



B·Mike

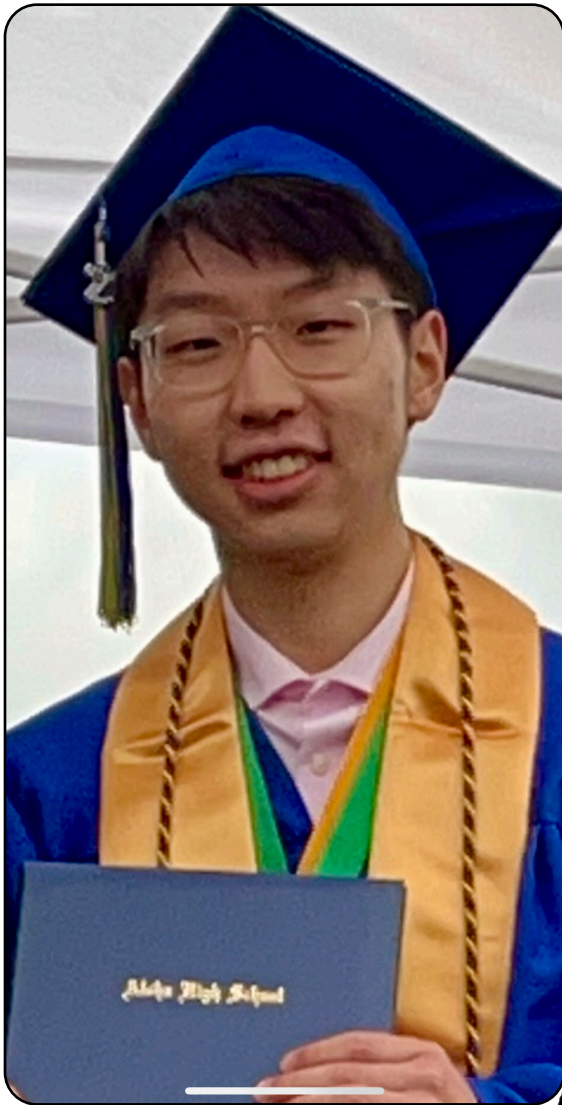


Vol 83
Issue 8
Sep '23

"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



**Congratulations to the 2023 Judith Hyde Scholarship winner,
Timothy Lee!**

Timothy is the son of Beaverton carrier Jin Lee, pictured here with the family at beautiful Yale University. We wish you much success, Timothy!



Do you have a high school senior this year? It's a good time to start thinking about the Judith Hyde Scholarship application due in early May.

What We Talk About When We Talk About Work

- David Norton, President

As a letter carrier as well as a postal customer, you may have noticed that the mail is being delivered by a human being. That's right, real live humans that are made of blood and guts, organs, bone and cartilage and sinew. Full of chemicals and hormones. They have thoughts and feelings and emotions. Complicated, with the capacity for greatness, flawed and beautiful in their uniqueness. They are all subject to the confines of their humanity. They are people, like you and me, and the Postal Service is full of them.

The raw mail that is trucked to a distribution plant is done so by a person. The truck is unloaded by a person. The mail is sorted at the plant by computerized machines (not humans), but clerks operate those machines and get the mail where it needs to go. The mail is then driven to the stations by drivers (humans) to be further sorted and distributed by clerks (humans). Finally, it is delivered by my personal favorite humans out of the lot, letter carriers.

The United States Postal Service is an organization that is heavily reliant on human labor, from each step of the process of a piece of mail going from one location to the next. That is why it is so frustrating that an organization that is so dependent on people working to serve other people is so focused on numbers.

Numbers, numbers, numbers. That is all I hear about some days. Management likes to show off their "good" numbers to each other and they get yelled at by the boss when they have "bad" numbers. At work, you must hear about where, as a station, you stack up with other stations and their numbers. Most of the time you are the worst in the city or the area and sometimes even the nation. Rarely, if ever, is this true.

Management has percentages on everything. The obvious ones are your office time percentage and your average street time, but they have statistics for everything. Management has benchmark goals for all of these numbers, and while many of them are arbitrary and most of them have no real bearing on getting the mail delivered, these numbers control the way your management team treats you. These "goals" for management, like reducing office time or street time, penalty time, or LWOP hours are all essential to your boss getting a promotion, a raise, or even just an 'atta boy' from their superior. So, that means if they want to move up the postal management ladder, they need you to work longer, harder, and faster for them.

While not every supervisor or manager is the same, a very large percentage of them cling to these irrelevant "numbers" as the be-all and end-all of their duty to the United States Postal Service. Our mission as letter carriers is to deliver mail to the American public; their mission is to use a workforce to attain their own personal goals. All without breaking a sweat. Management makes

up a large part of the workforce as well- there are a lot of these people striving for the same thing.

