



# B·Mike



Vol. 84  
Issue four  
April 2024

*"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

## **Attention! Attention! Attention!**

### **Important discussion on selling the Branch 82 Union Hall and purchasing another building:**

If you were at the last General Membership meeting you heard about how the Branch 82 Executive Board has been looking at the possibility of selling our current union hall and purchasing another building. There is one building in particular that we have been looking at. We have already had a vote on listing our property and entering into negotiations on purchasing that other building.

This is an important financial decision. and any members that want to be part of the discussion should plan on attending the May General Membership meeting (05/08/2024). The realtor that we have been meeting with will be in attendance to talk about the process and the potential purchase of another building and the sale of ours.

The Branch 82 union hall belongs to you, the membership of this union. Again, if you would like to be part of the process, please plan on attending.



### **Judith Hyde Scholarship Applications are due Friday, May 10th**

\$2,000/year up to four years to the child of a letter carrier graduating high school this year.  
(Details on page 13)

## **Attention! Attention! Attention!**

# Be a Complete Carrier

- David Norton, President

If you have been anywhere near the B-Mike, the Branch 82 Union Hall or have spoken to me or any of the other officers working here, you have gotten an earful about the current TI-AREAP process and what it has done to several stations locally. Yes, the process is flawed, and management has an advantage when they come into the process with a predetermined agenda to take out routes, add to existing routes, and overall make it harder for letter carriers to do their job fairly. I have also complained about the union's inability to control this process under the "joint" terms that we have entered into. When there is only one side that sees a joint process as one in which we are supposed to work together fairly, it is difficult to legitimately get things done. There is plenty of blame to go around, and it's easy to just say that it's all on management or all on the union, but much of the blame goes to the carriers themselves. Sorry, no one wants to hear it, but many of the carriers in stations today are giving management exactly what they want by cutting corners to get their route done early, and their actions may have serious consequences for their route and the other routes in their station.

I was speaking to a T-6 carrier not long ago who was talking to me about some of the regulars on their route. One of the routes in particular has many apartments on it. They are nice apartments, and they don't get too much turnover with residents there. This T-6 told me that every time they deliver to those apartment complexes, the manager there brings out a tub of misdeliveries for them to take care of. The regular carrier on the route has never bothered to learn the names in that apartment complex nor do they even take the time to deliver the right mail in the right box. That carrier does, however, get done early every single day. Sometimes really early. Oh yeah, they also always skip their breaks, and it is doubtful that they are taking a regular lunch either.

This particular regular on their route is not doing what they are supposed to be doing every day as a letter carrier, and guess what will happen to them when the route adjustment team goes into that station? They are going to give this lousy letter carrier an add to their route, and it is going to affect every carrier in that station. The T-6 is going to have to carry a longer route, one that was an 8-hour route before the adjustment, and territory on the routes around it will move in to the one added to. Other carriers may have their routes eliminated. This will cause a bid down in which other less senior carriers may lose their routes as well. A carrier or multiple carriers may be excessed from the station. The regular must then carry a route that is just too big, and more customers will be forced to deal with terrible service from this carrier. The station will be thrown asunder just because this "runner" refuses to DO THEIR JOB. If you think I am being dramatic, you haven't gone through this process before and seen what can happen.

If you are cutting corners in regards to route delivery and maintenance, that means you are probably cutting corners in regards to safety as well. Everyone must take the time to be safe. Watch what you are doing and where you are going. Be aware of your surroundings. Put your seatbelt on and close your vehicle door while driving. If you are skipping these steps as well, it could really come back to haunt you.

To be clear, I am not telling you to slow down on your route. I am telling everyone that if you aren't keeping up with route maintenance, the Red Books, identifying hazards on your route, labeling boxes and generally paying attention to what you are doing every day, then you are not doing your job. A complete letter carrier does everything they are supposed to do to take care of their route. It is your job to take care of it, and it is your job to do it right. An efficient carrier doesn't even have to take that much extra time to do it, but if you are neglecting these duties, you are not giving an accurate description of your route's value.

I understand that it is a byproduct of good staffing. Many stations that we represent in Branch 82 are doing well, especially in some Portland city offices. Carriers that once were used to working mandatory overtime, late hours, and rarely having any free time are now going home to their families, friends, and hobbies outside the Postal Service. It's nice. Having consistently normal workdays is something that many thought was a dream only a couple of years ago. Now carriers are working more normal hours. A life without regularly mandated overtime... who knew it was possible? While we have gotten complaints from some carriers in well-staffed offices that overtime is drying up, most carriers are just getting used to going home and enjoying their time away from work. There is a life outside of this job, and it is important that we as a union strive to make that a priority for our members. But getting done at a reasonable time doesn't mean skipping important aspects of the job in order to get done early.

I saw this myself as a carrier after the housing market collapse. The mail declined rapidly, we were yet to deliver the parcel volume that carriers currently have, Amazon didn't exist (at least as it does now), and we had time to spare on our routes. In this case, carriers had a lot of undertime, which was fine and understandable. Many carriers, however, exaggerated that undertime by just getting used to the idea that things had changed, got out early, and stopped doing the route maintenance, box upkeep, forwards, and the little things that we as letter carriers are supposed to do on our routes regularly. Like I said, there is nothing wrong with having legitimate undertime. A route's value is what it is, and the union's priority is to have routes valued as close to eight hours as possible. That is it. If a route needs an add, then a route needs an add, but not if the route needs an add because the carrier isn't doing what they are supposed to be doing.

