get better. The scanner thing is really stupid. They want to know what you were doing for 5 minutes three or four days ago. What difference does it make. They get a computer print out everyday for every route. I could always come pretty close to that time. After all, they were my times. So if it was 6 hours, the boss was happy and I was happy. I went out and came back, and all the mail was delivered.

What difference does it make what I do in those 6 hours? We hear that the Post Office is losing money. Let me tell you, if they have people watching every move you make and doing three or four street observations every day, they have too many supervisors, and they should be delivering mail. Just think of the savings. And believe me, I know there is more stupid sh..... oops stuff than that. When you give times, if your supervisor rolls their eyes at you, just pick them up and roll them back.

Let's think about what we do get. I know the economy is good and jobs are plentiful but that won't always be the case. Those good jobs may soon be gone. If the economy slows, you could get laid off. The Post office will be there. I don't know of any letter carriers that have ever been laid off. So once you have passed probation, you can have a job for life. All you have to do is come to work and put little pieces of paper into metal boxes. At least that's what the old guys used to tell me. Now I am one of them.

So you stick this out to retirement. What do you get? We all get federal health benefits that you can take into retirement. That is worth some where between \$1000 and \$1500 a month in today's dollars. You get a defined retirement benefit that would be valued at over \$500,000 for a FERS retiree with 30 years. The FERS carriers get a matching TSP that currently has over 23,000 millionaire participants.

Retirement comes way quicker than you would think. I can still, after 38 years, tell you about my OJI training and the first day I carried on my own.

We are all going to stick it out. How do you deal with the crap between now and then? You have to develop a thick skin. I know they are doing this attendance thing right now, and it is kind of a pain. So we just had stand ups in all the stations from the CDC. The CDC says if you are contagious, you should stay home. Makes sense to me- that is unless you work for the Post Office. So we have been instructed to stay home if we are contagious. That means if you have something you could give someone else and you come to work, potentially you could get disciplined. But if you are contagious and follow the CDC instruction that you were given at a standup, you could get disciplined for that too. Right now I am dealing with a 14 day suspension, and the only cited days were for the flu. The last time I missed work was when a clerk came to work with the flu and gave it to me. I was sick for more than a week. My doctor didn't want me in his office. And it took me another week just to get back to working strength. Stay home if you have the flu.

If you have called in sick a few times, you are going to get called into the office for an investigative interview. You are going to be asked something like "Do you understand postal attendance policy." Please don't answer those questions "Yes." I guarantee you that you don't understand postal attendance policies. The person asking the questions doesn't know. I have been dealing with this stuff for more than 25 years and I don't know. Ask the person that is asking the question to explain it. Make sure that the steward writes down what they say.

We will get past this attendance thing. Staffing is the key. If there are enough people, we will get our days off and work less overtime. Carriers won't be as tired and as susceptible to illnesses. So hang in there. It will get better. It has to.

Good Luck,  
Jim



Abdulalsatar Al-Samarie  
CCA & Alternate Steward, Beaverton



# FMLA: Don't Stay Home Without It

By Suzanne Miller, Editor

When I began working for the Postal Service, my uncle gave me some advice. He told me I must never be late, never get sick, and never get hurt. I knew he had retired from USPS after working some 30 or so years, so I had no reason to doubt his advice, but it did sound a little unrealistic. However, it didn't take me long to realize that he wasn't exaggerating. When I started in 2014, many of my fellow CCAs didn't make it to conversion. Still others were fired in their second probation. I learned quickly that attendance matters, and if you suffered an injury, especially in your first 90 days, you would probably be fired.

Six years later, I'm serving as steward at Rose City Park, and my uncle's advice is ringing true again. Since peak season ended, I have done 17 attendance based investigative interviews. In a station with 44 routes, that's a significant number. While some carriers have several tardies and/or absences listed, others missed only 3 times in the quarter. Many of those had notes or receipts from a doctor. One even underwent a surgery. What was true in all cases was illness. We all worked exceedingly hard throughout December, and it's not surprising that we didn't all come out of it unscathed. And what about our children? Aren't we supposed to do the right thing and keep them out of school if they're ill and contagious? And shouldn't we do the same for ourselves? I guess it depends who you ask.

