



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

POSTAL REFORM PASSES!

“



I just signed the Postal Service Reform Act of 2022 into law - setting the Postal Service on more stable footing and creating a more modern, accountable service for tomorrow.

President Joe Biden
April, 6, 2022

”



In This Issue:

- Dog Safety with Don Cadwell
- EAP Scavenger Hunt
- Eyes on Happy Valley/ Gladstone
- Meet the Steward
- Two Parades

Keep You and Your Stuff Safe

- David Norton, President

If you are living in Portland or most surrounding areas around Portland, you have become accustomed to the increase in crime around you. Whether you see it in your neighborhood, while on your commute to work, or maybe just reading about it in the paper or seeing it on the news, no one is immune to what our fair city and surrounding areas have become.

Some of us personally have been affected by this. Many have had their car broken into or maybe have had the catalytic converter cut off of their vehicle. Crime in most areas in the Portland metro area is skyrocketing, and it is not relegated to happening in the hours outside of work. Many of us have been affected while on the clock.

We have had carriers in Branch 82 offices that have been robbed, assaulted, and held up. Most of the time this has been for the mail. If you find yourself in one of these situations and someone is threatening you for the mail, please just give them the mail. DO NOT try to be an action hero and fight your assailant in defense of your customers' mail and packages. I don't care what your fighting skills are. It is not worth it. No one wants to see their or their customers' things taken, and everyone is sick of this happening to us as letter carriers, but you do not want to put yourself into a situation where you could be injured, or even worse. Do what you can to remember the details of the incident, and let the Postal Inspectors do their job.

It has become commonplace to have mail vehicles broken into and have things stolen out of the vehicle. There are quite a few carriers who have had personal belongings stolen out of their mail truck. In some cases, these are very important items. We have seen many backpacks including wallets and personal keys taken. In several cases, the carrier had their wallet and keys stolen, then the thief went to their private residence and robbed them there, or maybe stole their car. We need to limit the things that we are bringing with us to work. I have been amazed to see some of the things that have been stolen from carriers. Outside my lunch bag, everything that I brought with me on the route could fit in my pocket. I realize that can not be the case for everyone, but please please please, leave your important treasures at home. No one needs their silver coins or their baseball card collection with them while they are out on the route. Just know that if you bring something important with you to work, and leave it in the vehicle, it is subject to being stolen just like the mail that these thieves are targeting.

If this happens to you, you as a letter carrier have the right to have your shop steward file an employee claim for what you lost. Article 27 of the JCAM states:

Subject to a \$60 minimum, an employee may file a claim within fourteen (14) days of the date of loss or damage and be reimbursed for loss or damage to his/her personal property except for

motor vehicles and the contents thereof taking into consideration depreciation where the loss or damage was suffered in connection with or incident to the employee's employment while on duty or while on postal premises. The possession of the property must have been reasonable, or proper under the circumstances and the damage or loss must not have been caused in whole or in part by the negligent or wrongful act of the employee. Loss or damage will not be compensated when it resulted from normal wear and tear associated with day-to-day living and working conditions.

This doesn't apply to your personal vehicle, so if something happens to your car, you will have to file a personal claim for it, but it does apply to your personal belongings. That means your rain gear if that is what was taken, or even your key fob if they took the keys to your personal vehicle. This could even mean reimbursing you for having to rekey the locks of your residence. See your shop steward if you are in this scenario or call Branch 82 and we can help you to recoup some of your losses, but again, I recommend that every carrier bring as little as possible with them on the route. Leave things in your locker. If you do not have a locker at work, please let your shop steward know, and they can help you to get a locker to keep your personal belongings in.

Management has given out the instruction to carriers in many places to lock the door in between the cab and the back of the LLV/FFV. They have also instructed carriers to work out of the front of the vehicle only when they are performing mounted or dismount delivery. Of course, this instruction is mainly being enforced in offices that are in high crime areas. Management has even disciplined carriers for not shutting and locking the door between the back and the cab of the vehicle. While we don't agree with disciplining carriers over this issue, we do want carriers to make sure that the door is shut and locked and that they are only working out of the front when they have mounted or dismount delivery. If this helps with some of the theft we are seeing, then carting your stuff from the front to the back is a small price to pay. I get that it is a pain, but they are paying you to do it. I know that many carriers don't want to work out of the back for safety reasons. If you need to change your park points to make your route safer while working out of the back, we can do that.

This job has always included the element of danger to it. I think that with any job where you work outside all day, and work around the public, you are going to experience a little of what the surrounding neighborhood has going on. In times of economic prosperity in this city, it was still the same. But things right now have gotten bad, and letter carriers in Portland are not the only ones dealing with it. In large cities everywhere we are experiencing elevated theft of the mail as well as crime being perpetrated against letter carriers.

While we can't always control our surroundings, we all must do what we can to try and be safe at work. Always be aware of your

surroundings. I know that you may be concentrating on fingering the mail for the next address, but you can lose sight of what is going on around you. Keep your head on a swivel. If you see something that makes you feel unsafe, report it. If management isn't doing anything about your concerns, let your shop steward know about it. We as a union and we as letter carriers cannot just fix the problems that are affecting our city right now. The beauty of the Postal Service and what makes it so important to the American public, its universal service, happens to put us in some of the less than ideal neighborhoods to deliver in. It has always been that way. Now, with a crime rate steadily rising, and going into nicer weather, we all have to focus on safety on the route.

And please, leave your laptop, the wallet containing your passport and birth certificate and social security card, your fine china, Detective Comics #1, and your Fabergé egg collection at home.

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EAP Website Scavenger Hunt

How to enter:

Go to the EAP website at www.EAP4YOU.com.

Search the website for the answers to the five questions below, then email your answers to Cerisse.M.Lee@usps.gov.

All participants will be entered into a drawing for an Amazon gift card. Seven (7) \$25 gift cards will be awarded. Deadline for entries is May 20, 2022.

Scavenger Hunt Questions:

1. According to the EAP Overview Video, who can access the EAP benefits?
2. How and when can you access your EAP services?
3. What are five things My Strength offers?
4. What are the mediums that can be used for counseling services?
5. Name three recourses available for military/ veterans?



Sponsored by the ID-MT-OR EAP District Advisory Committee



B-Mike

The Playbook

- Betty Nash, Vice President

Management seems to have a playbook that they use during the estimate process. First, they ask if you are going to make eight hours on your route? Or if you will have any undertime? If the carrier says that they will make eight hours, then life is good, and your supervisor is a happy camper. They are so happy with you that they gift you with a section, yippy!