I also remember what it was like to be a young, fast carrier. I was always a fairly fast carrier on the route, and it was hard for me to pace myself sometimes. I also remember having a hard time switching from life as a PTF to a regular carrier. You are so used to running off routes, trying to please the boss, and not caring about all the little things that regulars do on their routes that you would forget about all of the maintenance stuff you need to do on a regular basis. You know what I did to remedy that? I was a T-6. My times didn't count towards an overall adjustment on the routes I carried, and I could focus on double and triple casing, carrying sections as an ODLer and not worry about the maintenance stuff. (Although I always paid attention to names and addresses. NOT misdelivering the mail was always important to me.) If you are a carrier like I was, then being a T-6 or maybe a Reserve carrier may be the right job for you.

Management has been slowly chipping away at aspects of jobs in order to add on to them, and they are pushing us to get done faster and faster. They are also creating arbitrary time standards that they want us to meet. They think we should be out of the office in 60 minutes regardless of what we have to case and organize in the morning. I have recently heard that they are now pushing for 40 minutes! It is never going to end. Remember when we used to line up at the timeclock to wait for the start time to punch in and start working? Now I see carriers meander onto the workroom floor, grab their scanner, go to their case and start shuffling through things, and then scan their badge when the start time rolls around. You just gave them a few minutes of your time working off of the clock. I think everyone should line up at the scanner docking station and wait for their start time to get their scanner and scan their badge to get started. Do you think that the adjustment team is going to take into consideration that you are working off the clock every day? No, they are going to add to your route, and if it is up to management, they will give you as much as possible.

Everyone needs to start thinking about the job they do every day, do it the same way, and do it to completion. If you are following all of the rules, doing what you are supposed to be doing and casing and delivering the way you are supposed to, then you should know the true value of your route. If you need an add to your route, that is OK, sometimes routes need to be added to. If it needs a cut, then that is what you need, and we need to push for that. But, if you are cutting corners, being sloppy, not paying attention, skipping your lunches and ignoring safety rules in order to get done early, it is going to have a negative impact on your route by way of an unnecessary add that in turn will affect your entire station.

Route protection doesn't mean slowing down or dragging out your route in order to make it as short as possible to try and do

less work. It means protecting the true value of the route for you, an adjustment team that looks at it for possible adjustment, and really, your supervisor. Management should have an accurate value of every route in order to manage mail volume and work hours. As routes are adjusted to the regular on the route, and we are all different, every route is going to vary. Now, we all know that management doesn't really care and they want you to just get back as soon as possible. They aren't looking at the big picture, and in many cases, they are the ones encouraging carriers to cut corners. If you want a route that is adjusted to you (or at least have a fighting chance at it) then do everything you are supposed to do in the workday. Don't work off the clock. Don't skip your vehicle inspection. Stop casing and pay attention at the stand up. Do your route maintenance and pay attention to what you are doing out there. Don't be pressured by management's tactics and don't be led astray by the desire to get off early. Those things will only backfire on you. Do the job the way it was intended and, hopefully, you will end up with the route that you and your customers deserve.

Due to a conflict with  
the 2024 State Convention,  
the April Retiree Luncheon  
is cancelled.

Please join us in May.

## Retiree Luncheon

May 15

IHOP  
4931 SE 82nd Avenue  
Portland, OR 97266  
NOON



# Spring Cleaning

- Betty Nash, Vice President

Recently we received a uniform donation from my old station, Evergreen DCU. I am always happy to receive donations, but this one was from a dear friend of mine that retired back in 2012. My friend Susie retired quite a while ago, but she was doing her spring cleaning and found that she still had some uniforms in her closet. I wonder how many carriers could find some uniforms that are hiding in the back of their closet or in a drawer that they haven't looked into for a while.

I am sure that there are a lot of carriers that have uniforms that they haven't worn in a while, maybe they are hoping that one day they can still wear the uniform that fits them when they were 10 years younger. It must mean that the uniform vendors have changed their sizing method, not that any of us have gained any weight, no way!

I have another friend that has retired named Hanna. Hanna had 30 uniform shirts and as many pants and skirts. Hanna said that she only wanted to wash her uniforms once a month, so she had a clean uniform for every day of the month. This method worked for her, and when she retired and donated her stuff, anyone that was her size was very lucky to have a boatload of uniforms to pick from.

I also had a friend named Bob who retired to Arizona. Now Bob always looked very sharp, and one of the reasons that he looked so nice was that he took his uniforms to the dry cleaners every week. Bob and his clean, pressed shirts and pants gave a very professional image to his customers. I'm not sure if Bob retired yet but if he did then the office that he donated his clothes to received uniforms that had been well cared for and were in great shape.

We all handle our uniform situation in our own way. We all understand that uniforms are so darn expensive, and our uniform allowance does not go nearly as far as needed, especially for the new employees.

How about we do some spring cleaning in our closet and dresser drawers to see if there is something that we can do without? See if there is something that would help our new carriers feel safer on the street because they are in a uniform and not delivering in civilian clothes. Any uniform item would help them feel like they are part of the team and help them fit in at their office. It's hard to start a new job, and this job is demanding enough as it is. Help a brother or sister out and do some spring cleaning, and then donate to our uniform closet.