Their stupid numbers, percentages, or goals are the reason for most of the ridiculous things that happen at the Postal Service. The reason management is pressuring you to get out of the office is because someone came up with the idea that carriers shouldn't take more than 60 minutes in the office. If your station's office to 60 percentage is over their benchmark, your supervisor is going to hear about it. The reason why you have a supervisor breathing down your neck when you load your vehicle is because some idiot in management decided it should only take you 22 minutes to load your vehicle. You know, because we are delivering more parcels now than ever. It is the reason management keeps moving your start time back, or why they don't want you to take a "no-lunch" while pressuring you, so you skip your lunch.

Management will also cheat in order to attain their goals. Management in many places just recently falsified training records for a mandatory OSHA video on heat injury prevention because they felt it was too long and it was going to blow their office times. Management will also manipulate clock rings to show less office time or street times. Branch 82 deals with this all the time, and it is exhausting.

Management's desires to meet their own arbitrary standards range from stupid and annoying to downright criminal. Any supervisor or manager that tells you to NOT take any extra time on the route to try to prevent a heat-related illness is putting your life in danger. I am telling you right now: if you need to take a comfort stop to deal with the heat you should do it. If that means taking a breather to drink some extra water or reapply your sunscreen or taking an extra minute or two to find a shady spot to park, you have the contractual right to do so, and your union will defend you if management tries to discipline you for it. It is shameful, but there are people in management who will risk your health and safety in order to get their numbers.

This is what happens to an organization that has replaced doing actual work with simply talking about work. This is what USPS management has done, and it is not necessarily unique to the Postal Service. As a country, we have gone from a nation that builds things to one where the highest earners are no longer "captains of industry" like in the days of old, but simply move money around in order to make more money. We now create "content" and "influence" others on social media. We have a whole industry built around talking about things. People are now famous for it. Not for actual deeds, but famous for being famous.

Corporate America has created positions in their company that are solely designed to get employees to work with less. They capitalize on certain hours and schedule employees just enough to

get the job done without having to pay them benefits, and certainly not overtime. They may call it “dynamic scheduling,” but it’s really just exploiting workers for the bottom line. In my opinion, dissecting an algorithm in order to maximize the efficiency of other people’s work, isn’t real work.

The Postal Service is no different. Management is supposed to support craft employees. Yes, they do have some scheduling duties and they have to make sure everyone is doing their jobs correctly and deal with issues as they arrive, but let’s face it, sitting on telecons and running reports all day isn’t really work, nor is it doing anything to support mail delivery. Mail delivery doesn’t matter to them and that is not what they care about. They care about their stupid “goals.”

Letter carriers are like so many other workers who are working to make this country run while others sit back and talk about it. All of management’s numbers and percentages and reports really mean nothing in the big picture. Almost none of it is contractual, and Branch 82 can deal with management in those cases where they are making these “goals” an actual requirement. We want to know if your supervisor gives you a stand-up in which they say that you “have to” get out of the office in 60 minutes or if it is a requirement to load your vehicle in 22 minutes. In most cases, however, it is something that you just need to ignore. I have said it many times before: to be successful at this job you need to become an old jaded letter carrier as soon as possible and let things go in one ear and out of the other.

Letter carriers know how to do their jobs and do them safely, efficiently, and professionally. If you stick with what you know and focus on taking care of your customers while taking care of yourself and your safety, you will be fine. Hopefully, someday we can all start to work together to attain our collective goals instead of some of us just talking about it.



Abe RedCloud, Kenton, received his 25-year service pin. Congratulations, Abe!



Congratulations to Mike Magarro who received his 25-year pin at Creston.

In Memoriam
BENSON LEE
RICHARD KOLB
PETER RAZ



Vice President's Report

- Betty Nash, Vice President

One of the duties of the Vice President is to attend the new employee orientation and hopefully sign up the PTFs and CCAs into the union. These new employees come from all over the state of Oregon- from Klamath Falls, Astoria to Pendleton, anywhere that they have city letter carriers, their new CCAs and PTFs will attend this orientation in Portland, Oregon.

I have a one-hour presentation that reviews the structure of the NALC, the grievance procedure, Weingarten rights, State and National Conventions, and the history of the National Association of Letter Carriers including the strike of 1970 led by President Emeritus, Vincent Sombrotto.

The strike is always a high point of the presentation. Most of these new carriers weren't even born at the time of the strike, so they need to use their imagination to contemplate a time with no internet or cell phones. This can be a challenge for anyone under 40 years old. How many of you can recall using a Thomas Guide to find your way around town, because of course the route maps were useless, that's if there was a route map. If you were injured or needed some kind of help, you either had to ask a customer to take pity on you and let you use their house phone, or drive to a pay phone. Today it would be difficult or impossible to find a pay phone.

Many of these new employees have never worked for a union company and don't know what to expect, so this opportunity is an important first impression. Fortunately, most of them see the value of a union and do sign up.

After the Monday orientation, the bureaucracy of the USPS becomes an impediment to keeping employees. Once they have attended the orientation, they need to schedule a shadow day. Next, they get a defensive driving classroom course, then the post office is supposed to schedule them for actual driving and Academy.