If you will not project an 8-hour day, then it's time for the playbook to come out and it begins. Why can't you make eight hours? The computer shows that you should have 20 minutes of undertime. Your DPS numbers are really low compared to last year at this time. We did a 99 on you last April and you made eight hours, so you should make eight today. You don't have to scan MSPs anymore, so you should always have undertime now. This is the first wave.

If you cower and give in and say ok, ok, I will try to make eight hours, maybe I can cut my lunch short or move faster, or do something to make eight, which is the answer that they are looking for, then life is good again. If you stick with the original projections, then the second wave begins.

This is usually where the character attacks start. The CCA that we had on this route last week could do the route in eight, why can't you? Aren't you a professional letter carrier? You are costing the post office a lot of money because you can't do your job. We don't have any help for you so you are going to have to carry any overtime yourself anyway. It's because of you we will have to go off of assignment. Why are you so slow, maybe you should just retire since you can't do your job anymore? You were always able to get out early, now you can't get out of the office until 9:45, what's wrong with you? How long have you worked for the post office? And on and on it goes, hoping that one of these insults will inspire you to move faster.

Now if this tactic still doesn't work, most supervisors would just move on. However, there are some supervisors that can get really dirty. You and every other employee on the workroom floor can hear them talking at their desk saying things like, "well I guess we are going off assignment again because some people won't do their job," or "I guess everyone else will have to pick up the slack for the slow people that don't want to work." "If some people would just make their times, then everyone could get off in time for dinner."

The post office seems to attract supervisors that love the power, they like being able to push people around. They are basically playground bullies.

We shouldn't have to work under these conditions. Supervisors should not be able to get away with demeaning people on the workroom floor. You are an adult and deserve respect. And as I

have often said before, city letter carriers are the hardest working and most important people in the post office.

The daily interaction can be simple and it should be, and for those that are fortunate enough to have supervisors that have not sold their souls, it is. What time are you leaving? When will you be back? If you request overtime, they should provide you with a 3996, end of discussion.

Of course, not all supervisors will stoop to this kind of personal and mean-spirited approach. I have actually had some pretty decent supervisors, people that you can talk to and let them know that today you aren't feeling well but you came in to try and help out. They appreciated the effort and so did your fellow carriers. Maybe they even were able to get you some help so that you could rest up and feel better tomorrow.

Don't let these nasty people frame the narrative. If they don't like your estimate, invite them to ride with you to observe your day. Tell them that you would love the company because you get lonely. Tell them you will even buy them lunch, that way you can get to know each other. Maybe we have some interests in common, do they hunt, fish, play golf? Do their kids play a sport, like your kids do? Promise not to hit too many potholes if they ride with you. Tell them that you have heard that they are a very interesting person and would like to talk. This could scare them or maybe they will actually go with you and see that it's hard work out there.

Kill them with kindness, I know that this sounds like just the opposite of what you want to say to them, but this type of response will throw them off. They won't know what to say or how to react to you being so nice.

If they make a snide remark, tell them that you are glad that they are being professional and treating everyone with respect. Tell them that their parents must be very proud of how they conduct themselves. Hopefully, the sarcasm won't be lost on them. Let them know that you are doing the best you can while being safe and effective. Just like they are doing their best to be a good leader and an example for all the employees on the floor. I am sure that this sounds very "turn the other cheek" kind of stuff and in a sense, it is. We can only control how we react to situations. Don't put yourself in a place where you are ready to curse out a supervisor. It might feel good for a few minutes and they probably deserve it, but it's not the answer. No one likes it when someone questions your work ethic. Of course, you know how to do your job and maybe they should learn how to do theirs. Maybe if they actually carried mail for more than a minute, they would understand what they are talking about. The computer does not deliver the mail, you do so don't tell me what the computer says, because I really don't care.

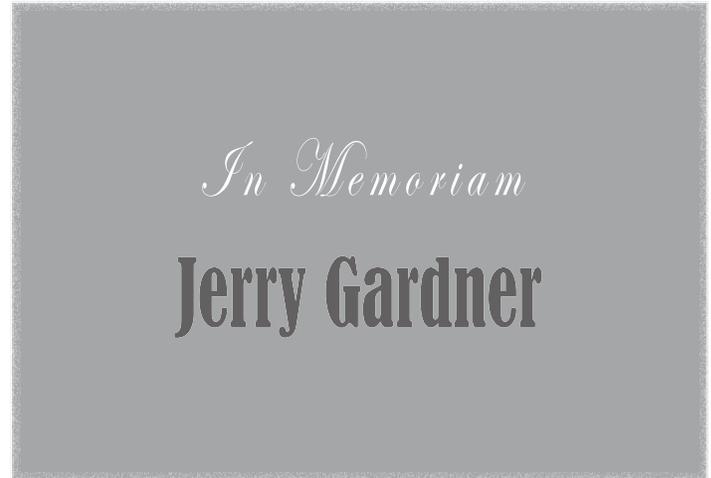


It's not good for your health to get so mad, and you may put yourself in a situation where discipline is issued. Remember, they can't discipline or fire someone who is doing their best and being safe. It just doesn't happen. They use this cruel playbook to get you to feel that it is just easier to go along with what they want. Don't cave brothers and sisters, just give the best estimate that you can and be professional.

You can anticipate some of the rude things that they will say and be ready with a polite response, they won't know what to do with you and maybe they will see that the playbook doesn't work with you and stop using it.

Please don't let them create a negative place at your work. Supervisors come and go, but this is your route, your work, your friends. All they can do is talk.

If a situation arises that you can't deal with, please consult your steward, your priest, EAP, the branch, but don't carry the load alone. City letter carriers are the hardest working and most important people in the post office.



Branch 82 MDA Raffle!!

<p>Fitbit Charge 5</p>	<p>Soundcore Q30 Headphones</p>	<p>Echo Dot (4th gen)</p>	<p>Jabra Elite Active 75t earbuds</p>	<p>Backbone One Gaming Controller for Iphone</p>	<p>3 INIU Portable Chargers</p>
<p>HP Sprocket portable Photo printer</p>	<p>Tribit Outdoor Bluetooth speaker</p>	<p>Polk Signa S2 Sound Bar</p>	<p>Holy Stone HS440 FPV Drone</p>		

Details:
Price: Tickets are \$5 each or 5 tickets for \$20
Dates: Tickets on Sale March 9th - June 8th
Drawing: Drawings will be at the general meeting on Wednesday June 8th. You do not need to be present to win. 1st ticket drawn = first pick, 2nd ticket drawn = second pick and so on. If not present, I'll text/call you.
Tickets: You can get tickets at the Branch 82 union hall or through the steward at your office.