## April is EAP Awareness Month! Meet Your EAP Consultant



My name is Wendy Averett, and I am thrilled to be here in Oregon. I want to tell you a bit about myself. I am a master's level clinician with over 27 years of expertise in counseling, social and human services, and education with seven years working in program management, staff development, program development, and administration. Most recently, I have spent 13 years as the USPS EAP Consultant in Washington State.

On a more personal note, I am the mother of twin daughters and have a 13-year-old grandboy who is my heart's joy. I am blessed to have the chance to live on a farm with Highland cows, goats, and chickens and belong to a pack of five dogs.

The photo is from my hometown post office in Wyoming that I visited after not being there for 50 years!

We all experience feeling down or stressed in our lives at one time or another, whether at work or with family and friends. Your EAP is here to support you with options like counseling, coaching, assessment and referral, and consultations. Why not talk to someone objective, to support you and give you tools to succeed?

This benefit is at no cost to you and is confidential. 1-800-EAP-4YOU is the number you can call 24/7. The eap4you.com website is also a great resource to check out.

Happy EAP Awareness Month!







# MDA Labor Bowl

Sunday, May 19

KingPins

3550 SE 92nd

10:30-12:30

(registration 9:30-10:30)

\$60 per bowler



Pizza! Bowling Prizes! Silent Auction!

Prize for best Superhero costume!

Letter Carrier Political Fund sign-up!



Please bring items to donate to the silent auction.

Let's raise big money for MDA!



## UPCOMING EVENTS

State Convention April 15-16

NWPCU Election April 17

Labor Bowl May 19

Starlight Parade June 1

Pride Parade July 21

Branch 82 Picnic July 28

National Convention August 4-9

Labor Day Picnic September 2

Retiree Banquet September 7



**B-Mike**

# FEHB

- Matt Pierce, Secretary-Treasurer

Hello again from the stand-up desk of your secretary-treasurer. This month we're going to talk again about the upcoming integration of Medicare and Federal Employee Health Benefits (FEHB). I know that this is a little bit of a dry subject, but it is something that will affect most of us, something we get a lot of calls about, and something for which there seems to be a lot of misunderstanding and misinformation out there.

Let me state the important part first in case I lose you at some point. Subject to limited exceptions, Postal Service annuitants who retire and become Medicare-eligible after December 31, 2024, and their Medicare-eligible family members will be required to enroll in Medicare Part B as a condition of eligibility to enroll in the Postal Service Health Benefit (PSHB) Program, not current retirees or those already 65 or older. This seems to be the area of biggest confusion.

It is true that during the fall 2024 Open Season, retired letter carriers of any age and every active letter carrier will need to enroll in a new health benefit plan under the PSHB Program. There will also be some way or mechanism to transfer those who are unable or forget, etc. over to the new programs, although the specifics of this are still being worked out.

The new PSHB plans will still be under the FEHB umbrella and likely will be largely identical to the previous FEHB plans you already have, but they will be available only to Postal Service employees and their families. The cost of these plans will factor in the saving from many of the health care costs for its members at age 65 getting transferred over to the Medicare program.

So there is no confusion: while most people, currently not retired and under age 65, in these postal-only plans will be "forced" to sign-up for Medicare part B when available to enroll, you will also not lose your FEHB benefits in retirement, nor will your benefits go down at age 65. You will have the same provider and plan benefits as before.

Current Medicare eligible employees and retired letter carriers will not be required to join the postal-only plans, they will be just another option among the other FEHB plans from which you can select. Currently about eight out of 10 retired letter carriers already choose to enroll in Medicare Parts A and B when they become eligible, because doing so virtually eliminates any out-of-pocket health care costs (deductibles, co-payments, etc.). So, these proposed changes in the FEHB Program will not actually change anything for most people.

For those that don't know, Medicare Part A is hospital insurance. It covers things like inpatient hospital care, skilled nursing

facilities, hospice care, lab tests, surgery, home health care on a limited basis, etc. Medicare Part A is also "free," meaning you don't pay anything for it in premiums when you enroll. It's a benefit that you've already paid for by having the 1.45% Medicare tax withheld from your pay check. As long as you have paid this for 10 years and are turning 65, you're covered. You can sign up for it during the "initial enrollment period" which is basically the seven months surrounding your 65th birthday: the three months before the month you turn 65, the month you turn 65, and the three months after you turn 65. Since Part A is a benefit you have already paid for and doesn't cost you any more, there's not really any reason everyone shouldn't enroll in it.

Medicare Part B is medical insurance. It covers things like health care provided services, going to a physician, inpatient care, durable medical equipment, home health care, and preventative services. Medicare Part B is not free; The standard monthly premium for Medicare Part B enrollees will be \$174.70 for 2024.

Under the new law, at age 65 Medicare will become your primary insurance and your postal-only FEHB plan becomes your secondary insurance; these changes are projected to save the USPS nearly \$50 billion over the next decade. Many things that are covered by your health benefits, such as hospitalization and medical equipment, will now be the responsibility of Medicare and your FEHB will continue to cover everything else that it does now.

Projected cost savings should also more than offset the cost of Medicare Part B for the enrollee. Having so much covered by Medicare will lower the cost of premiums for every letter carrier not just those 65 and older. Any increases in premiums would also add value and new services and would hopefully also be reduced because postal participants would be placed in a separate risk pool with new rules related to Medicare enrollment.

