



# B·Mike



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*"An Injury to One is an Injury to All"*

*The Official Publication of Branch 82* *Portland, OR*

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



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FEDERAL STATION - AUG, 1949 - PAUL A. SWENSON

**Happy 99th Birthday to Paul Swenson!**

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### Branch 82 Monthly Meetings

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

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

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

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

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

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

Retiree Luncheons are held at

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

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

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



## 2020 Political Season

# HATCH ACT GUIDE

### Letter carriers and the Hatch Act

NALC encourages all members to be engaged in a wide range of political activities to advance the letter carrier agenda. But...it is crucial to remember that all active letter carriers, career and non-career alike, are federal employees, and your political activities are governed by the Hatch Act—including online activities that involve social media (for example, Facebook and Twitter) as well as e-mail.

In general: Be off the clock, out of uniform (and government vehicles) and away from the workplace whenever you engage in any partisan political activity, and make sure that the activity is in a permissible category.

### Some Background on the Hatch Act

Until 1993, active letter carriers were barred from taking any significant volunteer role for any political campaigns. The primary sentiment behind the law was to protect federal employees from being strong-armed and intimidated into helping their bosses run for re-election. But as times and campaigns changed, many recognized that federal employees were being wrongfully left out of the political process. So, in 1993, Congress amended the Hatch Act to allow federal employees to take an active part in political campaigns for federal offices. While there are still some restrictions on what federal employees (including you and your fellow active carriers) can do, there is much greater latitude for letter carrier political participation in campaigns for president, the Senate and the House of Representatives, as well as for state and local elected officials.

Remember, retirees, spouses and family members (including NALC Auxiliary members) are not bound by the Hatch Act.

**“Political activity” refers to any activity directed at the success or failure of a political party or partisan political group (collectively referred to as “partisan groups”), or candidate in a partisan race.**

### OKAY! (while off the clock, out of uniform)

Active letter carriers may—on their own time, away from work, out of uniform and without using a postal vehicle:

- Be candidates for public office in non-partisan elections (that is, elections in which none of the candidates are to be nominated or elected are representing a political party).
- Register and vote.
- Sign and circulate candidate nominating petitions and ballot initiative positions.
- Assist in voter-registration drives.
- Speak and write publicly and otherwise express opinions

about candidates, ballot measures and issues.

- Attend political rallies, meetings and other events.
- Attend fundraisers and contribute money to political organizations and campaigns.
- Volunteer for political campaigns and encourage others to volunteer.
- Participate in phone-banking and precinct-walking for candidates and ballot measures.
- Display bumper stickers, lawn signs and other campaign paraphernalia.
- Raise money for the Letter Carrier Political Fund from other NALC members. (Note: Letter carriers while detailed to 204b or other higher level assignments should not solicit contributions to the Letter Carrier Political Fund from postal employees who may be viewed as their subordinates.)
- Volunteer, run for and hold an office in a local or state political party or club.

### NOT OKAY! (while on the clock, at the workplace, in uniform or in a postal vehicle)

Active letter carriers may not—while on the clock, at the workplace, in a postal uniform or in a postal vehicle—engage in any of the otherwise permissible political activities listed in the “Do’s” above. For example, while on the clock, at the workplace, in a postal uniform or in a postal vehicle, you may not:

- Send or forward a partisan political e-mail.
- Wear or display any political or campaign material, even as a computer screen-saver or desktop wallpaper.
- Circulate partisan political materials to co-workers.
- Sign up electronically to contribute to the Letter Carrier Political Fund or solicit other letter carriers to contribute.

### NOT OKAY! (ever)

Active letter carriers may not—even on their own time, away from work, out of uniform and without using a postal vehicle:

- Use their official titles or positions when engaging in otherwise permissible activities.
- Raise money for partisan political groups or campaigns (except for the Letter Carrier Political Fund), including phone-banking, letter-writing, selling tickets, hosting a fundraiser, inviting people to attend a fundraiser, or allowing your name to be used in a fundraising appeal.
- Otherwise solicit, receive or handle contributions for a partisan political group or campaign.
- Run for elective office in partisan (party-label) elections (even if you report “No Party Affiliation”).
- Raise money for the Letter Carrier Political Fund from non-NALC members (except from their immediate family members in the same household).