Questions:
 Text/Call Abe at 831-331-0798
 Or call Branch 82 at 503-493-5935

Hello Again From The Office Of Your Secretary-Treasurer

- Matt Pierce, Secretary-Treasurer

Hello again from the cluttered desk of the secretary-treasurer of Branch 82. It has consistently been shown that two of the keys to great personal happiness are celebrating successes and experiencing gratitude. A lot has certainly changed for letter carriers working for the USPS in the short 52 years since we became a full union. As members of this great union, we definitely have had a great number of successes to celebrate and have many people to be grateful towards. 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 in no way should diminish our appreciation for the great triumphs of our union. So now is a time to look back and see how far we've come.

Most of the rights letter carriers take for granted were only given to us by our union contracts. Writing them all would take several pages but they include:

The right to a schedule. Prior to the NALC becoming a union because of the wildcat strike, career employees did not know how many hours they would work. Workers would wait in the break-room, thus the term "swing room," off-the-clock to see if any sections (or swings) became available. It could take 11-12 hours to work a full eight-hour shift. Sometimes a postal worker would sit around all day mostly unpaid for possibly only two hours of work. More senior carriers might have been given a full route to deliver every day, but they had no right to work a specific route let alone bid their desired assignment.

Our first contract in 1971 gave us major wage increases and an uncapped cost-of-living adjustment (COLA), the first-ever for postal employees. An uncapped COLA is huge. My wife works in healthcare and they just gave them a 3.5% yearly wage increase. This sounds pretty great until you realize that current inflation is running at 8.5%. In times like these you really realize how important an uncapped COLA really is. In 1971, we also won a "no lay-off" clause which prohibited the Postal Service from laying off carriers and other bargaining-unit employees "on an involuntary basis."

In 1976 we won a prohibition on the USPS adopting predetermined time standards for each carrier work function and a block on the Postal Service unilaterally increasing the workload of letter carriers without additional compensation. The newly established standard was a fair day's work for a fair day's pay. In 1978 we won the guarantee of two 10-minute breaks, that's right, before that we didn't get any paid breaks at all. We also won additional protections in route examination procedure. I could go on and on but in the interests of keeping this brief, I'll just focus on one small part of our success or here on out, our pay. 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.

Prior to 1970, it took 21 years to reach top pay as a letter carrier and it was up to Congress to decide to give carriers any further wages. Remember at the time we had no COLA. Any amount of inflation slowly eroded what letter carriers earned. The pay situation at this point had become so dire many letter carriers qualified for welfare. There is a very famous photo of letter carriers from Branch 41 in Brooklyn all waiting in their uniforms after work to apply for welfare in 1969. Hundreds of letter carriers in New York and Brooklyn alone were receiving welfare at the time. For some of them, they received more in welfare benefits than their own take-home pay. This all culminated in the postal strike of 1970 and ultimately the right to bargain collectively for pay and benefits in front of a neutral arbitrator. All of us still owe those strikers a great debt of gratitude. They were violating federal law by striking and all risked serious jail time.

Now flash forward to the present day, and let's reflect on how far we've come. Each year the U.S. Bureau of Labor Statistics publishes a snapshot of work-related statistics on every major metropolitan area in the country for the previous year. In May of 2021, they published the following, workers in the Portland-Vancouver-Hillsboro Metropolitan Statistical Area had a median hourly wage of \$23.26, a mean hourly wage of \$30.93, and a mean yearly salary of \$64,330. At the time Step O pay for letter carriers was well over all of these. Due to changes in hiring and seniority, not every letter carrier we represent is yet making this much, but over half of them already are. The real thing to consider and be grateful for is that based solely upon the union and seniority, every regular letter carrier in Branch 82 is guaranteed to at some point earn more than over half of all of the other area residents.

We should of course not leave out our hard-working CCA brothers and sisters. Based upon 2021 wages in Portland Oregon, CCAs earned well above the average starting wage. When they worked 40 or more hours a week, they also earned above the average that data sources put Oregon's median wage, the hourly wage where half of all workers earn less and half of all workers earn more, at about \$18 per hour. This reflects the average of "typical" jobs or jobs held by "typical" workers.

In 52 short years in the history of the USPS due to the NALC, letter carriers have gone from qualifying for welfare to being above average wage earners in the greater Portland area and the majority of the rest of the country. I think that this definitely is something that deserves a moment of reflection and appreciation. Obviously, wages are not the only form of compensation we receive, this doesn't include matching TSP contributions, still getting what less than 25% of workers have, a defined retirement,

health care, worker's compensation, union protection from discipline, and something that is far too scarce these days, a job from which you are unlikely to be summarily fired through no great fault of your own.

So, while I think that we can all agree that things can and should be better, I think now is the time for us to all sit back and be grateful and appreciate how far we've come in such a short time.

In solidarity, until next time, I remain your secretary-treasurer,
Matt



Alec Brainard, Happy Valley/ Gladstone

Food Drive Update

I regret to inform everyone that this year we will NOT be taking part in the NALC Stamp Out Hunger Food Drive. I know this will upset many people out there, and I too am pretty unhappy about what has become of the food drive, but in the end, there aren't many other options.

First, I will start with the late notice we received that the NALC was even having a food drive this year. Normally this is an event that we plan out a year in advance. Given that, we were still going forward to plan out a food drive that would look a little different than it has in the past, ie: we wouldn't be delivering bags to residents to put food in. We were willing to roll with some operational changes. The problem came with what had happened with the Oregon Food Bank. Like many other organizations, the Oregon Food Bank took a big hit during the pandemic. They lost a lot of their staff, their volunteers, and operational flexibility due to COVID. The Oregon Food Bank changed from a physical "food" based model to a fundraiser model. This enabled them to still serve their partner agencies, as well as the communities they serve. Through donations and the buying power of the food bank, they could purchase more food than what was originally donated through direct food donations. While this enabled the Oregon Food Bank to stay alive during the constraints of the pandemic, it made it impossible for us to do the Stamp out Hunger Food Drive that we are accustomed to. We have always relied heavily on the Oregon Food Bank for volunteers, picking up the food from stations, and getting it to their facility.