**Beginning April 1, 2024, during a six month special enrollment period, those current postal retirees age 65 and over with a Federal Employee Health Benefit Plan (FEHBP) who did not join Medicare Part B will be able to join Medicare B and have the "late enrollment" penalty waived.** The NALC lobbied hard for this provision because the cost of the penalty is 10% for each year after age 65 that a retiree delays enrollment for life, which is substantial.

Current retirees and employees aged 64 or older (as of Jan. 1, 2023) may decide whether or not to enroll in Medicare, and can therefore choose to remain in non-postal plans if they decline Medicare. Plans in the Federal Employee Health Benefits pro-



gram cover retirees whether they enroll in Medicare or choose to maintain coverage under FEHB only. The law also gives the right to decide about Medicare enrollment for any active postal employee who retires before January 1, 2025, or for any active employee at least 64 years of age as of January 1, 2025.

Effective January 1, 2025, current postal employees who become Medicare eligible as retirees and have a postal-only plan will be automatically enrolled in Medicare, with some notable exceptions. Medicare then becomes their primary insurance and their postal-only FEHBP plan becomes their secondary insurance. All postal workers and postal retirees will be able to keep their current FEHBP and participate in the annual FEHBP open season.

The exceptions to the requirement to enroll in Medicare for those under 64 as of January 1, 2025 are that they live in a highly rural or remote place where treatment under the plans is unavailable. Then they are free to enroll in a non-postal FEHB plan. Second, if a postal employee's current FEHB plan does not offer a postal-only version of that plan, they can stay in that non-postal plan, until they choose to switch. Third, if a future retiree moves abroad or in a place where there are no Medicare providers, enrollment in a non-postal plan will be available. Finally, if a future retiree has coverage from the VA, Tri-Care or the Indian Health Service and does not need Medicare, they may enroll in a non-postal FEHB plan.

Due to all of the hard lobbying work that the NALC did with your political donation funds, in my opinion this law turned out about as perfect as it could be. It will ensure that the USPS will now be financially solvent for years to come and will also save our members money. It does all that with almost no downside for the vast majority of our members.

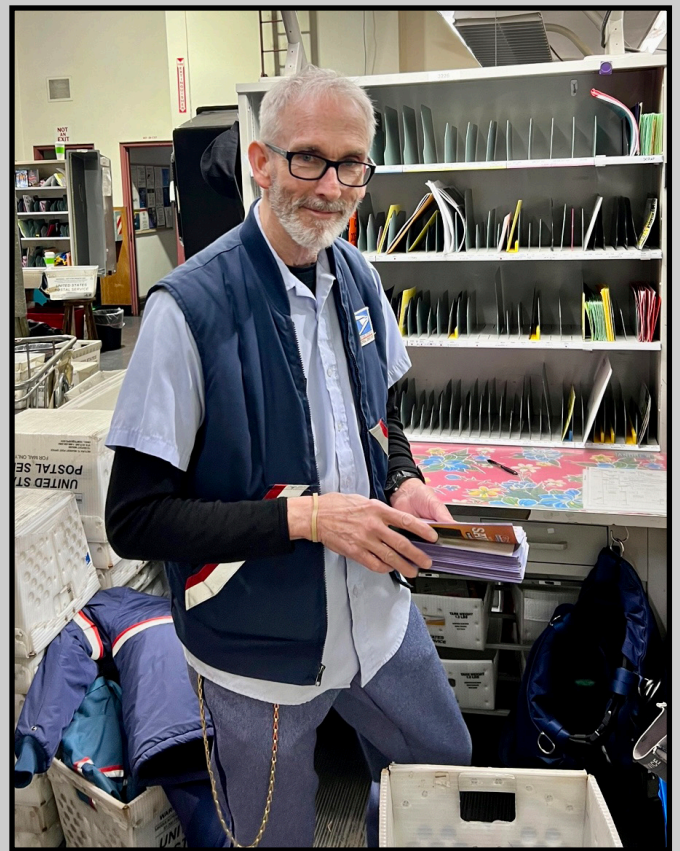
Finally, there are many nuances and things to be worked out prior to the implementation of this, and the NALC is aware of the concerns and worries of its members. NALC President Renfroe has promised to continue to inform NALC members as they make required decisions about the new PSHB Program. "We will do mailings that will be specific to the circumstances of a lot of our members," Renfroe said. "We'll have this in the magazine. We'll have this on our website. I would expect we do another podcast on it when we get closer." So, this is not the last word on the subject. Stay turned when the final implementation rules are released.

Thank you all so much for bearing with me for a dry but important subject. I hope you all learned a little something. Until next time I remain yours in solidarity, Matt



## *Last Punch Bunch*

**Andrew Shadgett, East Portland**



**Happy  
Retirement &  
Congratulations!**



**B·Mike**



# Jon's April Hot Take

- Jon Cabral, Chief Steward & Recording Secretary

Being a route runner is scab behavior.

I'm not saying that someone who is quick at their job, and is typically done before others, is a route runner. As long as you are performing every aspect of your job safely, and not cutting corners and skipping steps, it's okay to be faster than the average carrier. Personally, I feel like I fall into that category, which is the reason why I'm a Carrier Technician. As a Carrier Technician my times will not be considered or used in most cases when it pertains to route adjustments, and I have a certain amount of flexibility for more work if I need it. If you feel like you fall into this category then I would highly recommend you looking into becoming a Carrier Technician and having the opportunity to take care of five routes instead of just one.