# HATCH ACT GUIDE

## Online

### (general guidelines for social media and email)

In general, all federal employees may use social media and email and comply with the Hatch Act if they remember the following guidelines:

1. Do not engage in political activity while on duty or in the workplace. (Federal employees are “on duty” when they are in a pay status, other than paid leave, or are representing the government in an official capacity.)
2. Do not engage in political activity in an official capacity at any time.
3. Do not solicit or receive political contributions at any time. (This does NOT include contributions to the Letter Carrier Political Fund solicited from fellow NALC members while off the clock.)

These rules have some very limited exceptions. When in doubt, federal employees should consult OSC or their agency ethics officers.

### Social media (Facebook, Twitter, etc.)—FAQ

Please note that although the following refers to Facebook and Twitter, the advice provided is applicable to any social media platform. While not comprehensive, this section should answer many of the most commonly asked questions regarding the Hatch Act and the use of social media.

#### Q: May a federal employee engage in political activity on Facebook or Twitter?

A: Yes, federal employees may express their opinions about a partisan group or candidate in a partisan race (e.g., post, “like,” “share,” “tweet,” “retweet”), but there are a few limitations. Specifically, the Hatch Act prohibits employees from:

- engaging in any political activity via Facebook or Twitter while on duty or in the workplace.
- referring to their official titles or positions while engaged in political activity at any time (note that inclusion of an employee’s official title or position on one’s social media profile, without more, is not an improper use of official authority); and
- suggesting or asking anyone to make political contributions at any time. Thus, they should neither provide links to the political contribution page of any partisan group or candidate in a partisan race nor “like,” “share,” or “retweet” a solicitation from one of those entities, including an invitation to a political fundraising event. An employee, however, may accept an invitation to a political fundraising event from such entities via Facebook or Twitter.

#### Q: May a federal employee use a Facebook or Twitter

#### account in their official capacity to engage in political activity?

A: No. Any social media account created in a federal employee’s official capacity should be limited to official business matters and remain politically neutral. Any political activity must be confined to the employee’s personal Facebook or Twitter account, subject to the limitations described in other related questions.

#### Q: May a federal employee become a “friend,” “like,” or “follow” the social media page of a partisan group or candidate in a partisan race?

A: Yes, but not while on duty or in the workplace.

#### Q: May a federal employee use an alias to “friend,” “like,” or “follow” the social media page of a partisan group or candidate in a partisan race?

A: Yes, but be advised that federal employees remain subject to the Hatch Act even when they act under an alias. Therefore, the advice provided in response to other questions applies regardless of whether or not the employee is acting under an alias.

#### Q: May a federal employee continue to “friend,” “like,” or “follow” an official social media page of a government official after they have become a candidate for reelection?

A: Yes. For example, a federal employee may continue to “friend,” “like,” or “follow” the official Facebook, Twitter, or other social media page of the President or Member of Congress, even after the President or Member begins their reelection campaign.

#### Q: What should a federal employee do if an individual posts or “tweets” a message soliciting political contributions to a partisan group or candidate in a partisan race, or a link to the political contribution page for such entities, on the employee’s social media page?

A: Although the Hatch Act prohibits federal employees from soliciting or receiving political contributions at any time, employees are not responsible for the statements of third parties, even when they appear on their social media page. Thus, if an individual posts a link to the political contribution page of a partisan group or candidate in a partisan race, or otherwise solicits political contributions, the employee need not take any action. The same advice applies to any “tweets” directed at the employee. However, the employee should not “like,” “share,” or “retweet” the solicitation, or respond in any way that would tend to encourage other readers to contribute.

#### Q: If a federal employee has listed their official title or



# HATCH ACT GUIDE

**position on Facebook, may they also complete the “political views” field?**

**A:** Yes. Simply identifying one’s political party affiliation on a social media profile, which also contains one’s official title or position, without more, is not an improper use of official authority.