I want you all to know that management doesn't really care why you missed work. What feels like a perfectly valid reason to you will not matter to them. Only the numbers on the page will determine your fate. Your immediate supervisors might be sympathetic to your situation (maybe), but it is out of their hands anyway.

If you have to miss more than one or two days in a quarter, you have two options. Plan ahead. That is, make sure you and your family members fall ill on your scheduled AL, or at least with enough advanced notice to get some time approved. Or, cover yourself with FMLA. I know that a lot of carriers think that a common cold should not warrant the time and paperwork spent on becoming FMLA approved. Others are not aware of it at all. Some actually have a case number but don't want to use it unless things are really dire. Well, I want you to know that things are dire. If you want to protect yourself from discipline, you must take advantage of the Family Medical Leave Act. It's true that it's not for everyone- you must have been an employee for a year to qualify, so many of our CCAs aren't there yet. Not every situation will be covered, but many will be, and isn't it worth it to do that for yourself? It can save you from a visit to a little room with your supervisor and shop steward and ultimately the letter of warning (or worse) that will follow.

After such events, many carriers feel confused as to why they're getting questioned and punished for using their sick leave benefit. As our Chief Steward has said, the discipline is not about using your sick leave; it's about irregular attendance. While they are not the same thing, one certainly leads to the

other. That usually leads to feelings of anger and apathy and a rather unhappy workplace. I want to encourage you all to avoid this scenario. Call the hall for answers to FMLA questions you may have. Protect yourself from undeserved and unwanted discipline. And please, take it from my Uncle Tom (retiree, Denver), do your best to show up on time, every day, without injuries.

The Family and Medical Leave Act (FMLA) guarantees eligible letter carriers up to 12 weeks of leave each postal leave year, for:

- A new child in the family—by birth, by adoption or by placement in foster care;
  - Caring for a family member with a serious health condition;
  - The employee's own serious health condition that prevents him or her from performing the job, or
  - Qualifying exigencies arising out of the fact that employee's family member is on or has been notified of "covered active duty" in the Armed Forces.
- The FMLA also guarantees eligible letter carriers up to 26 weeks of leave in a single 12-month period to care for a "covered servicemember" with a "serious injury or illness" if that servicemember is their spouse, son, daughter, parent, or next of kin.

The FMLA guarantees time off, whether paid or unpaid. The type of leave taken depends on the reasons for the leave, an employee's earnings and the usual postal leave regulations. There are eligibility criteria, medical certification guidelines and other detailed rules governing letter carrier rights to FMLA leave.

<https://www.nalc.org/workplace-issues/contract-administration-unit/fmla>



B·Mike

# The Strike at 50

By Matt Pierce, Secretary/ Treasurer

Hello from the desk of your secretary-treasurer. March 18th of this year marks the 50th anniversary of one of the greatest events in postal history- the wildcat postal strike of 1970. We collectively owe those brave members a huge debt of gratitude for the myriad of rights and pay increases we all enjoy. A lot has certainly changed for letter carriers since 1970. I find it sad that sometimes the pervasive negativity that comes down from above in the Post Office can infiltrate and affect our brothers and sisters. While things can and should always be better, and the union will be there to fight for them, this doesn't mean that we shouldn't slow down and note our triumphs. There have, of course, been many others; if you'd like to read about them all, I suggest you pick up a copy of Carriers in a Common Cause. It can be ordered or downloaded from NALC.org.

In 1969 the pay was miniscule. Starting salaries were \$6,176 a year, and workers topped out at \$8,442 a year after 21 years of service. Many letter carriers had to work multiple jobs to get by or were eligible for welfare. By 1970, the annual starting salary for postal workers was 27 percent lower than for New York City sanitation workers and less than 50 percent of police and transport worker salaries. On top of this, carriers had almost none of the rights now contained in the national agreement. The right to paid waiting time, the right to bid their own assignments, the right to not have to buy their own uniforms. The list goes on and on. Postal workers had no collective bargaining rights and had to rely on lobbying Congress to pass legislation giving them a pay raise. This lobbying yielded fewer and fewer results throughout the 1960s.