Believe me, we tried to make it work. We were working with the Oregon Food Bank's partner agencies to find some solutions to getting the food to other pantries in the community. I really felt like we were close, but ultimately, we can get the food from our customers, but after that it became sketchy. How were we going to get the food to where it needed to go if the Oregon Food Bank was no longer accepting food? We just couldn't do it, and the Postal Service couldn't either store the food or use its transportation to get the food where it needed to go (it can't even get us the mail on time in the morning!).

So, we are going to have to forgo doing the food drive this year. We are not the only branch across the country that is in this position. There are several who logistically cannot pull it off, and let's face it, COVID has changed things for every business, especially non-profits.

We are going to try and come up with a solution for next year. I know many people are going to be disappointed with this news, but we are still looking for some way to raise some money for the Oregon Food Bank or food pantries in our area to try and still assist with the mission of the Stamp Out Hunger Food Drive, and that is to deliver much-needed help to food-insecure people in our communities.

President David Norton



Buckle Up: the Sequel I Wish I Didn't Have to Write

- Jon Cabral, Chief Steward & Recording Secretary

I have already written about this issue, but it seems that it is going to continue to be a problem, as carriers are still being caught not wearing their seatbelts at all, or not wearing them in the correct manner. I have to remind everyone that it is our responsibility as letter carriers to work in a safe manner and follow applicable rules, laws, and regulations when it comes to wearing our seatbelts correctly. Management is going to continue to be out on the street watching all of us with a much closer eye. District Safety is out there looking for reasons to send carriers home for any safety violation they can find, especially when it pertains to vehicle safety, and furthermore seatbelt violations. Management is moving away from giving people warnings about these issues, whereas in the past many supervisors do the reasonable thing, they pull the carrier aside and explain to them that they have to follow the rules and wear their seatbelts. However, now they are being told to just put the carriers directly on a 16.7, which is an emergency placement in off-duty status without pay, giving carriers no opportunity to correct their mistakes, and being moved into an immediately vulnerable position. They do this for no other reason than because they are within their rights to do so, but they abuse it and turn it into a form of punishment. So, it doesn't matter what they let you get away with before, or what they turned a blind eye to, or what they would normally have had an official discussion with you about, they are now focused on disciplining to the most severe degree any carrier caught not wearing their seatbelt.

Article 16 Section 7. Emergency Procedure states in part:

"An employee may be immediately placed on an off-duty status (without pay) by the Employer, but remain on the rolls where the allegation involves intoxication (use of drugs or alcohol), pilferage, or failure to observe safety rules and regulations, or in cases where retaining the employee on duty may result in damage to U.S. Postal Service property, loss of mail or funds, or where the employee may be injurious to self or others."

Being put on a 16.7 is extremely harmful to oneself, you do not get paid, and it is for an undetermined amount of time. Even if we are successful in grieving the 16.7 or other discipline related to not wearing a seatbelt, there will still be a period of time where you are going without pay, which most of us can't afford. Management is in my opinion intentionally dragging out the 16.7 beyond their rights to do so in many instances. When a carrier is caught performing an unsafe act, management can immediately place them on a 16.7 to abate the potential harm the carrier could bring to themselves or others. The following day, however, the emergency is over, and the carrier should have been brought back to perform duties that aren't related to the original infraction. What management is doing though is taking multiple days to write an Investigative Interview, then taking a couple of days to schedule the interview, then after having the interview, taking a couple of days to "determine" if an infraction occurred.

Now we are approaching a week of the carrier being on LWOP, and the station being down another route during a period of time where we are already short-staffed. It is management's responsibility to correct deficiencies, not to keep carriers at home without work to sort through a manufactured bureaucratic process. I'm certainly not advocating for management to let people continue to work in an unsafe manner, but what I do want is for them to correct problems quickly and to move on. To avoid all of this, I implore every carrier to follow the rules regarding wearing a seatbelt, that being to have both your shoulder and lap belt fastened if the vehicle is in motion. The only time your shoulder belt can be removed is when you are at a mailbox you can't reach. After you have delivered the mail, it is to be refastened before moving to the next box. Doing this will effectively eliminate any and all opportunities for management to place you a 16.7 related to not wearing your seatbelt.

Section X.D.2: Safety Belts, from Handbook EL-814: Postal Employee's Guide to Safety states in part:

"You must wear safety belts at all times the vehicle is in motion. When driving a long-life vehicle (LLV) or the carrier route vehicle (CRV), you must wear the lap belt and shoulder belt whenever the vehicle is in motion. Exception: When shoulder belts prevent you from reaching to deliver or collect from curbside mailboxes, you may unfasten the shoulder belt, but never the lap belt."

In solidarity,
Jon Cabral



**PDX STARBUCKS WORKERS
ARE UNIONIZING**



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Garden Home - 7315 SW Garden Home Rd., Portland
SE Powell and 28th - 2880 SE Powell Blvd, Portland
NE Grand and Lloyd - 525 NE Grand Avenue, Portland
23rd and W Burnside - 2328 W Burnside, Portland
5th and Oak (US Bank) - 555 S.W. Oak Street, Portland
Westmoreland - 7001 SE Milwaukie Ave, Portland
Jantzen Beach - 12235 N. Center Ave, Portland
21st & Lovejoy - 1012 NW 21st Ave, Portland



Dog Bite Awareness

- Don Cadwell, Branch 82 Safety Officer

Spring is typically the time when the USPS focuses on dog bite prevention. 5,800 US postal employees were attacked by dogs in 2020 alone. It is your station management's job to do everything possible to help keep you safe. It is our job to work as safely as possible and to keep our brothers and sisters safe as well.

We need to tell management when we encounter an aggressive or threatening dog on a route we carry— regardless of whether that dog is in a fenced yard or in a house. Management can then stop the mail to that address if necessary and send an official letter to the dog's owner. Another great tool is to have management set up a RIM safety message for that address so other carriers will be alerted to a potential problem dog.



Brian Ford, Happy Valley/ Gladstone

As carriers, what can we do to help this process? We can keep our co-workers safe by filling out a Dog Hazard Card for the address and casing them. This applies when we are pivoting a route, as well. Don't let management hurry you into not casing each route's Hazard Cards.