**Q: May a federal employee display a political party or campaign logo or candidate photograph as their cover or header photo on Facebook or Twitter?**

**A:** Yes, federal employees may display a political party or campaign logo or candidate photograph as their cover or header photo on their personal Facebook or Twitter accounts. This display, usually featured at the top of one’s social media profile, without more, is not improper political activity.

**Q: May a federal employee display a political party or campaign logo or a candidate photograph as their profile picture on Facebook or Twitter?**

**A:** Yes, but subject to the following limitations. Because a profile picture accompanies most actions on social media, a federal employee would not be permitted, while on duty or in the workplace, to post, “share,” “tweet,” or “retweet” any items on Facebook or Twitter, because each such action would show their support for a partisan group or candidate in a partisan race, even if the content of the action is not about those entities.

## E-mail—FAQ

**Q: What is a partisan political email?**

**A:** A partisan political email is an email that is directed at the success or failure of a partisan group or candidate in a partisan race.

**Q: May a federal employee—while on duty or in the workplace—receive a partisan political email?**

**A:** Yes. Simply receiving a partisan political email while at work, whether to a personal or government email account, without more, does not violate the Hatch Act. However, federal employees must not send or forward partisan political emails to others while on duty or in the workplace.

**Q: May a federal employee—while on duty or in the workplace—forward a partisan political email from their government email account to their personal email account?**

**A:** Yes. If a federal employee receives a partisan political email in their government email account, they may send that email to their personal email account while at work. Simply forwarding such an email to one’s personal email account, without more, does not violate the Hatch Act.

**Q: May a federal employee—while on duty or in the workplace—send or forward a partisan political email from their government email account or their personal email account to others?**

**A:** No. A federal employee cannot send or forward a partisan political email from either their government email account or their personal email account (even using a personal device) while at work.

**Q: May a federal employee—while on duty or in the workplace—send or forward an email about current events or matters of public interest to others?**

**A:** The Hatch Act does not prohibit federal employees from engaging in non-partisan political activities. Accordingly, employees may express their opinions about current events and matters of public interest at work so long as their actions are not considered political activity. For example, employees are free to express their views and take action as individual citizens on such questions as referendum matters, changes in municipal ordinances, constitutional amendments, pending legislation or other matters of public interest, like issues involving highways, schools, housing, and taxes. Of course, employees should be mindful of their agencies’ computer use policies prior to sending or forwarding any non-work related emails.

**Q: May a federal employee send or forward an email invitation to a political fundraising event to others?**

**A:** No. The Hatch Act prohibits federal employees from soliciting or receiving political contributions, which includes inviting individuals to political fundraising events, at any time.

This article contains abridged excerpts from “The Hatch Act: Frequently Asked Questions on Federal Employees and the Use of Social Media and Email (November 2015).”

Update (3/2/2018): The U.S. Office of Special Counsel has updated it’s Hatch Act Social Media and Email Guidance for federal employees. Letter carriers should review this guidance to avoid inadvertent Hatch Act violations. It can be accessed here:

[//osc.gov/Pages/Hatch-Act-Social-Media-and-Email-Guidance.aspx](https://osc.gov/Pages/Hatch-Act-Social-Media-and-Email-Guidance.aspx).

## For more information

If you have questions or concerns that are not covered here, feel free to contact NALC’s Government Affairs Department or the Hatch Act unit of the Office of Special Counsel at [hatchact@osc.gov](mailto:hatchact@osc.gov) or by phone at 800-85-HATCH.