Even though it was illegal for federal workers to strike, or even to advocate a strike, on March 17th postal workers in New York voted 1,555 to 1,055 to go out on strike in protest of a House committee vote to limit their wage increase that year to 5.4 percent on the heels of a 41 percent increase in Congress's own pay. The wildcat strike and picketing were effective in shutting down postal operations in New York. Within days, about 152,000 workers in 671 locations were on strike. The strike shut down New York's financial industry, delayed tax refunds, and generally disrupted the country's communications. President Nixon called out 24,000 military personnel to distribute the mail, but they were ineffective. At the time, carrier casing labels were all hand written, and carriers walked out with their casing labels when they walked off the job. This left completely blank cases for the mail to be sorted into.

While the president asserted there would be no negotiations until the workers returned to work, Secretary of Labor William Usery did engage in negotiations that brought the strike to an end after two weeks. Employees were granted

an overall 14 percent wage increase, collective bargaining rights, binding arbitration and a formal seniority system. Instead of taking twenty-one years to reach top salary, workers could now reach top salary after eight years of service.

Though the government had been pushing for the postal service to be turned into a private corporation, the Postal Reorganization Act kept it government-owned. After the first contract, pay for the newest worker had surpassed what a 21-year veteran had made 3 years earlier. No workers were fined or jailed, but they certainly could have been. All for an agreement for carriers to come back to work and to never strike again.

Thankfully due to the fact that all of those brave members went on strike and got us the right to binding arbitration and a way of resolving disputes, none of us has to risk fines and jail just to get our grievances heard. Until next time, in solidarity, Matt.

## Call For Volunteers

By Abe RedCloud

It's time to start building our yearly Branch 82 float for the Starlight Parade, and I NEED HELP!!! This year we have decided to make a huge T-Rex with mailed ballots in its mouth and hands as well as a collection box for him to deposit the ballots. We thought this was perfect as it's a MAJOR vote by mail year, and the T-Rex comes from the stamps that came out last August.

When you receive this B-Mike, we will have already started working on this idea. My list of volunteers is not that big, so I'm asking anyone that can come help one or two Sundays a month to please notify me so that I can put you on my volunteer list to notify you of the next working day, with hopes you can come help out. Please contact me if you might be able to help. 831-331-0798.

Thank you for your consideration! This year the parade is on May 30th at sunset. We need as many carriers as possible that can walk the 2-mile parade route to come out that night in a clean uniform, please. Pizza and water will be there for every walker that shows up! Please put it on your calendar. Having at least 50 walkers would be great! We have just under 2,000 members, so that should be totally achievable. It's a great time and an awesome team building union loving event!

Show up in solidarity Brothers and Sisters!





Dennis Anderson- Multnomah  
James Hoberg- Lents  
Danilo O'Campo- Lents

# *Last Punch Bunch*



After 50 years of service, Brad Hoberg celebrates his last day of work at his ceremony with President Norton.



Dennis Anderson happily swipes his timecard for the last time.



Editorial:

# Reviving the Spirit of the 1970 Great Postal Strike\*

by Jamie Partridge, retiree

As we celebrate the 50th anniversary (March 17 - 26, 1970) and accomplishments of our brave comrades who walked out in the Great Postal Strike, let us look at the social and economic context that made this feat possible. And let's look at our present circumstances for comparison.

1970 was a time of great social and labor upheaval.

The civil rights and Black power movements, buoyed by a wave of urban rebellions, led the federal government to hire many young African Americans into the postal service in hopes of calming the uprisings. Recruiting vans toured poor Black neighborhoods, signing people up (Rubio, Philip F. (2010). *There's Always Work at the Post Office: African-American postal workers and the fight for jobs, justice, and equality*). Veterans preference in hiring at the post office brought in Vietnam War veterans, many of whom were pissed-off at what they had been forced to do in that far-off land. The anti-war and Black freedom movements had penetrated the military by the late 1960s.

"You had the whole country going against authority. You had a revolutionary spirit in the country. People didn't worry about laws. You were out there spouting your grievances to try to make conditions better. That's the environment we were in," explained New York City letter carriers' rank-and-file leader, Vince Sombrotto. ("*The Strike at 40*" – NALC Youtube)

Into that volatile mix, add the late 60's strike wave among public employees which was sweeping the nation's cities. Teachers, sanitation workers, transit workers and others were striking, often illegally and against the directions of their union leaders (wildcat strikes). This was especially true in New York City, the epicenter of the Great Postal Strike.