What most of us consider to be a route runner is someone who cuts corners, doesn't perform every aspect of their job (which includes taking breaks at the appropriate times and not working off the clock), doesn't take care of their customers, doesn't perform regular maintenance on their route, doesn't maintain their red book, and has messy boxes out on the street that don't have updated names and have mail stuffed into their outgoing boxes every day. Carriers that essentially skip everything they can to get done early and go home. If you can't do every aspect of your job in eight hours, then you don't have an 8-hour route, and you need to stop getting it done in eight hours or less.

Carriers that do their job in this manner make it so routes are taken out of stations. It has happened time and time again. When their routes are inevitably added to, they always bid off and start over again on a new route. It's selfish and shows a lack of care for their coworkers and the customers we all serve. These carriers are essentially taking the career away from a new employee who wants nothing more than to have a normal schedule, or delaying it so much that they have to continue to be a CCA or PTF far longer than should be necessary.

If you think cutting a few corners every day won't result in stations losing routes, you are sorely mistaken. Shaving off just 10 minutes a day can have huge impacts. In an office of 48 routes, if each carrier skipped 10 minutes of certain aspects of their job, that would result in 480 minutes lost each day. That's eight hours and a whole route gone because of just 10 minutes.

If you need help with something, need to be trained on how to perform certain tasks, or have a situation where management isn't allowing you to do your job correctly, please reach out to us so we can help solve those problems.

In solidarity,  
Jon



Get the spray paint!  
Find the duct tape!  
Bring the lights!

We're making a parade float!

**Starlight Parade  
Work Parties**

April 21,  
May 5  
@ Noon

Lunch will be provided.

**Help make the magic happen!!!**

**The 2024 Starlight Parade is Saturday, June 1.**





# Earn Smarter, Not Harder

Nancy Scudder, Retiree

I recently read a study that showed that when people were offered the choice between getting \$50 today or \$100 next week, a surprising number took the \$50 today. If you'd take the fifty bucks, you may want to skip onto the next article. If you'd hold out for the hundred, stick with me.

When I retired from the USPS with a healthy amount of money in my Thrift Savings Plan, I found that over 50% of the money in my account had come from compound interest. It really is magic. Or, I think of it as the equivalent of "work smarter, not harder", only it's "EARN smarter, not harder". If you want that same magic, the USPS and TSP make it pretty easy. It just takes some vision on your part. And putting it on auto-pilot.

I started earning money when I was 11, babysitting for the neighborhood kids. I made \$.50/hour, even for the family of 4 kids! Obviously, I needed a union to negotiate better terms! But, my mother, who'd lived through the Great Depression, gave me a solid piece of advice. She said, "Do what you want with the money you earn, but I recommend putting away 10% for college." She was right, and for every job I held since then, I saved 10% or more which paid for my education. It also helped me retire as soon as I was eligible.

As an adult, I also learned a valuable lesson about the tax code. If I socked that money into an IRA account (a regular IRA, not a Roth IRA), I paid lower taxes each year than I would've if I'd just put it in a savings account. I wasn't thinking about that \$100 next week....I was looking WAY into the future. When I started working as a carrier, the FERS system was being implemented and the TSP accounts were available soon after that with a 5% match for my first 5% saved. Now, THAT'S earning smarter, not harder! I couldn't believe anyone would NOT put 5% (or more!) into their TSP account as soon as they could. You don't even notice it if you start socking it away from the start. I'm so glad that the many young carriers I've spoken to over the years are savvy enough to do just that.

Here's the sad flip side of the story. I worked with a great guy at East Portland named Dan over in zone 15. (97215 used to be delivered out of E.P.) I rarely saw him since I worked in zone 14, but one day we came back off our routes at the same time and talked on the back dock while putting away our mail and equipment. He'd gone through a divorce and decided to defray all the expenses involved in that divorce by working evenings and weekends at a convenience store. He almost doubled his income that year, but wore himself to a frazzle. But the painful surprise he got when he did his taxes the next year - you guessed it - his tax bill wiped out a big chunk of those earnings. If only I'd known, I would've told him to quickly open up an IRA account (which you can fund the next year before Tax Day). It could've saved him SOME money. That still hurts my heart.

I hope you learn from Dan's cautionary tale. If you're making extra bucks on the ODL or just got a raise or a COLA, sock a little more into your TSP. It's still your money and the IRS won't get its hands on it....yet. Even 1% extra makes a difference. I know I've talked to so many carriers about this, but it bears repeating - let time, the tax code and your own vision help you live that truly comfortable retirement you'd like to picture.

By the way, I've noticed financial gurus sing the praises of Roth IRAs and the Roth TSP which ARE great, but you might want to split your money so SOME of it will be tax deferred today and some (Roth accounts) will be tax deferred when you withdraw the bucks. No matter which account(s) you pick, I hope you sock that money away before you even notice it. Some people call that "paying yourself first," but I call it "fooling yourself NOT to spend your money." Like locking away the chocolates so they're slightly out of reach!