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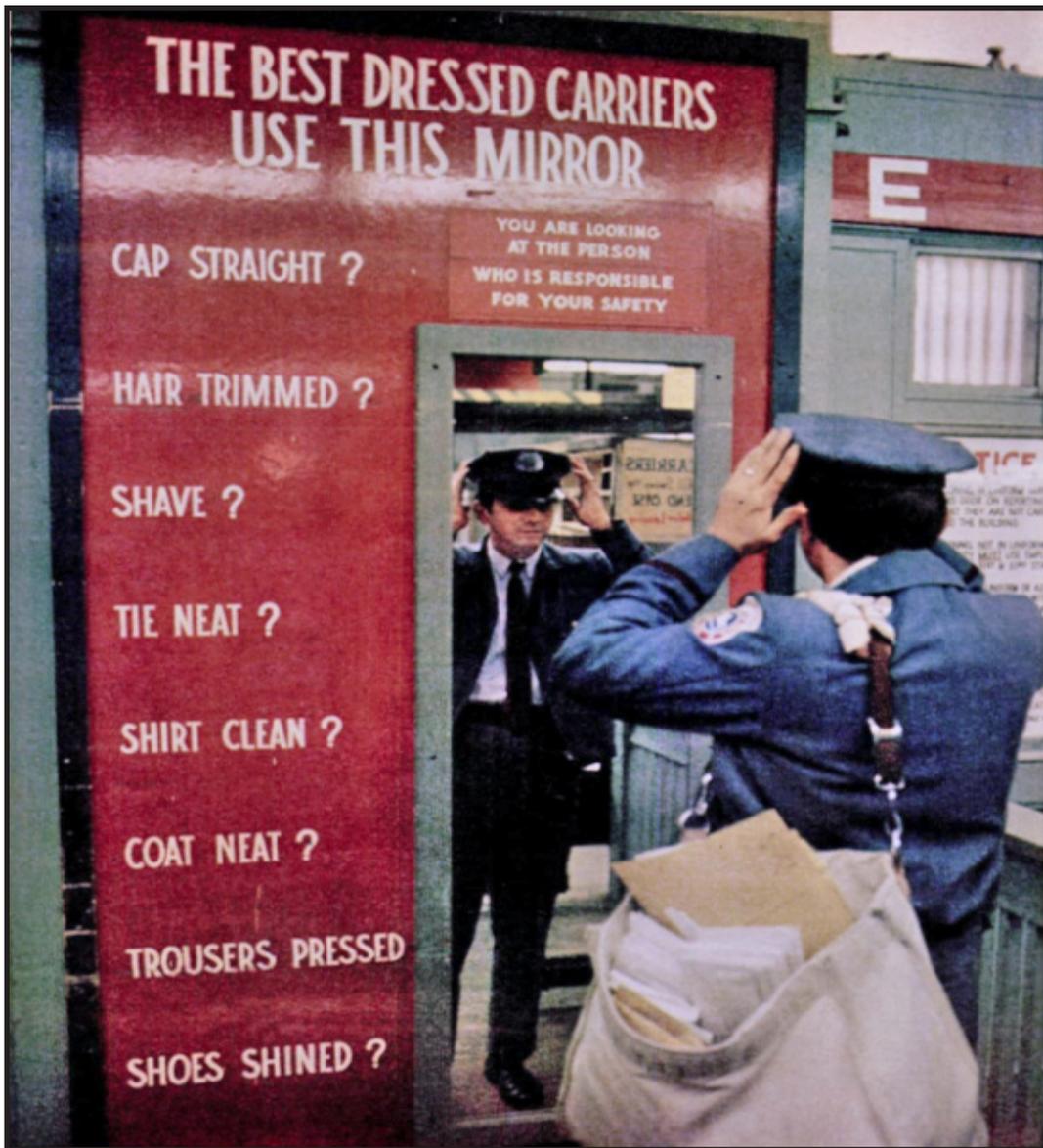
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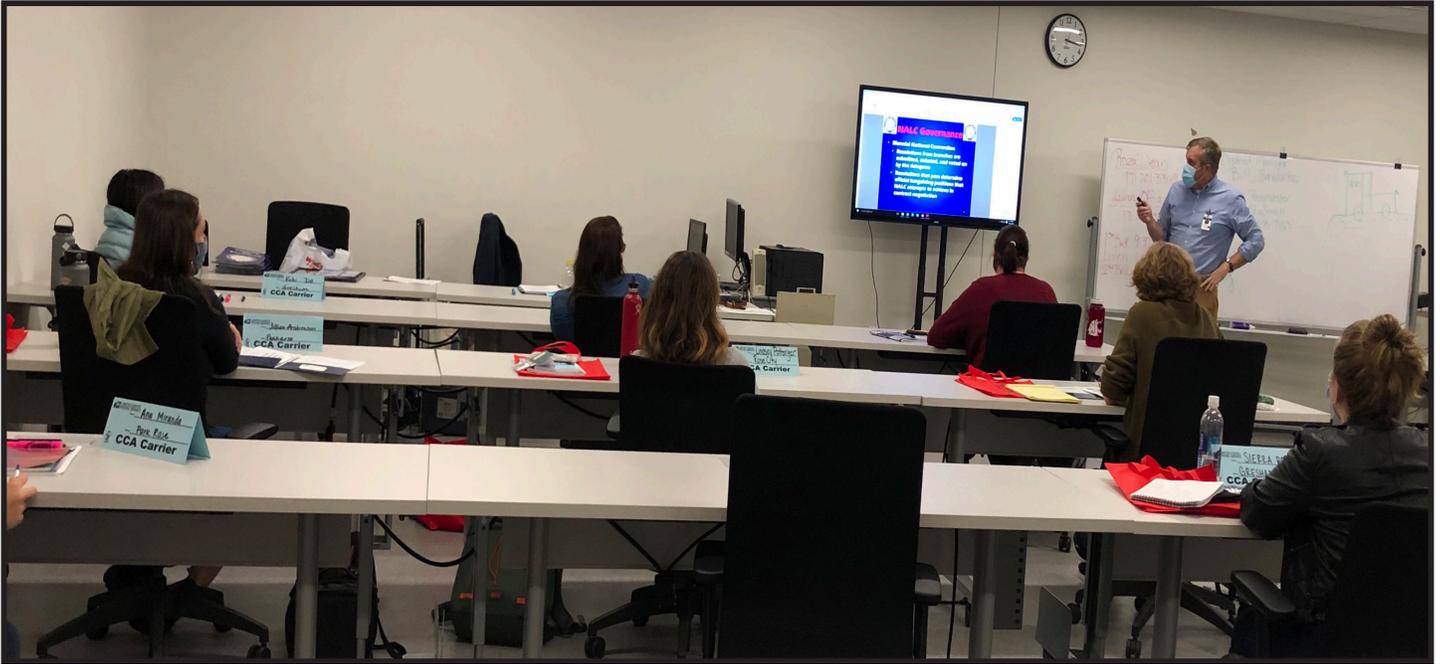
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Yes, we are hiring! President Norton educates newly hired, socially distanced CCAs about NALC and what it means to be a union member.