Awareness develops good practice. In general, stay away from dogs on your route— especially if they aren't familiar. If a person is walking a dog on the sidewalk or street where you are carrying, pause on the porch/steps of the house and just let them pass.

If it looks like a person or child might not have good control over an animal, or has a dog off-leash or on a long leash, use extra caution. Never walk by a dog being walked, because many carriers have been bitten as they pass too close. Even good dogs get startled! Move out to the street if necessary to give a dog and walker room to pass. It's just like giving our customers the courtesy of six feet of spacing because of COVID.

Remember, when you are close to a customer's door, you are in the danger zone. Don't stay there longer than necessary. If the customer has a screen door and opens it, put your foot near the bottom so you can prevent or slow down a dog that might burst out and nip or bite. If you are approaching a door to interact with a customer and hear a dog inside, you can hold onto the doorknob while politely asking the customer to secure their dog before opening the door.

Don't forget to use the tools available to you. Our satchels, dog spray, and dog horns should be readily accessible at our stations.

Did you know that your dog spray has a manufacturing date on the bottom of the can? Check it. It is good for two years from that date. If it has expired, replace it. Be sure your dog spray is ready when you need it.

As an OJI, I also instruct CCAs to keep their vehicle keys on a small carabiner clip on their satchel. Your rattling keys can keep a dog from being surprised when you approach. If they know where you are and you know where they are, everyone is on better footing.

If a dog does bite you, get to a safe area and call your supervisor. Tell them what happened and where. If you think you need medical attention, go. Don't wait.

Keeping yourself safe and making others aware of potential dog problems on your route are proven ways to reduce dog bites on the job. Let's work together to keep everyone safe.

Before the Parade Passes By (also a song by Ethel Merman)

- Dave Esch, Pride Chair



I was only four years old during the Stonewall riots and only five when the Postal Strike of 1970 happened. The first gay pride parade I attended was in Utica, NY in 1987 and the attendance at that event was maybe 20 people. I didn't come out to my parents until the following year, so the fear of the media photographing or filming me there terrified me. Coming out to them wasn't nearly bad as I thought it was going to be, and my dad actually surprised me when he said "Well, you're still my son, and I love you." What I saw in that moment was the importance of family coupled with a sense of hope beyond those walls. When I think back though, I believe it cushioned the blow of telling them I joined the union when I got hired at the post office much later in life.

I didn't become an activist for gay rights until my later college days in the early 90's when I was elected to be a co-chair of the Gay and Lesbian Alliance at SUNY Oswego. It was a high point in my life and a big part of shaping the openly gay man I was to become. I lobbied for the acceptance of gays in the military and was fortunate enough to have booked (and met) some well-known gay celebrities on campus like comedienne Kate Clinton, the a cappella group The Flirtations (with the late, great Michael Callen), and a local Lesbian folk singer named Leah Zicari. I also sat on speaker panels during psychology seminars on human sexuality to help raise awareness and educate my colleagues. But my most memorable moment was participating in the March on Washington in 1993... probably the largest Pride Parade I will ever see in my lifetime!

Pride parades in some ways are a lot like unions. It takes a ton of organizing, leaders who know how to delegate, raise money and promote the idea and lastly, but most important is getting people to sign up and participate. Pride parades offer their participants a safe haven against people looking to undermine their freedom. A

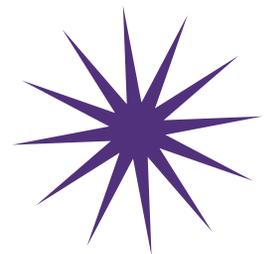
place to have a voice. Protection from injustice by shining a light on what a few people see as wrongdoing and showing it for what it really is: people living their dream without hindrance. Earlier I mentioned my elders... the passionate fighters at Stonewall... they are no different than the organizers of the Postal Strike in 1970. Our elders have paved the way so that we may live a better life. The newest union members are our future. I just attended the State Association of Letter Carriers Convention and one of the main takeaways for me, anyway, is that democracy only works if we show how it worked in the past (by example) and teach how it will continue. When our voices are muffled democracy fails.

Some of us have differing, or no roles at all within the union. We are all brothers and sisters in common cause, but not all of us are screaming from the rafters for justice. While some of us are quiet supporters and others vocal advocates, some of us do the work and some of us reap the rewards. Some people march in a parade and others simply show up to cheer them on. There is no right or wrong way to belong to a family... you're just a part of it. I challenge my fellow union siblings to revere those who identify as LGBTQIA+ as family members – just as you do your postal family and treat them as such. I know some families are dysfunctional and have their issues. I need not look any farther than my own biological and postal families to realize that none of us are perfect. We are human beings at the end of the day. But we show up at family reunions, barbeques, and parades because number one, they're a freaking blast, and two, we show up for family when they need our support.



The Portland Gay Pride Parade will be held in downtown Portland from 11:00am on Sunday, June 19th. I encourage all of you to March with Branch 82 of the NALC or cheer us on from the curb! I will provide more details on meeting locations as they become available.

Dave Esch, NALC Pride Chairperson; Parkrose Station (503) 449-110



STARLIGHT PARADE RETURNS!

June 4th 2022

Calling all
letter carriers!

**Starlight Parade
is back!!!**

Saturday, June 4th
Volunteers and parade
walkers needed.

Contact Branch 82 or
Abe RedCloud (831-331-0798)





Last Punch Bunch

Crystal Furlong – Evergreen
Devinder Oberoi – Holladay Park



Devinder Oberoi will be greatly missed by his office and customers.





Zenith Wolf and Wendy Bagwell, Happy Valley/ Gladstone

BRANCH 82 SUMMER PICNIC!!!

When: Sunday July 10

Time: TBD

Where: Cook Park

What: BBQ, Fun, Prizes and ----->

More info to come in next month's B-Mike



Hunt as
A family!



Send the
kids
To hunt!



Hunt on
your own!



Hunt with
Friends!