This lag time between the Orientation and being driver-ready can be weeks. What are they supposed to do in the meantime? They can't really get OJI training because they have not received driver training. These poor people have left other jobs to come work with us for the USPS. Yet the post office cannot get their act together and coordinate between departments in order to give us the appearance of a professional company.

The problem seems to be in the safety department. They are the department that is in charge of the crucial driver training portion for new employees. In addition, when a veteran carrier is required to get a driver refresher course after an accident, it is up to the Safety Department to schedule this. Again, it could be weeks. These delays cost the post office lots of lost time and money. Sometimes it costs the post office the loss of that new employee that just cannot be without the ability to earn money for several weeks.

It is frustrating that the CCAs and PTFs need to call the branch about getting reimbursed for mileage or to get the number to their

new station. Who do they speak to? When will they get driver training? What do they do to earn money if they are not trained yet? Etc., etc. These are issues that the union is not responsible for, but we do the best we can to assist when possible.

I know that many of the station managers are also frustrated and have been creative in finding opportunities for new employees who are in USPS limbo. CCAs and PTFs have been given several shadow days (instead of one), sorted parcels, updated vehicle accident kits, mowed lawns, pulled weeds, lined parking lots- any busy work that can be found and that will give them hours until that much-anticipated DRIVER TRAINING.

Post office management and union officers work very hard attending job fairs to try to get people to apply to work as city letter carriers. It's a shame that once these employees get into the system, it's out of the union's control, and often the well-meaning management team is also without the resources to get them completely ready to deliver mail in a reasonable time frame. There isn't one office that Branch 82 represents that doesn't need more help. These new carriers are anxious to get to work but for some reason, management cannot work together to get this done.

Perhaps if the safety department actually cared about safety, that would be a start. Safety is a very nice word that the post office throws around, but there is no follow-through. Hey, by the way, how many of you have had the on-the-clock HERO (heat illness and prevention program) training? It was required to be completed by the end of April. The post office falsified records indicating that everyone received this online training.

Again, the driver training portion of the program seems to be the snag, which is under the safety department. There have been creative suggestions to help get people through this crucial training, but in the Postal Service, each department is its own kingdom. Good suggestions are discarded or actually forbidden for some unknown reason. There are postal management personnel who want to streamline the process, but the structure of the service is a huge impediment, and it's the carriers who suffer.

We are in the most dangerous portion of the year: HEAT! HEAT! And did I say HEAT?! And we could really use more carriers to take some of that burden off of the already exhausted workforce.

We would ask that management allow all carriers to start early so that they are not working so many hours between 3-6 p.m. which is the hottest part of the day. Instruct carriers to take any actions that will keep them safe, such as extra water breaks, taking refuge in an air-conditioned building until they cool down, p.m. casing so that carriers are back sooner, casing DPS if that will lead to shorter street times, and any other options that will keep them safe.

Management must treat our carriers as the precious workforce that they are, instead of just numbers on a sheet of paper.

Rear Window (Disturbia)

- Jon Cabral, Chief Steward & Recording Secretary

We are one of the most recognizable brands in the country, and although we mostly blend in with the surroundings, it doesn't mean that there isn't always somebody, or something, that's there, watching. Cameras are on every door, fence post, street corner, car windshield and in every one of our customers' pockets across the country. There's nothing worse than receiving a phone call from management informing you that a customer's doorbell camera caught a rollaway-runaway. (If you are new to the USPS, that is when a vehicle moves from where it was left, either under its own power or by gravity.) Okay, unfortunately there's worse things to receive phone calls about, but it's still rough, nonetheless. That brings up another set of eyes: management.

The district office is located in Portland, and those in management who staff that building drive to and from their homes to work and are out and about in the city for whatever reason, and they are going to notice carriers working on the street. I have received calls from upper management telling me, "I just saw a carrier driving through an intersection with their seat belt off and their door open." Sometimes management is exaggerating what they've seen, and that's why a thorough investigation must be completed, but these are not good phone calls to receive, as I swear management's favorite pastime, for whatever reason, is sticking it to carriers.

With package volume increasing, there are more opportunities than ever for us to be in front of someone's camera or to be seen out on the street. If every carrier out there is doing their job the right way, it will minimize the chance for negative interactions from customers or management.



Miranda Layton from East Portland proves that not all dogs are jerks.

I've had my own experiences with, to me, unknown members of upper management, on the street as well. While out delivering one day as a green CCA, I approached a house and a man asked me if I knew who he was. I didn't, and he informed me "I'm Anthony Spina-Denson," who currently is the acting postmaster of Vancouver, WA. He then took note of my satchel, my dog spray, every item of equipment I had on me. "You're doing it all right," he said. It was a relief as I was still very new to the job and wasn't sure if there was some unknown rule I wasn't following. I am not trying to backdoor brag here, just simply trying to say, you never know who is watching you. Even on a hot day, even for a quick second, even on a camera that you can't even see. You never know who is going to be sitting around their house with a broken leg, bored, looking for something interesting to put time and effort into. How many times do we see videos of delivery drivers caught on camera being circulated on social media or in YouTube compilations? Don't let your "shortcut" become the most viral moment on Fail Army.