**Our new members will all need uniforms. Please help out by donating your not-too-dirty uniforms to the uniform closet at Branch 82, 5265 NE 42nd Avenue.**

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**B-Mike**

# What Makes Us Essential

-David Norton, President

Everyone is aware of the motto of the Postal Service: “Neither snow nor rain nor heat nor gloom of night stays these couriers from the swift completion of their appointed rounds.” This quote is often falsely associated with the tale of the Greek messenger Phillippides. In 490 BC during the first Greek-Persian war, he was the herald that was dispatched to Sparta to ask for help when the Persians landed at the Greek town of Marathon. The story goes that he ran about 150 miles in 2 days, and then ran back. He then ran the 25 miles to the battlefield near Marathon and then back to Athens again to deliver the news of Greek victory over the Persians, collapsing and dying upon the completion of this task. This is what the modern day “marathon” is named after. While one could argue that Phillippides had Western Civilization’s first ever recorded over-burdened route, the motto actually comes from the Greek historian Herodotus’ *Histories* and his description of Persian couriers. During the wars between the Greeks and Persians (500-449 B.C.), the Persians operated a system of mounted postal couriers who served with great devotion.

*It is said that as many days as there are in the whole journey, so many are the men and horses that stand along the road, each horse and man at the interval of a day’s journey; and these are stayed neither by snow nor rain nor heat nor darkness from accomplishing their appointed course with all speed.*

—Herodotus, *Histories* (8.98) (trans. A. D. Godley, 1924)

The “Neither snow nor rain...” creed has long been associated with the Postal Service, postal workers and letter carriers specifically, but this is an unofficial motto. The official mission statement of the United States Postal Service is found in Section 101(a) of Title 39 of the U.S. Code, also known as the Postal Reorganization Act:

*The United States Postal Service shall be operated as a basic and fundamental service provided to the people by the Government of the United States, authorized by the Constitution, created by Act of Congress, and supported by the people. The Postal Service shall have as its basic function the obligation to provide postal services to bind the Nation together through the personal, educational, literary, and business correspondence of the people. It shall provide prompt, reliable, and efficient services to patrons in all areas and shall render postal services to all communities. The costs of establishing and maintaining the Postal Service shall not be apportioned to impair the overall value of such service to the people.*

This is why the Postal Service is deemed essential, and that it is why letter carriers are deemed essential em-

ployees. We are supposed to bind this country together through communication and commerce. That is why the Postal Service is still operating while other companies shut down for the pandemic. That’s why when the government shuts down, we stay open. That is why letter carriers are expected to work through all of the struggles that we have had this year. That is also why the NALC or myself as president of this local, cannot just get the Postal Service to shut down when conditions are leading other businesses to do so.

Now, I can easily start talking about hokey devotion to the Postal Service and our customers and the noble job of being a letter carrier but believe me, I realize that while people do in fact rely on us to deliver their medication and social security checks, a lot of the time we are walking up stairs to drop off a Geico ad or someone’s late night, drunken Amazon purchase. Still, it is the medication, social security checks, ballots, official correspondence, and supplies for those who need it that make this job essential. Our jobs mean more than other delivery jobs, and the Postal Service is supposed to mean more than other delivery companies. We belong to the people for the people, Red Plums aside.

In today’s environment, there is a lot that carriers could tack onto the Postal Service’s unofficial motto besides sleet, rain, and gloom of night. Carriers today have to work in all sorts of weather still, and all different types of natural disasters. Today we are delivering in a pandemic, wildfires, and flooding. We are delivering while political, racial, and social strife are gripping this country. We are delivering in a time of great uncertainty, both with our jobs as postal employees and also as a nation. But still letter carriers every day faithfully perform their jobs, and the Postal Service is still obligated to perform their mission.

This doesn’t mean that you should be doing your job without the personal protective equipment to keep you safe, and you should be adequately compensated to perform this job. No one should be punished if the wildfire smoke becomes too much for them or if they quarantine due to health conditions. You are not poor Phillippides, yelling out “victory!” after you complete your route, then collapsing and dying. Instead we are more like the Persian couriers in which the unofficial motto is based upon, dutifully carrying out our mission, working together as a team to complete our tasks. Sometimes those tasks are trying and many times we don’t have the numbers to complete them efficiently or effectively. Certainly now is one of those times. Adversity this year has changed the way we do things and has made it more difficult, but our mission is still the same. Delivering for the American public.



# Open Season News

-Eric Matras, Branch 82 Health Benefits Rep

Get ready! It's getting nigh on time for Open Season enrollment! The 2021 Federal Health Benefit Plan Open Season runs November 9 through December 14. If you do not enroll in a plan by December 14, you can't get 2021 coverage unless you have a Qualified Life Event. If you are already enrolled in an FEHB plan and do nothing, your plan coverage will continue. Once again, your Branch 82 award winning Health Benefits Officer (me) will be holding down the fort at the Annual Health Fair.

**The Health Fair will be held virtually on November 18 from 11-6. (More details next month.)**

Since 1950, the NALC Health Benefit Plan (HBP) has provided letter carriers and their families with first-rate health insurance. The NALC Health Plan is the only plan owned and operated by letter carriers; therefore, it pays particular attention to our health needs! Because we OWN our plan, we do not have to pay huge salaries to cigar smoking limousine chauffeured fat cats!