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



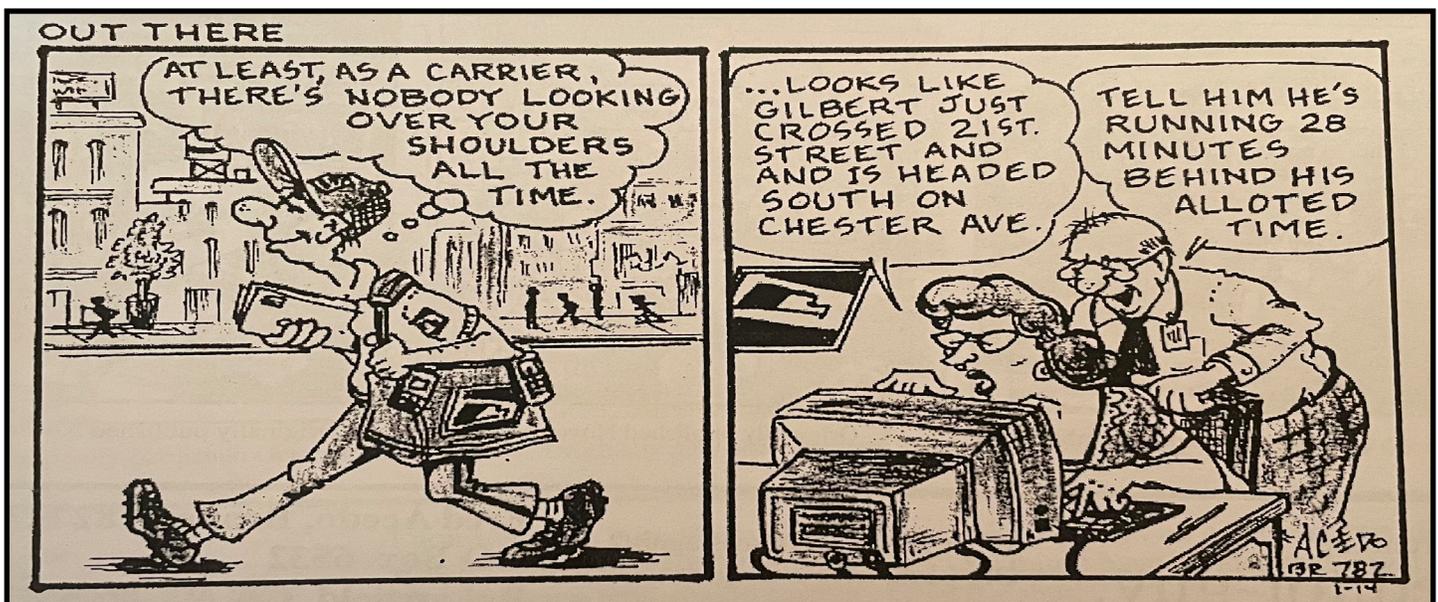
Meet the Steward: Shay Phillips, Happy Valley/Gladstone

MY JOURNEY DOWN THE POSTAL BRICK ROAD

How did I get here? June 7, 2008. It seems like yesterday when I clocked in as a PTF clerk for a graveyard shift in Hillsboro. Working six days a week, minimal hours and no hope of making regular - I had to move on. I never wanted to be a mail carrier, but it was my ticket out. I secured a craft transfer about two years later, and I was Happy Valley/Gladstone bound! It didn't take me long to appreciate my short commute to work, day shift and more hours than I could ever want. Somewhere along the way, I found the real joy of being a mail carrier. The people, the children, the animals, and my office is decorated by the ever-changing four seasons. We endure many challenges as mail carriers, but my connection to the community makes it all worth it. Some days I feel like royalty parading through town as others honk, wave and offer warm hellos to the mail lady.

The next chapter in my career came when our longtime steward was set to retire. "Do you accept the nomination to be alternate steward?" NO! I resisted, but finally accepted the position to support our newly elected shop steward. Well, truth be told, I still fought being involved until our new shop steward suddenly and unexpectedly retired early. Guess who was fast tracked and crowned shop steward? I attended my first "RAP Session" in 2018. That's when the light bulb finally came on. I was so overwhelmed, but I started wanting to learn more. Our station is an amazing group of people. I still have so much to learn, but I am beyond proud to represent and support my fellow carriers.

When I'm not delivering mail, I sleep! These last two years have been exhausting for us all, but I still enjoy my free time. My creativity is at its best in the kitchen creating tasty dishes. Dining and visiting with my retired parents is always a treat. Music and laughter can always be heard in our house. I love being a dog mom to my two spoiled girls. They love a getaway to the beach or wilderness with mom and dad to run and explore. Then we all sleep!





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Remembering and Supporting Veterans

- Bruce Hall, Veterans Representative

We have been living in confusing and concerning times since the COVID-19 pandemic started in 2020. Insecurity and instability have permeated our lives. There are numerous adjustments that need to be made as we deal with our physical, mental, financial, and relational problems that resulted from the pandemic. If you or someone you know needs assistance, let me know. Our VFW still has some food boxes available for vets in need. The boxes contain non-perishable items worth about \$75. If you need some extra food, give me a call at 503-285-8468.

Now, I will share my annual message about Memorial Day including dates of some events that normally take place. However, due to the dealings with the pandemic and our efforts to overcome it, these events might be canceled. We'll have to play it by ear! With these thoughts in mind, read my article with the listed dates for normal Memorial Day events.

The month of May has several days which encourage us to remember and support veterans. May 8th is V.E. Day and marks the Victory in Europe in WWII; May 21 is Armed Forces Day and honors all our armed forces. Then Memorial Day will be celebrated on May 30 which is the actual designated date, and it falls on the last Monday in May. It is a day to honor all that have given the ultimate sacrifice for their country. The difference between Memorial Day and Veterans Day is that Memorial Day honors those who gave their lives, whereas Veterans Day, which is observed on November 11 each year, honors and thanks all veterans who have served or are serving.

Freedom is costly. Many veterans gave the ultimate sacrifice to give Americans freedom, which most people take for granted. Sacrifice is meaningless without remembrance. On Memorial Day we can honor the nation's dead veterans by remembering their service and their sacrifice.

There are many ways that we can pay tribute to those veterans who have sacrificed so much for us. These include:

- *Pausing for a few moments of personal silence (All Americans are asked to pause for a moment of Respect and Remembrance at 3pm.)
- *Attending commemorative ceremonies
- *Placing flags on grave sites
- *Wearing "Buddy" Poppies
- *Flying your flag (Remember that on Memorial Day, the flag is flown at half-staff until noon, then raised to the top of the flag pole.)

Memorial Day events in the Portland area: (If not canceled)

- *Ceremony at Willamette National Cemetery at 10am
- *Services at Oregon Vietnam Veterans Living Memorial in Washington Park at 11am.

Personal as well as public acts of remembering should be part

of our Memorial Day observances. Whether done collectively or individually, it's the thought that counts. Let's make this a true Memorial Day, not just another day off work. Honor those who have sacrificed so much to provide freedom, as we build memories on this Memorial Day.