In solidarity,
Jon Cabral





SIGN ME UP!

How to contribute to the Letter Carrier Political Fund using your retirement ANNUITY

Using your **Annuity**, retired NALC members can contribute directly from their CSRS or FERS annuities to the Letter Carrier Political Fund (NALC's PAC) on a monthly basis. This is a convenient way to make regular donations to the political action fund similar to the payroll system available to active carriers.

Enroll by Phone

Call the NALC Retirement Office at 202.662.2877 anytime or toll-free at 1.800.424.5186 Monday, Wednesday and Thursday from 10 a.m. to noon or 2 to 4 p.m. (ET). (Note: you will need your CSA retirement Claim number.)

Enroll Online

1. Go to www.servicesonline.opm.gov
2. Enter your CSA number, beginning with the letter A and ending with a zero. SAMPLE: A22222220
3. Enter your PIN (Personal Identification Number). If you don't know it, click Using Services Online for help with one.
4. Once you've entered your CSA number and PIN, click Log In.
5. On the next page, click ALLOTMENTS TO ORGANIZATIONS.
6. Click START
7. Select the Letter Carrier Political Fund (Formerly COLCPE)
8. Enter the amount of your monthly contribution. (Maximum yearly amount is \$5,000)
9. Click SAVE
10. On the next page click YES (if correct), then print the next page for your records.

Enroll by Mail

Complete this form and send to:

NALC Retirement Department, Attention: Letter Carrier Political Fund, 100 Indiana Ave. NW, Washington, DC 20001-2144

I, _____ (your name) wish to contribute to the Letter Carrier Political Fund. I authorize the Office of Personnel Management to withhold the amount below from my *monthly* annuity payments:
 \$30 \$25 \$20 \$15 \$10 Other: \$_____ (Maximum amount per year is \$5,000) and forward that amount to the Letter Carrier Political Fund (NALC's PAC). I make this authorization voluntarily and may revoke it at any time by notifying the Letter Carrier Political Fund in writing.

Signature: _____ Date: _____

Full Name (please print): _____ Branch: _____

CSA: _____ Phone: _____

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. Any guideline amounts are merely suggestions, and you may contribute more or less than the guidelines suggest and the union will not favor or disadvantage you by reason of the amount of your contribution or your decision not to contribute. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, name of employer and occupation of individuals whose contributions exceed \$200 in a calendar year.



SIGN ME UP!

How to contribute to the Letter Carrier Political Fund using PostalEASE — ONLINE Enrollment

Through PostalEASE, active letter carriers can contribute directly from their USPS paychecks to the Letter Carrier Political Fund (NALC’s PAC) by designating the Political Fund as one of the three payroll “allotments.”

Online Enrollment

1. Login to USPS’s Postal Ease website at <https://ewss.usps.gov>
You may also get to the Postal Ease website through the USPS LiteBlue website See the instructions below
2. Click “I agree”
3. Enter your Employee ID number and Password and click “Submit”
If you have not yet set up a password click the link provided on the page or go to:
<https://ssp.usps.gov/ssp-web/welcome.xhtml>
If you forgot your password click the link provided on the page or go to:
<https://ssp.usps.gov/ssp-web/einVerification.xhtml>
4. Under Payroll click “Allotments / Payroll Net To Bank”
5. Click “Continue”
6. Click “Allotments”
7. Enter the 9-digit Financial Institution Routing Number: 0 6 4 0 0 0 1 7
8. Enter your 17-digit Account Number _____ 0 0 3 4 9 5 2 5 3 5
See instructions in step D at right
9. Enter Account type as “checking”
10. Enter amount of your Allotment: \$ _____
The maximum yearly amount is \$5,000
11. Click VALIDATE
12. Click SUBMIT
13. Print or write down your confirmation number for your records

BEFORE YOU START, YOU’LL NEED:

- A. Your 8-digit Employee ID Number (on your paystub)
- B. Your USPS password
- C. Your Postal Record Number (Located on the back cover of your Postal Record magazine, above your name. Or call 202.393.4695 to get your Postal Record Number). See the example below.



- D. To create your personal account number, insert the seven digits of your Postal Record Number to the spaces below:

_____ 0 0 3 4 9 5 2 5 3 5

To get to Postal Ease through Lite Blue:

- Got to www.liteblue.usps.gov
- Enter you employee ID and Password and click “Log On”
- Click “My HR”
- Click “Employee Apps”
- Click “PoastalEASE”
- Begin at step 1 above

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. Any guideline amounts are merely suggestions, and you may contribute more or less than the guidelines suggest and the union will not favor or disadvantage you by reason of the amount of your contribution or your decision not to contribute. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, name of employer and occupation of individuals whose contributions exceed \$200 in a calendar year.