## Branch 82 Officers

President	David Norton	503.493.5903
Vice- President	Betty Nash	503.493.5903
Secretary- Treasurer	Matt Pierce	503.493.5903
Chief Steward	Jon Cabral	503.493.5903
Editor	Suzanne Miller	503.493.5903
Recording Secretary	Jon Cabral	503.493.5903
Sergeant At Arms	Chuck Solomon	503.493.5903
Safety Officer	Don Cadwell	503.493.5903
Dir. of Retirees	Sam Smith	503.493.5903
Health Benefits	Eric Matras	503.493.5903
LCPF Rep	Ryan Mills	503.493.5903
Veterans Rep	Bruce Hall	503.285.8468

### Executive Board At Large

Don Cadwell	971.322.9701
Randall Hoxie	503.493.5903
Janelle Lee	503.493.5903
Abe Redcloud	503.493.5903

### Trustees

Lois Brumfield	503.493.5903
Casey English	503.493.5903
Miranda Layton	503.493.5903
Jennifer McGeorge	503.493.5903
Ryan Mills	503.493.5903





**Congratulations to these Branch 82 carriers who completed three days of New Steward Training in March. Thank you for taking on the roles of steward and alternate steward at your stations!**

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

NW Priority Credit Union has been serving Postal Workers for 95 years. We started with nine postal workers, \$5 each and a shoe box in 1928. Since that time we have been serving postal families along with other Select Employee Groups.

We are a full-service financial institution and we are ready to serve your financial needs. You can join online at [www.nwprioritycu.org](http://www.nwprioritycu.org). You can click the "Become a Member" link at the very top of the homepage.



OUR #1 PRIORITY IS YOU!

503-760-5304 or 800-331-0968 | [www.nwprioritycu.org](http://www.nwprioritycu.org)



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**B·Mike**

# PROPOSED RESOLUTION

(printed as received)

## Transparent Contract Negotiations/Continued Colas

Whereas the National NALC has always negotiated the Letter Carriers contract with the USPS in private;

Whereas those private negotiations ultimately reduce transparency for the vast majority of members;

Whereas bargaining positions are only printed and/or updated at the NALC national conventions;

Whereas only members privileged enough to attend those conventions are truly informed;

Whereas the many members who don't have the opportunity to attend, and/or become letter carriers in the times between conventions are at a fundamental disadvantage; and

Whereas all dues paying members should have a right to be informed of what is being negotiated on their behalf; now, therefore, be it

Resolved, that the national NALC will:

1. Share monthly contract updates, including main bargaining positions and sticking points of both parties via mail and/or email with all branch presidents via the NBA's offices; and
2. Will post those same updates in addition to weekly updates that share a "progress report," detailing progress to include but not be limited to, gains, losses, and agreements, which is to be posted in the "Members Only" section of the NALC website, using whatever additional security measures it deems appropriate; and
3. Any member who are proven to have shared the restricted information from the members only section with the USPS and/or the public will be immediately censored and have their access revoked until the next contract has been established, and finally be it

Resolved that the NALC will negotiate with the USPS for our uncapped COLAs to continue indefinitely during periods of time that extend beyond a contracts expiration, i.e. our COLAs would continue to be calculated and implemented as normal, both inside and outside of any given contracts duration

Submitted by: Rogue Robertson, Jon Cabral, Miranda Layton, Jennifer McGeorge, Cory Trump, Stephen Schmidt, Tiare Rose Bent, Taylor Yocom-Peckham, Ryder Canepa, Mark Flegal, Benjamin Stutz, Zoe Freeman, Nick Mast, Luda Basarab, Ben Morrow, Ralph Huntley, John Rypcznski, Gabriel Nugent, Brittany Thomas, Thomas Akeson, George Crosland, Jeremy Palacio. Brandon Rasmussen, Kitjapas Srisataporn, Alex West, Colin Moore, Charmaine Taylor

### Request:

## Annual Leave Donations for Juan Guevara

City Carrier in Tigard  
LSP# 24-4E-970-0219

Juan's nine-year old daughter, Katia, has been fighting leukemia for nearly three years. She had a bone marrow transplant and was in the hospital for five weeks. This has taken Juan away from work to care for Katia and his family as continual unexpected hospital stays arise. Donated leave would be so appreciated to help out. Thank you for your consideration.





# Veterans In Action

- Bruce Hall, Veterans Representative

Last month I wrote an article about "Spring Into Action," so this month's article is sort of a continuation. We need to be active continually.

Veterans have served our great nation in so many ways. We have a saying, "Freedom is not Free and All Veterans have given some and some Veterans have given All." We also say that we need to take care of our veterans. Most people agree, but there is a great difference of opinion on how this is accomplished, and to what extent. We live in a democracy, so we are involved in a political and social system. Most decisions are made in the interest of certain individuals or groups rather than all mankind. Greed and self-interest seem to govern many of these decisions. We would love to live in a world with freedom, peace, cooperation, goodwill, equality, consideration of others, and good quality of life. This can only be achieved if we work together as veterans, inform others, and constantly convince our congress to do what's right when considering how to take proper care of our veterans.

We as veterans need to be active and vigilant in actions involving veterans. We need to constantly be in touch with our representatives and senators. There is a great deal of legislation being considered all the time concerning veterans. If you would like to get a weekly legislative newsletter updating legislative actions, please send your Name, Email, and Zip Code to Bruce Hall, 8017 N. Washburne Ave., Portland, Or, 97217, or Email to [vfwbruce@gmail.com](mailto:vfwbruce@gmail.com). I can get you signed up for the VFW Action Corps Weekly. It is available to anyone who desires it. By receiving this information, you can then appropriately contact your legislators about legislation affecting veterans.