Here are a few facts about Memorial Day.

HISTORY: Memorial Day, originally called Decoration Day, is a day of remembrance for those who have died in service of the United States of America. Memorial Day was borne out of the Civil War and a desire to honor its dead. It was officially proclaimed on May 5, 1868, by General John Logan. In the proclamation it stated that "May 30, 1868, would be designated for the purpose of strewing with flowers, or otherwise decorating the graves of comrades who died in defense of their country." The date of Decoration Day, as he called it, was chosen because it wasn't the anniversary of any particular battle. It became Memorial Day in 1873. The South refused to acknowledge the day and honored their dead on separate days until after World War I (when the holiday changed from honoring just those who died fighting in the Civil War to honoring Americans who died fighting in any war).

It is now observed on the last Monday in May with the Congressional passage of the National Holiday Act of 1971, which ensured a three-day weekend for Federal Holidays.

POPPIES: In 1915, Moina Michael was inspired by the poem "In Flanders Fields" and she wrote her own poem: "We cherish too, the Poppy red, That grows on fields where valor led, It seems to signal to the skies, That blood of heroes never dies." She then conceived of an idea to wear red poppies on Memorial Day in honor of those who died serving during war. She was the first to wear one and sold poppies to her friends and co-workers with the money going to benefit servicemen in need. Later, Madam Guerin from France was visiting the United States and learned of this new custom started by Ms. Michael. When she returned to France, she made artificial red poppies to raise money for war orphaned children and widowed women. This tradition spread to other countries. In 1921, Franco-American Children's League sold poppies nationally to benefit war orphans of France and Belgium. The League disbanded and Madam Guerin approached the VFW for help shortly before Memorial Day in 1922. So, the VFW became the first veterans' organization to nationally sell poppies. Two years later their "Buddy" Poppy program was selling artificial poppies made by disabled veterans. In 1948, the Post Office issued a red 3-cent postage stamp with Ms. Michael's likeness on it.

The VFW distributes "Buddy" Poppies made by disabled veterans and the American Legion also has a poppy program. You can



"Help the Living" and support veterans by giving a donation to these organizations distributing poppies, and you can "Honor the Dead" by wearing a poppy.

Hopefully, veterans will support veterans also. It is a continual fight to maintain or increase benefits for veterans. There are numerous veterans' organizations to join which are working to support and protect veterans' benefits. Veterans can't just passively expect others to support them but must support one another.

As we think of veterans and their needs, let's remember that veterans like to be honored for their service, but not pitied for it. They like the respect of their fellow citizens and appreciate help for the wounded. They don't need special handouts to succeed, but our veterans face many problems such as unemployment, injuries, financial problems, etc. We need to realize that praise for a job well done goes much farther in expediting readjustment than misplaced pity. Don't feel sorry for them but honor them by helping them. Also, let's help and support one another. Have a Memorable Memorial Day!

ACTIVE IDUTY

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

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

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

Casey James (Waterfront) Army, Jordan

Roberto Jimenez (Creston) Army, Qatar

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

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

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

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

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

Dean Schuchardt, son of Patricia Schuchardt (Multnomah)
Army

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

Tom Totten, son in law of Lee Travis (retired)
Army, S. Korea DMZ

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

Branch 82 Non-Members

Steven Eldridge, Beaverton

Robert Gardner, Beaverton

Michael Porschien, Beaverton

Kristyann Stafford, Canby

Keith Wery, Canby

Jeffery Maloney, Evergreen

Steve Dean, Evergreen

Wei Wu, Evergreen

Thomas Breadon, Forest Grove

Emilia Brodeur, Forest Grove

Daniel Ford, Forest Grove

Sheila Root, Forest Grove

Mary Bobnick, Gresham

Marc Detweiler, Gresham

De Bui, Lake Grove

Albert Chan, Lents

Jeffrey Smith, Lents

Joshua Jennings, McMinnville

Elizabeth Krieger, McMinnville

Mikka Vironen, McMinnville

Ona Vesa, Multnomah

Robert Kahl, Newberg

Benjamin Siefken, Newberg

Kenneth Boettcher, Oak Grove

Thomas Carter Jr, Oak Grove

Jonathon Ford, Oak Grove

Rex Paschall, Oak Grove

Jared White, Oak Grove

Shawn Graham, Oregon City

Eric Ridley, Oregon City

Billy Sapp, Oregon City

Mona Zirkle, Oregon City

Justin Zimmerman, River District

Matthew Chambers, St Johns

Allen Nelson, Troutdale

Robert Hawkins, West Linn

Patrick Dyche, West Slope



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INJURED AT WORK?

Call BRANCH 82 OWCP REP
Mike O'Connor

Wednesdays and Thursdays
503 493-5903

Branch 82 Monthly Meetings

General Membership 2nd Wednesday, 7:00PM

Retiree Luncheon 2nd Tuesday, 11:30AM

Stewards Council 3rd Wednesday, 7PM

Executive Board 4th Wednesday, 6:30PM

All members are welcome, unless otherwise noted.

All meetings are held at the NALC Branch 82 Office,

5265 NE 42nd Avenue.

Retiree Luncheons are held at

Izzy's EastPort Plaza, 3846 SE 82nd Avenue

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

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

NALC Branch 82 Membership Meeting April 13, 2022

Call to Order: 7:04

Pledge of Alliance: Bruce Hall

Deceased Members: Jerry Gardner—
Retiree, Cherry Blossom

Moment of Silence

Roll Call of Officers:

President David Norton, Vice President Betty Nash, Secretary-Treasurer Matt Pierce, Chief Steward & Recording Secretary Jon Cabral, B-Mike Editor Suzanne Miller, Health Benefits Officer Eric Matras, Director of Retirees Sam Smith, Sergeant At Arms Chuck Solomon, Safety Officer Don Cadwell, MDA Representative Abe RedCloud, Executive Board Members at Large Randall Hoxie, Janelle Lee, Trustees Lois Brumfield, Casey English, Dave Esch, Julius Fildes, Ted Lulich, George Wallenstein, LCPF Representative Sue Canfield, Veterans Representative Bruce Hall

Officers Absent:

Brumfield, Canfield, Soloman, Wallenstein

First Time Members:

Starmichael Bowen, Rose City Park; Liam Grosshauser, Parkrose; Benny Harris, Rose City Park; Cameron Howlan, Rose City Park; Jill Kennedy, Rose City Park; Chris Long, Rose City Park; James McGaffy, Rose City Park; Sarah Jane Mills, Rose City Park; Matthew Moore, Rose City Park; Mike Neal, Rose City Park; Tony Spinnato, Piedmont; Dee Stewart-Domingues, Rose City Park; Eric Wimberly, River District

Reading of the Minutes: English made a motion to dispense with the reading of the minutes and accept them as printed in the B-Mike. Seconded, Matris. Carried.