POW/MIA Remembrance

- Bruce Hall, Veterans Representative

POW/MIA Recognition Day is observed on the third Friday of September each year. This year it is September 15, 2023. This is a day that we remember the loved ones who have been left behind, and reach out to honor our nation's unaccounted for Prisoners of War and Missing in Action.

There are some basic ceremonies with various modifications used at banquets, dinners, and other events by veterans' organizations and at military installations, especially in conjunction with POW/MIA Recognition Day. We use them to remember the persons unaccounted for, represented by the following statistics. The latest updated numbers I have are from August 15, 2023. At that time, there were still 72,193 Americans listed as missing in action from World War II, 7,492 still missing from the Korean War, 1,578 still missing from the Vietnam War, 126 from the Cold War, 5 from the Gulf War, and 1 from Eldorado Canyon, Libya, 1986. These numbers are still changing because we have the Defense POW/MIA Accounting Agency (DPAA) continually working to locate and identify the remains of Americans who have been Prisoners of War or have been listed as missing in action.

We must insure that our government continues to fund the DPAA. Their work has been so rewarding in identifying remains and bringing closure to families who have loved ones who served and are still missing.

Our country has done some things to help us remember POW-MIAs. There is an impressive National POW Museum in Andersonville, Georgia, and the POW/MIA Recognition Day was established in 1998, which is the 3rd Friday of September. President Donald Trump signed the National POW/MIA Flag Act into law on November 7, 2019. Law now requires the POW/MIA flag to be displayed whenever the American flag is displayed on prominent federal properties, including the White House, U.S. Capitol, World War II Memorial, Korean War Veterans Memorial, Vietnam Veterans Memorial, every national cemetery, the buildings containing the official offices of the Secretaries of State, Defense, and Veterans Affairs, office of the Director of the Selective Service System, each major military installation, each Department of Veterans Affairs ;medical center, and each U.S. Postal Service post office.

Remembrance services are held including the Missing Man Table and Honors Ceremony which is used to honor missing loved ones or comrades-in-arms. It can be done with a large table with six empty place settings representing Americans still missing from either the Army, Navy, Air Force, Marines, Coast Guard, or civilians. There is a smaller ceremony focused on the individual missing soldier. The moderator calls attention to the table and explains the meaning of the items on the table.

*The roundness of the TABLE stands for our everlasting concern for the missing.

*The whiteness of the TABLECLOTH symbolizes the purity of the motives of those who answered the call to duty.

*A solitary CANDLE burns to represent the upward reach of their unconquerable spirit.

*The single RED ROSE in a vase is there as a reminder of the lives of each of the missing and their loved ones who keep the faith, still waiting for answers.

*The RED RIBBON tied around the vase shows our continued determination to account for the missing.

*A LEMON SLICE on the bread plate is to remind us of the bitter fate of those captured or missing in a foreign land.

*A pinch of SALT recalls the tears endured by those missing and their families who seek answers.

*The BIBLE represents the strength gained through faith to sustain those lost from our country, which was founded as one nation under God.

*An INVERTED GLASS symbolizes their inability to share in the day's toast.

*The CHAIR stands empty to express their absence. Each symbol expresses both our grief and our hope. The ceremony ends with a toast to the missing and to the success of efforts to account for them.

As we remember POW's and MIA's especially on National POW/MIA Recognition Day, try to imagine what it's like to have a loved one who is a POW or is MIA. It is a daily nightmare with no closure. As we fly the POW/MIA Flag, remember those who we fly the flag in honor of and pray that they will be accounted for someday.

My VFW post, in conjunction with the North Portland Eagles 3426 is having a special event on POW/MIA Recognition Day, Friday, September 15, 2023. We will have a spaghetti dinner from 5:00pm to 7:00pm. The dinner will be a fundraiser for K9 Kalvary, VFW Post 1325's student essay programs which are "Patriot's Pen" and "Voice of Democracy." Cost will be \$12.00. At 7:00pm, we will have a POW/MIA Remembrance Program including the POW/MIA missing man table ceremony and a special speaker, Dick Lovegren (Oregon Coordinator of National League of POW/MIA Families). Spaghetti Dinner Menu: salad, spaghetti (all you can eat), garlic bread, dessert, beverages (non-alcoholic). If you would like to attend or would like additional information, contact me, Bruce Hall at 503-285-8468 or email me at vfw-bruce@gmail.com.

Retiree Luncheon

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



Last Punch Bunch

Karen Dahlman- Troutdale
Khalid Hammadi- River District
John Joerres- Hillsboro
Jeff Maloney- Evergreen
Michael Yang- River District

ACTIVE DUTY

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

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

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

Casey James (Waterfront) Army, Jordan

Roberto Jimenez (Creston) Army, Qatar

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

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

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

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

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

Dean Schuchardt, son of Patricia Schuchardt (Multnomah)
Army

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

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



Jeff Maloney retired from Evergreen with 42 years of military and postal service. Congratulations!