The 1970 strike shut down the financial sector – Wall Street, legal contracts, checks, insured and certified letters. The government was hesitant to arrest strike leaders for fear of arousing sympathy among other workers, and because of popular support for the strikers (Times Wire Service, March 20, 1970). After eight days, President Nixon caved and we know the results: massive improvements in wages, benefits, and working conditions with the right to collective bargaining extending almost to the present day.

I say "almost" to the present day, because wages, benefits and working conditions have been steadily deteriorating

since the Postal Accountability and Enhancement Act of 2006 and the Great Recession of 2007 sent the USPS into a tail spin. Today we have lost a quarter of the postal workforce, half the mail processing plants, and work longer hours with heavier loads. Almost 25% of postal employees are lower tier, low pay, low benefit "non-career" assistants.

In 1970, letter carriers walked out because they were working for poverty wages. In 2020, over a third of CCAs are "walking out" because of poverty wages, exhausting loads and hours, bully supervisors and more. "Walking out" by quitting, as individuals. What would it take for CCAs to turn that "walk-out" into united, collective action? What would it take for career carriers to join them?

Look at the social and economic conditions. The rent is too damn high. Wages too low. Health care and education costs rising. Young people rebelling -- from Occupy Wall Street to Black Lives Matter, from the Bernie Sanders campaign to the Women's March, from immigrant resistance to the climate strikes. As in 1970, there is a "revolutionary spirit in the country". 2018 and 2019 saw the largest strike wave in 40 years, led by public sector teachers, with many of the strikes illegal and wildcat.

The NALC membership is not immune to this economic and social turmoil. What if President Trump's wish list were implemented by a new Postmaster General: major changes to mail processing, frequency and mode of delivery, cuts in salaries to match other federal workers, permitting private access to the mailbox, increasing employee retirement payments while cutting retiree benefits. What would it take to provoke a strike? Massive layoffs? Ten hour days? Health benefit/pension/wage cuts? Privatization?

But aren't times different now? With decline in first class mail and so many other parcel delivery services, wouldn't postal customers just go elsewhere if we went on strike? Look at Canadian postal workers, with the same mail mix and the same parcel delivery competitors, who continue to strike and make gains in their wages, benefits and working conditions.

But could a postal strike create a national crisis again? All first-class mail (bill paying, financial transactions, contracts, legal documents) plus 30-40% of parcel deliveries go through the USPS. That's a healthy piece of economic clout.

**Continued on page 13**



# 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 was determined 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 the 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.

DEADLINE - All information must be submitted by April 1st, 2020.

Date \_\_\_\_\_

I am the child of active/retired/deceased letter carrier \_\_\_\_\_  
of Branch 82, Portland, OR. I am a high school senior in the 2019-2020 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



# Spring Into Action

by Bruce Hall, Veterans Rep

Spring begins on March 19, 2020. This is normally the time of changing from a season of dark, dreary depression into a new season of bright, new optimism. Change is not easy, and we need to constantly know what is changing, how it's changing, and how we should handle it. We need to be alert, educated, and ready to spring into action when necessary to insure that we take care of our veterans. We need to continually contact our congresspersons and ask them to do all they can do to insure 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 [vfwac@vfw.org](mailto:vfwac@vfw.org). A member of VFW's National Veterans Service will respond as soon as possible.

Unemployment is a big problem for veterans as troops have returned from the war, and the military is in the process of reducing the number of troops. There are a couple of websites available to aid in job searches: [www.WorkInOregon-Veterans.jobs](http://www.WorkInOregon-Veterans.jobs) and [www.hoh.greatjob.net](http://www.hoh.greatjob.net).

Another 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. Also, 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 his or her 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.