One of the biggest issues that affects the Department of Defense and the Veterans Administration is proper funding. Congress needs to ensure that the funding appropriated is sufficient to take care of our uniformed and civilian personnel, maintain our readiness at the highest possible level, and sustain our technological advantages. Plus we need to take care of those who have served and need assistance. So contact your congresspeople and request that they work together to provide funds to modify sequestration and maintain a good National Security, and also take care of those who provide our National Security through their service and sacrifice. Please contact your congressperson as soon as possible.

## Safety Corner

- Don Cadwell, Branch 82 Safety Captain

Hello everyone. Spring is here and along with the increasingly beautiful weather and the onslaught of seasonal allergies come new hazards on your route.

Those cherry blossoms that are so pretty to look at become treacherous when they fall to the ground. They along with wet lawns become the most common springtime slip, trip and fall hazard this season. Speaking of lawns, the grass is starting to grow like

One way we can be active and support one another as veterans is to join a veteran's organization. Some that you might consider are:

American Legion  
National Association of Black Veterans  
Disabled American Veterans  
Military Order of the Purple Heart  
Paralyzed Veterans of America  
Vietnam Veterans of America  
Veterans of Foreign Wars  
Veterans of Underage Military Service

Besides these, most of the military services have associations that you can join. There is strength in unity. We need to join together to insure that everything possible is done to take proper care of our veterans. If you would like to become involved in any of these organizations or in programs that help Veterans, please give me a call at 503-285-8468 or email me at [vfw-bruce@gmail.com](mailto:vfw-bruce@gmail.com).

We would like to help our own members and family members who are on active duty. If you are in the military or have family members on active duty, please let me know if you have any special needs or if there is any way that we can help you. We appreciate your service and would like to do all we can to support you. Call me at 503-285-8468. Also keep me updated on your status and where you are serving.

We want to thank all our veterans for their service. Then we would like to encourage everyone to be active in our quest for the proper care of our veterans.

One way the VFW is active in this quest is by having over 500 VFW and VFW Auxiliary members attend a Legislative Conference in the nation's capital the first week of March. They are going to be there to urge their respective members of Congress to continue improving the programs and services provided by the Department of Veterans Affairs. You can be active in this quest by contacting your Congressional members via phone, US mail, or email. Your voice is important. Let's ALL work together to accomplish the mission of caring for veterans.

it hasn't in months. Make sure you know where you are walking before trudging though an unkempt lawn if your customers have yet to mow this spring.

Like always, a little bit of prevention can help save you from injury. Be aware of your surroundings and take the time for safety on your routes. Please let me and Branch 82 know if we can assist you.



# Judith Hyde Scholarship Application

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

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

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

## SUBMIT THE FOLLOWING TO APPLY FOR THE SCHOLARSHIP:

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

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

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

Date \_\_\_\_\_

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

Name of Applicant \_\_\_\_\_

Home Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Phone # \_\_\_\_\_

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

Signature of Applicant \_\_\_\_\_



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



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Mike O'Connor

Wednesdays and Thursdays

503 493-5903

## MCKANNA, BISHOP, JOFFE

Attorneys

1635 NW Johnson Street

Portland, Oregon, 97209

Telephone: 503 226-6111

Fax: 503 226-5121

John S. Bishop Elizabeth A. Joffe

Elizabeth A. McKanna

Legal Assistant

Marla R. Menkins

Representing Oregon Unions

And Employees in

Matters of Collective Bargaining

And Civil Rights

(Law Firm retained by NALC Branch 82)

## Branch 82 Monthly Meetings

General Membership second Wednesday, 7:00PM

Retiree Luncheon third Wednesday, noon

Stewards Council third Wednesday, 7:00PM

Executive Board fourth Wednesday, 6:30PM

All members are welcome, unless otherwise noted.  
All meetings are held at the NALC Branch 82 Office,

5265 NE 42nd Avenue, 97213.

Retiree Luncheons are held at  
IHOP, 4931 SE 82nd Avenue, 97266.

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

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





# NALC Branch 82 Membership Meeting, March 13, 2024

**Call to Order:** 7:04

**Pledge of Alliance:** Bruce Hall

**Roll Call of Officers:** Officers Excused: Casey English, Ryan Mills, Abe Red-Cloud. Members Excused: Eric Pottenger, Richard Shay, Mark Weddle

**First Time Members:** Tim Burgess, SW Portland DCU; Ryan Bussmus, Kenton; Tamara Dawson, Sellwood; Rico DeVe-ra, Rose City; Taylor Fink, Lents; Steve Hatton, Multnomah; Christopher Quindoy, Lents; Gunjan Raiyani, Beaverton

**Visitors:** Glenda Whaley, Branch 916

**Reading of the Minutes:** Cody Harris made a motion to dispense with the reading of the minutes and accept them as printed in the B-Mike. Seconded, Wyatt Gilderson. Carried.