Pride Parade





Starlight Parade



LERC

University of Oregon hosts the Labor Education and Research Center which each year offers a summer school. This year Branch 82 sent four people. Three of us went for the first time, and these are our experiences.

From Ryan Mills –

As a delegate of Branch 82 to LERC, I attended three workshops: Bargaining for Racial Justice, Sexual Harassment in the Workplace, and Responding to the Freedom Foundation. The first workshop was informative and important. Although I am not now included in bargaining efforts for our contract, we must consider inclusivity when the time comes for a vote on a tentative agreement once our union leaders reach that point. The workshop on Sexual Harassment in the Workplace felt especially useful. We learned that the best way to be effective as a union member is to be an “Upstander” (rather than a “bystander”) when it comes to witnessing sexual harassment in the workplace. This means to *do* something rather than to just *say* something. It could be to directly interrupt the behavior or to confront the harasser, but always to give support to the person experiencing harm. In the final workshop I attended, we learned about the Freedom Foundation. They are a right-wing “nonprofit” focused on countering unionism and union rights across the country, but especially in Oregon, Washington, and California. They seem to be corrupt, taking in dark money unaccountable to the public and paying out their leaders huge sums of money while evading taxes and corroding solidarity in the workplace. In the workshop, we discussed ways to counter these efforts, and we decided that individual, one-on-one conversations are the best remedy.

My overall takeaway from the weekend was that unionism is a broad movement, but the issues we face as working people are shared across jobs and locales. The struggle should not be against each other, but rather against the forces of power in this country that seek to keep wages down, conditions harsh and solidarity of the working class low. As workers, we cannot rely on management to do the right thing, nor can we rely on congress to have the best interests of workers in mind when they craft legislation. We must rely on each other: workers in a common cause to build a better future for our crafts, our country, and our environment. When we fight together, we win.

From Abdul Alsamarié —

I had the privilege to attend the Labor Education Resource Center “LERC “event in Eugene, OR on August 4/5 of this year as an NALC Branch 82 representative along with Ryan and Richard. Several members of other unions participated, including the IBEW Local 48, ONA, SEIU and others. Thus the spirit of unionism and solidarity was absolutely contagious. The challenges our brothers and sisters in fellow unions face are unique and complex to navigate in order to achieve satisfying solutions. Shortage of proper staffing, unsafe working conditions, lack of adequate pay, toxic work environments, and long hours of work appear to be the common problems unions are facing across the

country. It is important to utilize media outlets to effectively promote and increase the public awareness and gain support towards us mail carriers in order to further enhance our odds of improving our positive image to the American people which will consequently help us achieve better benefits, pay, working conditions and most importantly staffing. It is undoubtedly evident how organized corporate greed is working around the clock to undermine unions all over the country. It is now more than ever of imminent importance to stand united against this behemoth attack on laborers by working together and keeping our fight against unfair and toxic management practices and defend our members the best we can. I look forward to attending the LERC event next year so that I can improve my stewardship skills with other union perspectives. As the saying goes, Iron Sharpens Iron. With Solidarity.

From Richard Shay—

At LERC I attended a class on labor history. The history of labor in the United States is one of struggle, an often violent struggle. One side of our political divide and to a degree our political and cultural situation in general tends to diminish the achievements of the labor movement, the hard work, the sacrifices, the lives lost, etc. Instead the credit for progress in America is now given to the rich and the elite, ignoring the role of slave labor, land stolen, capitalist exploitation, and the violence perpetrated against workers. Our movement has been in worse places and come out ahead, but the struggle is constant. A good example of the rise and fall of labor’s fortunes is the contrast of the success of our own union’s strike in 1970 and the abuse of government power a decade later in the air controller’s strike of 1981 when 11,345 air controllers were fired and banned from federal service for life. We are just now in a place of strength again. Optimistically the labor movement is in a moment for unions to be strong again.

Alongside the class on labor history the theme that kept arising in panels and conversations over the weekend was what should be the role of unions? Should we focus only on wages, hours, and work conditions, or do we have a broader duty towards inclusivity and justice? Most of the attendees seemed to side with the need to work towards inclusivity, a solidarity to workers not just by craft but also by race, gender, etc., that we can not have a true labor movement until every worker feels safe and capable of living as a whole human. In other words, we can not have a true labor movement, unions can not be strong, until workers are able to work outdoors safe from the effects of climate change or perform their work as persons of color, as women, or someone from the LGBTQ community free from harassment or alienation. The movement we continue to create needs to be one of humans and not just as objects receiving wages by hour under narrow conditions of work.

Bet you could use a Home Equity Line of Credit!

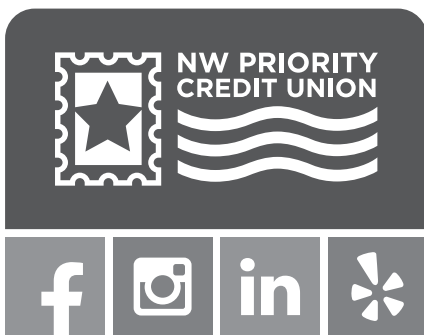


You can use a HELOC Loan to consolidate debt, pay college tuition, make home improvements, take a vacation, or pay for all kinds of expected (or unexpected) life events!