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](http://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](http://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](http://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](http://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 other organizations such as churches, neighborhood associations, schools, etc. in order 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 2020 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 congressperson!**

## ACTIVE IDUTY

ROBERTO JIMENEZ, (Creston) Army, Qatar

CASEY JAMES, (Waterfront) Army, Jordan

NOAH DUARTE, son of Ricardo Duarte (St. Helens) Army, South Korea

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

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

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

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

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

JARED SZAROLETA, son of Donna Szaroleta (Oak Grove) Marines, Camp Pendleton

DEAN SCHUCHARDT, son of Patricia Schuchardt (Multnomah) Army

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

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

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



## Meet The Steward: Chuck Soloman, Parkrose steward

Hello to all my Union Sisters and Brothers. My name is Chuck Soloman. Some of you know me as the shop steward of Parkrose Station, others as the old bald guy that sells tickets at the union meetings.

I have been a carrier for about 20 years and a steward almost as long. It all began one dark day in the not too far past when ole Jim Baxter, then the Chief, came to West Slope to do some steward work. I asked a question or two, and he turned and said, "sounds like you need to run for steward," and I said "ok, how." First, he said you've got to get educated, next you have to run. Of course, Jim will never acknowledge that, but he is responsible for me.

Look folks, I'm not the best steward, but I'll always give you 100%. Learned that from ole Jim. I spent 17 years in the army (retired) and 20 in the Post Office, and I can tell you all that Letter Carriers are some of the hardest working individuals I know. Through rain, snow, dark, dog attacks and anything else you can think of, we are out there doing it each and everyday with little or no thanks or recognition. So, are you ready? **Thanks to each and every one of you who carry mail for a living!** You are the best.



# MDA Report

By Abe RedCloud, MDA Rep

March is here! Which would usually mean that the Labor Bowl is this month, but as you have previously read, we have changed the Labor Bowl date this year. We will talk more about that later, but for now let's talk about the current event. My goal this year for MDA is to raise \$30,000! In order to achieve this amazing goal, I hope that all of you can participate in all our MDA events this year! And don't forget that ALL of our events are open to EVERYONE! Your family, friends, neighbors, etc. Now on to the current event!

## CURRENT MDA EVENT:

The MDA raffle is currently underway. This raffle will end at the general branch meeting on Wednesday, April 8th! Please buy at least 1 ticket from your steward at your station. You can even get everyone at your station to put in \$5 and put your station's name on all the tickets. Then if a ticket is pulled with your station's name, bring that prize back to the station and do another drawing with everyone that put money in, and someone from your station wins! Are you a retiree? Stop by the branch to buy a few tickets, or buy some at the general meeting. Let's hit the goal everyone! Here's the raffle info:

### Ticket Prices:

\$5 a ticket or for \$20 you get 5 tickets.

### Prizes:

1st Place = **Go Pro Hero 7**  
2nd Place = **Ipad mini 4**  
3rd Place = **\$50 Visa card**

If you aren't interested in any of these prizes, and you have ideas of new prizes for our yearly raffle, please let us know so we can possibly make some changes for the prizes next year! And even if you aren't interested in the prizes, please consider grabbing 1 ticket anyway. If you win, you can give it away as a gift or auction it off at a general meeting to raise more money for MDA!!!!

## UPDATE:

Now for a mid-report NEWS UPDATE!! Guess what?..... We WON 1st Place for Category 2 NALC Nationwide 2019! With my whole heart, I'd like to thank all of the volunteers, everyone that donated, and everyone that helped spread the word for our events in 2019! Thanks to all of you, we are #1 in category 2 again! Rock on Sisters and Brothers!

## NEXT MDA EVENT:

The next event after the raffle is over is BRANCH 82'S ANNUAL LABOR BOWL! This event will be at a different bowling alley this year in order to raise more money for MDA. Last year Sunset Lanes was demolished which moved us to Kingpins. Well the event cost us over \$1,000

more to run it there (almost \$3,000 total), and that is no good for MDA. So after calling around the entire Portland area, I found a bowling alley that will do the event for lower than Sunset Lanes was! Yes, it doesn't have all the bells and whistles that the others have, but it's not about the game rooms, fancy lights, etc. It's about bowling and MDA, and this way we will raise more money for MDA! So please still come to our labor bowl even though the venue might be farther away from you. Remember why we are doing it and all the kids you will be helping with your donation. Here are the details:

Location: **Kellogg Bowl,**

10306 SE Main St, Milwaukie, OR, 97222

Date: **Sunday May 17th**

Registration: **11am - 12pm**

Bowling: **12pm - 2pm**

Minimum Entry Donation: **\$60**

Food and Drink: **Pizza and soda for all bowlers.**

Beer available for purchase.