**Membership Report:** Regular: 1214, PTF: 138, CCA: 68, Retiree: 516, Gold Card: 83, Management & Other Crafts: 51, New Members: CCA-19, PTF- 12. Total Membership: 2070. Non-Members: 34, Organized: 97.7% **Retired:** Andrew Shadgett, East Portland **Canceled:** Jolynn Elmer, Troutdale- mgmt **Separated:** Simon Ajayi, West Linn; Ethan Freibaum, Piedmont; Zachary Krammes, East Portland; Margot Leonard, Rose City Park; Robin Martison, McMinnville; John McNeely, Hillsboro; Horacio Rios, Beaverton; Brent Stickney, West Linn

## **Secretary-Treasurer's Report:**

Harris made a motion to pay the bills. Seconded, Gilderson. Carried.

**Executive Board Expenditure Recommendation:** President Norton said the Executive Board voted to pay \$25/ head to any member that drives additional delegates to the State Convention.

**New Business:** Norton said we are currently in negotiations to lease a new building on 81st and Glisan.

**Resolutions and Bylaws:** Resolutions and Bylaws Committee Chairperson Jim Falvey read the resolution for Transparent Contract Negotiations/Continued COLAs.

## **Judith Hyde Scholarship Report:**

Chairperson Suzanne Miller reported that we are currently accepting applications. They are due in Friday May 10th, and she encouraged everyone to spread the word. The scholarship is for \$2,000 a year up to four years to the child of a letter carrier.

**Pride Parade Report:** Dave Esch said there is an article in the B-Mike about building the float with the Starlight Parade group, and there will be another ad and update in next month's B-Mike. The Pride Parade is July 21.

**Labor Management Report:** Norton said there are currently two removals in the branch, both awaiting arbitration. Twenty PTFs were recently converted to UAR, and management believes this will help them get out of the memo which says we must maintain 184 PTFs. He gave an update on route adjustments and the lack of any progress with TIAREAP. Norton said we have a new acting DM who has been the acting Las Vegas Postmaster. A neutral arbitrator has been selected for our contract, Arbitrator Nolan.

Norton summarized the recently held Regional COP. They spoke about how National is pushing for branches to merge, and 916 will be voting to merge with the non-functioning Bend branch. He said there is a huge backlog of cases at our DRT, but we are not the worst in the country. Finally, we are seeing a lot of integrity scan discipline.

**Health and Safety Report:** Don Cadwell asked if anyone has received heat training yet. He said they are supposed to be done by Friday.

**Legislation Report:** Norton said they have finally introduced the Protect Our Letter Carriers Act in the House. It is a bi-partisan bill that they are hoping will pass with ease. He discussed the Pony Up Act which would leave the Post Office on the hook for any late fees a customer incurred as a result of delayed mail.

**LCPF Report:** Norton said we are going to have a Letter Carrier Political Fund event at the MDA Labor Bowl.

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

**Starlight Parade:** Harris reported they are working on a dual purpose float for Starlight and Pride. The theme is Dream Forward, and we are going to have a retro future theme.

**Retirees Report:** Sam Smith announced the retiree luncheon on the third Wednesday of each month. He announced that NW Priority Credit Union is having elections for their Board of Directors on April 17. We have a letter carrier running, Willie Groshell. Anyone with an account is encouraged to vote.

**Veterans Report:** Hall said he picked up another 20 boxes of non-perishable food that each weigh about 75 pounds, and they are available to anyone who needs them. Make sure to reach out to him if anyone knows of a person who could use the food. Also, he is still collecting old flags for disposal, and he has about 240 right now.

**Labor Solidarity Report:** Norton said Starbucks may be trying to restart their relationship with their union and trying to make headway on working together. He said endorsements are starting to come down and reminded everyone that we voted to endorse the candidates that the Oregon AFL-CIO endorses. Jamie Partridge said President Biden has nominated Marty Walsh, former labor secretary and mayor of Boston, to the Postal Board of Governors. He said 250 post offices are going to be losing their night truck pick up, so all mail will be delayed until the next day when new mail is dropped off. This could potentially effect our vote by mail elections.

**Good of the Association:** Norton thanked Dave Esch for picking up pizza and Janet Barlow for cleaning up.

**Kitty Award:** Char Bryce, Oak Grove, won \$68. **Jackpot:** \$595 went unclaimed by Laura Ashby, Oregon City. **Treasure Chest:** \$150 went unclaimed by Andrew George, Sellwood.

**Adjourned:** 8:07

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Branch 82  
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Portland, Oregon 97218



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The next General Membership meetings will be held  
Wednesday, April 10 and Wednesday May 8, both at 7 pm.  
Dinner will be served prior to each meeting.

*IT'S TIME WE ALL PITCH IN AND TIGHTEN OUR BELTS*

# PAY-PER-CUT



NO FUSS INSTANT PAYMENT WITH  
SCANNER'S NEW WALLET FEATURE

Times are tough on the American economic scene these days and as we all know the Post Office isn't exempt from fiscal pain. Assorted cost-cutting measures have been tried over the years with varying degrees of success. Just out is an approach whereby employees will now be required to pick up the tab for First Aid supplies. The policy, known as "Pay-Per-Cut", is being implemented on workroom floors around the country. Should the financial condition of the company continue to worsen, letter carriers will again be asked to help shoulder the burden. Such measures may include a reduction in the size of rubber bands from the standard #64, (90mm x 6.0mm) to the #19, (90mm x 2.0mm); a cap on rubber thumb allotments; a voluntary lunch cutback to 29 minutes instead of the usual 30; mandatory yielding of excess monies included in postage due envelopes, and possibly more courses of action.

BY KERRY MAITE & TERRY KNOTT  
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