Get the low rates you know you're only going to find at your Credit Union!

12 Month Introductory Fixed Rate

5.99% APR*



OUR #1 PRIORITY IS YOU!

MILWAUKIE | SE PORTLAND | BEAVERTON
PORTLAND P&DC | VANCOUVER

503-760-5304 | 800-331-0968
www.nwprioritycu.org

APR = Annual Percentage Rate. All credit is subject to credit approval. During the Introductory Period of 12 billing cycles following the establishment of your Line of Credit, the Interest Rate will be fixed at 5.99% (Introductory Rate). This Introductory Rate will remain in effect for the first 12 billing cycles after the account is opened. At the end of the Introductory Period, the Interest Rate will convert to a variable rate based on the original variable rate provisions of the Home Equity Line Account Agreement and Disclosures. In the event you fail to make any loan payment within 60 days of the due date, you will lose the Introductory Rate and your Interest Rate will convert to a variable rate based on the original variable rate provisions of the Home Equity Line Account Agreement and Disclosures. Up to 80% of assessed value or appraised value. Other terms may apply. This offer may be discontinued as anytime.



B·Mike

Branch 82 Officers

President	David Norton	503-493-5903
Vice- President	Betty Nash	503-493-5903
Secretary- Treasurer	Matt Pierce	503-493-5903
Chief Steward	Jon Cabral	503-493-5903
Editor	Suzanne Miller	503-493-5903
Recording Secretary	Jon Cabral	503-493-5903
Sergeant At Arms	Chuck Solomon	503-493-5903
Safety Officer	Don Cadwell	503-493-5903
Dir. of Retirees	Sam Smith	503-493-5903
Health Benefits	Eric Matras	503-493-5903
LCPF Rep	Ryan Mills	503-493-5903
Veterans Rep	Bruce Hall	503-285-8468
MDA Rep	Abe RedCloud	503-493-5903

EXECUTIVE BOARD AT LARGE

Don Cadwell	971-322-9701
Randall Hoxie	503-493-5903
Janelle Lee	503-493-5903
Abe Redcloud	503-493-5903

TRUSTEES

Lois Brumfield	503-493-5903
Casey English	503-493-5903
Dave Esch	503-493-5903
Ted Lulich	503-493-5903
George Wallenstein	503-493-5903

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 2nd Wednesday, 7:00PM

Retiree Luncheon 3rd Wednesday, noon

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

IHOP, 4931 SE 82nd Avenue.

INJURED AT WORK?

Call BRANCH 82 OWCP REP

Mike O'Connor

Wednesdays and Thursdays

503 493-5903

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

The B-Mike is published monthly and mailed to the Branch 82 mailing list. The B-Mike is published to promote the objectives of this Branch and to provide better communication with our members. Individual opinions expressed herein are not necessarily those of the Branch Officers or Branch 82, unless identified as such. The editorial committee reserves the right to edit or refuse publication of any article. Articles for publication must be in Word or PDF form and received by the 15th of the month. E-mail articles to: smiller.eightytwo@gmail.com. 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, July 12, 2023

Call to Order: 7:08

Pledge of Alliance: Bruce Hall

Deceased Members:

Richard Kolb, Retiree

Moment of Silence

Roll Call of Officers:

Excused Members/Officers: Willie Groshell, working for national in Ontario, CA; Brandon McCabe, working for the NBA in Astoria

First Time Members:

Gustavo Aldana- River District
Nicolas Carty- East Portland
Kerrie Hammond- Rose City Park
Cameron Trail- East Portland
Taylor Yocom-Peckham- Lents

Reading of the Minutes:

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

Communications:

President Norton announced that we received a letter from National President Brian Renfroe saying that he has returned from his leave of absence.

Membership Report:

Regular: 1119, PTF: 182, CCA: 110, Retiree: 516, Gold Card: 83, Management & Other Crafts: 44, New Members: CCA-3, PTF- 26. Total Membership: 2054. Non-Members: 38, Organized: 97.4%

Retired:

Michael Birtchet- Waterfront
John Joerres- Hillsboro

Canceled: Erik Granath- Beaverton, mgmt

Separated: Buddy King- Creston

Musab Mukhtar- Tigard

Secretary Treasurer's Report:

Secretary Treasurer Matt Peirce discussed how we have updated our computer system, and there have been a few growing pains with the new online software for Quick-Books.

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

Executive Board Expenditure Recommendation: Motion: To spend up to \$500

to reimburse members who go to the Oregon AFL-CIO Labor Day Picnic in Canby. Carried.

Unfinished Business: Norton announced the AFL-CIO convention in Bend in September. The Executive Board voted to have him nominate delegates to attend the convention.

New Business: Motion: Jamie Partridge made a motion to endorse the Postal Heritage Day Rally on July 26. Seconded: David Knapp. Carried.