Theme: **You pick your own team theme!!!!**

That's right, you come up with your own team theme and then we will have voting and everyone on the winning team will get a prize!

**SPECIAL RAFFLE:** If you raise at least \$100 for your entry, then you will get raffle tickets for a special prize. This is the only way to get tickets for this special, awesome prize! The more money you raise, the more tickets you get for this raffle.

So please put Sunday May 17th on your calendars now. Start saving each paycheck, and ask your friends and family if they either want to come bowl with you or if they will give you a donation to help you bowl and get in that special raffle! Last year we had 130 bowlers!!!! Let's do that again!! If we do, then I think we could raise \$10,000 with this event alone!!! Help me spread the word to everyone you know and then we can all witness Branch 82's Annual Labor Bowl be a HUGE success!

Now let's add to the silly rhyme!

"In 2020, we made the most money. For MDA, let's all say Hooray! Raffle came first, along with this verse. Aiming super high, higher than the sky. Fingers are crossed tight, hopefully this soars to a new height! Tickets are being sold, and everyone has been told."

Want to help me with next month's rhyme addition? Give me a call or text! All for now my fellow Brothers and Sisters.

In solidarity,  
Abe RedCloud



**Reviving the Spirit of the 1970 Great Postal Strike\***  
Continued from page 8

The NALC national constitution has a provision for use of the strike weapon, when called by the national president or executive council (Article 14, sec. 4; Article 16, sec. 2), and several national conventions have passed resolutions calling for our right-to-strike and elimination of the no-strike clause in our collective bargaining agreement. For several decades after the Great Postal Strike of 1970, the NALC maintained a Strike Fund.

But striking is still illegal, right? It was illegal in 1970 too. It was illegal for Canadian postal workers back then too. When we asked the Canadians at a Labor Notes conference how they got the right-to-strike, they said “by striking.” Canadian postal workers struck (illegally and wildcat) in 1965, 1974, 1975, and 1981. The Canadian Union of Postal Workers (CUPW) use creative tactics, such as “rolling strikes” (striking a different location every day) which messes with management, not hurting the customers so much.

Canadian postal workers are often ordered back to work by judicial injunctions or parliamentary actions. Their leaders have been thrown in jail for defying these orders. But the CUPW continues striking and most recently has won major

upgrades for rural carriers through a gender-equity strike. That strike included actions by other unions and community allies, organized by CUPW to avoid fines and jail time. Community pickets blocked trucks from entering postal facilities while allowing other postal workers to “go to work,” thus complying with back-to-work orders.

Solidarity actions by community allies and retirees would not be illegal for the NALC, if not officially sanctioned by the union. Fortunately, there are obvious bottlenecks in the transportation of mail. And the public loves to support their postal workers. Such actions could even be organized on a local level for local settlements, to solve staffing or mandatory overtime issues. We have recent examples of community/retiree occupations in 2013 – of the Salem mail processing plant and the Springfield plant – which were followed by a still-in-effect moratorium on plant closures. Strikes, occupations, and blockades could be powerful weapons in today’s struggle to save our postal service... just sayin’...

**\*disclaimer: this article is not advocating an illegal strike or slow-down**

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**B·Mike**

## Resolution: Promote HR 2158 – Save Door and Curb Delivery

Whereas: the USPS is aggressively pushing residents and businesses to change from door and curbside delivery to centralized, clusterbox delivery, and  
Whereas: conversion of at-the-door and curbside to cluster box delivery could eliminate thousands, possibly tens of thousands of letter carrier jobs, and  
Whereas: many elderly and disabled customers, including many veterans, are severely inconvenienced by being forced to walk from their homes in the rain, wind, snow, ice, dark and other dangerous conditions, and

Whereas: at-the-door and curbside delivery facilitate quality service, such as individualized parcel and bulk mail drop & pick-up, and

Whereas: at-the-door delivery facilitates residential customer contact, which protects the health and welfare of neighborhoods, especially looking-in on the frail and seniors, and