Membership Report:

Regular: 1184, CCA: 178, Retiree: 528, Gold Card: 73, Management & Other Crafts: 36, New Members: CCA-25, Total Membership: 1999, Non-Members: 39, Organized: 97.2%

Deceased: Jerry Gardner

Retired: Crystal Furlong, Evergreen, Devinder Oberoi, Holladay Park

Canceled: Sara Bartlemay, East Portland

Separated: Mark Bonner, Rose City Park; Johnny Smith, Oak Grove

Norton spoke on retirements. If there is a retirement planned at your station, you need to let the Branch know. Recently there have been retirements that the branch was not made aware of.

Secretary Treasurer's Report

Financial Transaction Report/

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

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

Executive Board Expenditure

Recommendations: A recommendation to donate \$150 to former Branch 82 Vice President Tom Brown's Celebration of Life. Jim Cook is organizing this event on May 1st. Carried.

Unfinished Business:

Norton spoke on the upcoming State Convention; Pierce spoke on the National Convention and the hotel situation.

Trustee's Financial Report: English informed the membership that the Trustees are caught up, and that all of the books are in order.

Resolutions and Bylaws:

Resolutions and Bylaws Chair Jim Falvey read aloud the Bylaw proposal that was printed in the last B-Mike concerning the B-Mike mailing timeframe.

Multiple members discussed the proposal. Betty Nash called for the question, Carried.

Motion: Those in favor of accepting the resolution and by-laws committee's recommendation of disapproval, Carried.

Judith High Scholarship Report: Norton informed the branch that we have received only one application, and that the deadline is May 2nd.

Pride Parade Report: Dave Esch spoke on the upcoming event which will take place on Father's Day.

Labor Management Report: Norton informed there is one removal in the branch. CCAs are converting in short time. We are signing up every new hire. Norton then

spoke about the status of our cases that were at arbitration, and how he "pre-arbed" nearly all of them.

Health and Safety Report: Cadwell said that if people are having issues he wants to know about it.

Legislation Report: Norton informed the membership that Postal Reform was signed into law by President Biden.

MDA Report: Norton informed the branch that we won in our category. RedCloud spoke on last year's ticket sales at each of the top selling stations. Last year we made \$5,294. He wants to beat that number this year.

Starlight Parade: RedCloud informed the membership that we started working on the Starlight Parade. The parade is on June 4th.

Food Drive Report: Due to many issues, Norton reported that the food drive is not happening.

Retiree's Report: Smith reiterated, let the branch know when someone retires.

Veteran's Report: Hall spoke about his personal struggles with theft and vandalism in the city. He said he served in Vietnam for 18 months during the war, and he's starting to think that Portland is worse.

Labor Solidarity Report: Norton said that Amazon has organized a warehouse in New York, and that there are Starbucks all across the country that are organizing. Partridge added that Starbucks is union-busting. English spoke on how the NLRB is trying to stop corporations from being able to hold captive audience meetings. Norton spoke about the RCA problem and the bad rural staffing. He said there are problems all over where city carriers are being forced to go out and deliver rural routes.

Good of the Association: Norton thanked all of the new members for coming and participating in the Union.

For the Betterment of the Service: Kitty Award: Cody Harris, Rose City Park won \$62. Jackpot: Charles Solomon, Parkrose, \$595 went unclaimed because he was on AL:(Treasure Chest: Archie Langford, Midway Retiree. \$365 unclaimed.

Adjourned: 8:54



NATIONAL ASSOCIATION OF LETTER CARRIERS
Branch 82
5265 NE 42nd Ave
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B·Mike

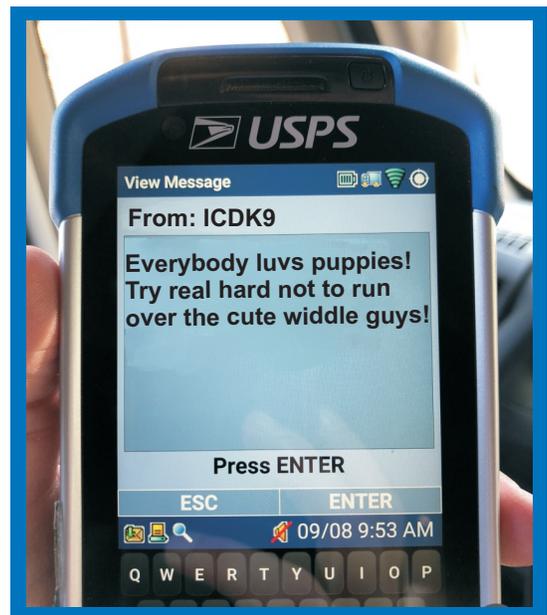
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The next General Membership meetings will be held
Wednesday, May 11 and Wednesday, June 8, both at 7pm.
These will be in-person meetings at the Branch 82 Union Hall.
We are following CDC guidelines and state and local restrictions
regarding COVID. All meetings are subject to change.

THE EYES HAVE IT!

Our overlords have finally decided to show us some love with Peeper™, the new incentive program using our very own scanners! Yes, now with the miracle of built-in eye movement tracking software, we'll be rewarded for staying focused on vital messaging from on high!



You heard right! With Peeper™, management will be able to note just how long we pay attention to those texts of vital importance! Utilizing a point system, the more we concentrate, the more rewards we accumulate! Yes, with "Peeper Points" you can earn fantastic rewards like:

- *First dibs on newly opened bags of rubber bands!*
- *Premium positioning in accountable distribution order!*
- *Special waivers for skipping those boring stand-ups!*
- *Parking in the supervisor's spot! (On day their day off.)*
- *Vintage collectible "I Know My Goals" posters!*
- *Any Letter-of-Warning reduced to Postcard-of-Warning!*
- *Unlimited Time-Wasting Practices permitted (off the clock)!*
- *Free beer! (just kidding;)*