Motion: Constitutional amendment to change Article 5 Section 2 Representation to Vote submitted by English. Seconded: Eric Matras. Discussion. Carried: Ayes have it- more than 2/3rds vote required: Ayes – 50, No – 6, Abstain – 2

Trustee's Financial Report

Judith Hyde Scholarship Report:

Editor Suzanne Miller has agreed to take up the chair of the Judith Hyde Scholarship.

Health Benefits and MBA Report:

Matras will be attending the Health Benefits Convention this October.

Pride Parade Report: Dave Esch discussed details about the upcoming Pride Parade.

Labor Management Report: Norton reported that our National President was brought up on charges. People have opinions on it, but we must wait and see what comes out of the investigation. Next, Norton gave updates on staffing, training, removals, and what cases have been sent up to Step B. He explained that Portland has a new postmaster from California and Western Area.

Norton reported that a carrier out of Texas, Eugene Gates, died on his route due to the heat. This triggered a response from President Renfroe and the House Oversight Committee. He mentioned that this carrier was recently disciplined for having stationary events and that their start times were 9am, but after he died they changed to 7:30.

Health and Safety Report: Don Cadwell said we need to look out for each other because management isn't going to do it. He discussed the bureaucracy he has been fighting trying to get safety to be recognized by management. Norton went over the letter

from the House Oversight Committee to Postmaster Louis Dejoy. Jon Cabral spoke on the OSHA-NIOSH Heat Index Safety App.

MDA Report: Abe RedCloud reported the Labor Bowl raised \$7,162. The raffle brought in \$3,585. They have delivered donuts to two of the stations who sold the most tickets and will make it out to the third soon.

Retirees' Report: Sammy Smith announced the Retirees' Banquet coming up on September 9, the first one in three years. He also mentioned the retiree luncheon on the third Wednesday of each month at IHOP. Brad Melland added that we have a retiree who is going to receive his 80 year award.

Veterans' Report: Bruce Hall said he will begin picking up school supplies at the dollar tree tomorrow, and members wished him a Happy Birthday.

Labor Solidarity Report:

Norton spoke on the writers guild strike and that SAG-AFTRA looks like they will be going out on strike as of midnight tonight. He said the teamsters with the USPS have agreed to remove their two-tier workforce but still have yet to come to an agreement, and that they may be going out on strike. He added the Providence nurses are still looking to settle their contract. English discussed how SEGA employees in all departments have voted to unionize. They will be the largest video game union in the country.

Good of the Association: Norton thanked Lois Brumfield and Sue Canfield for making dinner for the meeting. He then reminded the membership that we normally vote to skip the August meeting. Brumfield made a motion to cancel the August meeting. Seconded: Harris. Cabral mentioned that carriers have been solicited via the phone to move funds from their TSP to some outside service.

Kitty Award: Betty Nash, Vice President won \$88.

Jackpot: \$595 went unclaimed by Rodney Ayers, Retiree, Oregon City

Treasure Chest: \$220 went unclaimed by Stephen Schmid, Sellwood

Adjourned: 8:47

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



B·Mike

Non-Profit
U.S. Postage Paid
Portland , Oregon
Permit No. 4
ADDRESS SERVICE REQUESTED



The next General Membership meetings
will be held Wednesday, September 13 and
Wednesday, October 11, both at 7pm.
Dinner will be served prior to each meeting.

NEW HIRES GET A PEP TALK



BY KENNY AMBLE & TERRY KURT
© 2021 THEPOSTOFFICE.COM
NEEDS RUNNING THE ENVELOPE

"Alright, listen up squad! Today, letter carriers face an adversary unlike any other. A force that seeks to control our every move. It's relentless in trying to label us as bums, as unproductive workers. The vexing device the enemy uses to try to nail us is this - the scanner. I know it sounds ridiculous, but if it's not moving we're screwed.

So team, I'm asking for your help. I want you to take turns walking around your turf, like you always do, only now carrying this evil gizmo with you. Don't worry, it won't harm you. It's only dangerous to letter carriers.

So, Johnson, I need you to take the lead by starting on 32nd. Stroll around like usual for a while then hand off the thing to Williams. Williams, try not to run too fast. We don't want you to accidentally drop the infernal device. The last thing we want is for it to be still. Martinez, meet Williams on Irving. And Martinez, lay off the squirrels. Smith, I know you like to snooze, but for goodness' sake, wait till your shift is over before you flop down under that shade tree. Cowznofski, your grace under pressure has served us well in the past so I want you on Burnside. You can handle that chaos. Jackson, you will be my rover, heh-heh. You'll be running around making sure this operation runs smoothly. If we run into any problems I'm counting on you to find solutions.

The rest of you, as trainees, pick one of the veterans to shadow. These old dogs can teach you a few tricks. Remember team, we need to execute this mission flawlessly. I'll have your Milk-Bones ready at 16:30 at the old oak tree. Now move out, take up your designated posts and give it everything you've got!"