Whereas: at-the-door delivery facilitates business customer contact, leading to “Customer Connect” revenue opportunities, and

Whereas: door and curbside delivery makes direct mail more valuable and facilitates e-commerce, and  
Whereas: cluster box mail receptacles are less secure than at-the-door and are more often targets for mail thieves, and

Whereas: in cluster box receptacles, mail is more likely to accumulate day-to-day and more likely to be dropped on the ground, leading to litter problems, and  
Whereas: saving at-the-door and curbside delivery is a priority for the NALC, as evidenced by our strong support for H.Res 23, a House resolution to preserve door delivery, and

Whereas: HR 2158, the “Easy Access to Mail Act” would significantly restrict conversion of single family and townhouse door and curbside delivery to centralized delivery by mandating the USPS hold hearings and gain the approval of local legislative bodies (city councils, etc.) before such conversion, and

Whereas: HR 2158 already has a significant number of Republican co-sponsors, which should aid its passage in both the House and the Senate, therefore be it Resolved : that NALC Branch 82 urges our national leadership to promote HR 2158 by encouraging our friends in Congress to co-sponsor and allies among postal workers and the public to advocate for its passage, and be it finally

Resolved: that this resolution be forwarded to the Oregon state and national conventions for concurrence

Submitted by: Jamie Partridge, Tom Richardson,  
David Medford, Mark Flegal, Ben Stutz

### Branch 82 Officers

President	David Norton	503.493.5903
Vice President	Jim Baxter	503.493.5903
Sec/ Treasurer	Matt Pierce	503.493.5903
Rec. Secretary	Ken Wilson	503.493.5903
Editor	Suzanne Miller	503.493.5903
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Health Benefits	Eric Matras	503.706.8717
Chief Steward	John Kunz	503.493.5903
Sergeant At Arms	Chuck Solomon	503.493.5903
Safety Officer	Don Cadwell	503.493.5903
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Veterans Rep	Bruce Hall	503.285.8468
MDA Rep	Abe RedCloud	503.493.5903

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Betty Nash	503.493.5903
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Abe Redcloud	503.493.5903

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**NALC Branch 82  
Membership Meeting  
February 12, 2020**

**Call to Order:** 7:05 PM.

**Officers Absent:** Cadwell and Canfield.

**First Time Members:**

David Aswani, Erin Hardigree-Beaverton, Matthew Riley-Sellwood, Dave Alfano, A. Burlingame, Mike Cannon, Jorge Delamora, Hoc Do, Katie Edwards, Ken Eguchi, Tway George, Debbi Hansmann, Keith Hooker, David Ibrahim, Destiny Johnson, Nathan Jones, Perry Kent, Thomas Lee, Kimberly Ann Mariano, C Nguyen, Ty Riley, Michael Rodriguez, Gidean Syfrett, Ruth Tucker, and Eryn Varcammen-Parkrose

**Membership Report:**

Active: Regular- 1118, CCA- 192, Management or other crafts- 42. Retired- 518. Gold Card- 72. Total- 1942. New Members: 5 CCAs. Newly Retired: Dennis Anderson-Multnomah, James Hoberg and Danilo O'Campo- Lents Cancelled: Robert Kahl-Newberg. Separated: Arturo Diaz-Sellwood, Rebecca Dunphy-Gresham, Grant Munk-Sellwood, Savannah Williams-Gresham.

**Budget Report:**

Motion: To pay bills. MSC (motion, second, carried). Motion passed.

**Executive Board Expenditure Recommendations:**

Motion: To endorse the Universal Preschool Now ballot initiative for Multnomah County.  
Seconded: Baxter.

Norton stated the Executive Board has endorsed this motion. Carried.

**Unfinished Business:**

Norton reported there was a challenge to the Executive Board position at large won by Jamie Partridge during the last election. Norton stated he formed an election committee of Charlene Bryce, Jim Falvey and Willie Groshel to investigate if a violation

occurred. The committee ruled a violation of section 9.7 of the NALC election guide occurred. Norton said he notified Partridge of the committee's findings, and he appealed the recommendation. Norton stated the election committee recommended to disqualify Partridge and place the next highest vote getter in his place.

Partridge appealed the ruling to the Executive Board, but the board upheld the committee's recommendation.

Norton said the members can either accept, reject or modify the election committee's recommendation. Partridge presented his case before the membership and asked the members to overturn the committee's recommendation.

Many members spoke for and against the recommendation. A hand vote was taken with a count of 73 for and 40 against.

The Election Committee's recommendation Carried.

**Resolutions and Bylaws:**

Nash said a resolution was presented to the committee about the use of Gender Neutral Pronouns and it was approved by the committee, but the members sent it back to the maker to have it rewritten. It was resubmitted to the committee, they again recommended approval. After a vote, the committee's recommendation of the resolution Carried.

A second resolution was read to the members, concerning Unionizing Amazon Delivery. Motion: To adopt the resolution concerning the unionizing of Amazon delivery. (LC Hansen)  
Seconded: Multiple members.  
Carried: Unanimously.

Nash read one new resolution, which was printed in the B-Mike. It concerned calling for an all electric fleet of postal vehicles.

**Labor-Management Report:**

Norton stated we have two removals before the branch, but no 16.7s. We

recently had six conversions of CCAs. A new national MOU was agreed upon which converts all CCAs with more than 30 months of relative standing to either a full time regular or a PTF, depending on the office size. Unfortunately, this only affects four CCAs in Branch 82, Hillsboro and West Linn offices. Norton said this was a very good settlement for the union, plus it helps to get the PTF language back in the contract.

Norton announced management has arbitrarily started a new bid cycle for the posting of jobs. It is now a 14-day cycle. This adjustment is against the language in our LMOU. We will be grieving it.

Based on these changes to the bidding process, the branch will no longer be emailing out the bid sheets anymore.

**Legislation Report:**

HR 2382 has passed the house and will be moving to the Senate.

**MDA Report:**

The raffle starts tonight and lasts for two months.

**Retiree's Report:**

Retirees meet the second Tuesday of the month at Izzy's Restaurant at the Eastport Plaza. The retiree banquet will be June 7, 2020, the same weekend as the Starlight Parade.

**Veteran's Report:**

Hall made a presentation of a new flag for the office.

**Hospitality Committee Report:**

Thanks to Bryce and Michael Palachuk for dinner.

**For the Betterment of the Service:**

**Kitty Award:** Kimberly Steffey won \$74.00.

**Jackpot:** \$540.00 was unclaimed by Francis DiGiallorenzo.

**Treasure Chest:** \$310.00 was unclaimed by Ghebie Kifle.

**Adjourned:** 9:24 PM.



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### GENERAL MEMBERSHIP MEETING

6:15pm dinner, 7pm meeting

Second Wednesday of the month

March 11th

April 8th

May 13th

## ROUTE TEST? DON'T PANIC! TRY THESE HACKS!



No! Not another 99!

**Who needs a stinkin' add? Check out these masterful hacks to show Ms. or Mr. Tester that your route is just fine as is, thank you very much. Hey, with any luck you might even get a cut!**

- 1) Throughout the year, instead of wasting thin UBBM, save it by stashing it in a fake vacation hold tray. You'd be surprised how much nice thin crap you can accumulate for a huge count. Have an accomplice store it the night before then swing by in the morning. "This looks like yours!"
- 2) Beforehand, mail several signature required accountables to customers whose doors are farthest from their delivery points. Bonus for chatterboxes.
- 3) Nails strategically placed beforehand at your usual parking spots can go a long way to extending your time should you "accidentally" get a flat.
- 4) It may take a little effort, but if you have a mounted route and test day is also garbage pick up day, head out on the route before you clock in and block as many mailboxes as possible with garbage cans and recycle bins.
- 5) You may tend to walk faster when a tester is tailing you. Insert a few pebbles into your shoes to dampen down that tendency.
- 6) Testers are only human and may be susceptible to sob stories that may explain any sluggishness. Tell them how much better you feel since your heart attack last month.
- 7) Yes, they're only human, so if all else fails, there's always bribery.

*PS: Don't forget, technically, there's no limit to the number of potty breaks you can take.*

BY KERRY MAITE & TERRY KNOTT  
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