If you are currently with another plan, why not try NALC for one season? If you are unhappy with us, you can always switch back in 2022 to your old plan. You can link to the NALC Health Benefits Plan from our web site or through the handy dandy NALC phone app. You can review our High Option Plan, Consumer Driven Health Plan or the very affordable Value Option Plan.

Hey, we're letter carriers! Why buy a health plan anywhere else??

In Solidarity  
Eric Matras

## Nominations to the 2021 Oregon State NALC Convention

The 2021 NALC Oregon State Convention is scheduled for April 29th- May 1st in Springfield.

Any member interested in attending must self-nominate themselves either by sending a request to **NALCBranch82@hotmail.com** with your name and a request to be nominated or in writing mailed to our office: **5265 NE 42nd, Portland, OR, 97218.**

**All nominations must be received by October 23, 2020.**

## *In Memoriam* Terry Wells

## Branch 82 Officers

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**BRANCH 82**

HOME EVENTS **B-MIKE** RESOURCES LEADERSHIP NEWS

**THE 2020 B-Mike**

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- Upcoming Events
- Major NALC and Postal News



# MDA Report

-Abe RedCloud, MDA Rep

## SPOOKY MDA UPDATE!!!

Well actually it isn't going to be spooky, but it's October, and Halloween is coming! So BOOOOOO! Somehow I don't think jump scares work very well in a written publication...

## FILL THE SATCHEL:

Fill the Satchel has started! That's right folks, by the time you get this, the event will be underway. This is the event where anyone can go into any branch of NW Priority Credit Union and donate to MDA. If you are not a member or haven't ever heard of the credit union, go check them out and see how amazing they are. While you're there, donate a few bucks to MDA!!! Now I don't mean to come into the branch with a male horned animal! LOL. Moolah, cash, bread, dough, dinero, greenbacks, cabbage, shinplasters, maxima, tender, etc..... Get my drift? ;- ) Anyway here are the details:

**Start Date = October 1st**

**End Date = October 30th**

**Where = Any branch of NW  
Priority Credit Union**

Not much besides that going on with MDA, besides the fact that they need donations more than ever. Please try to make it to a branch to make a donation for this event. We all greatly appreciate anything you can do for MDA.

Until next time, take care and stay safe!

In solidarity,  
Abe RedCloud



NALC Branch 82  
has once again teamed up with  
NW Priority Credit Union to benefit  
Muscular Dystrophy Association  
through our fundraiser...



## “Fill the Satchel”

October 1st through October 30th, 2020

It is hard to believe that this is the 10<sup>th</sup> year NALC Branch 82 and NW Priority Credit Union have raised funds for the Muscular Dystrophy Association (MDA). Since our first fundraiser in 2011, we have raised \$69,458.00 for MDA.

Due to COVID-19, MDA donations are down. MDA relies on the funds we raise each year to assist families in the NW with medical equipment assistance, caregivers', education and research. All money raised stays in the NW. If we work together, we can have a successful Fill the Satchel fundraiser for 2020.

To make donations more accessible, we are accepting contributions over the phone. Call the credit union at 503-760-5304 and tell the receptionist that you would like to donate. You can also send an email to [marketing@nwprioritycu.org](mailto:marketing@nwprioritycu.org) or come into any of our locations. Together we can do this!



# Hello Again From The Office Of Your Secretary-Treasurer.

-Matt Pierce, Secretary-Treasurer

By the time you read this our national leaders will be arbitrating our next national agreement. While the vast majority of issues pertaining to wages, hours, and working conditions of letter carriers is decided by our national contract, there are several important things that are negotiated at the local level. Local negotiations take place during a thirty-day local implementation period following completion of each National Agreement. As I mentioned in my previous article, all of the Local Memorandum of Understanding (LMOUs) are now freely available on our new website [NALCbranch82.org](http://NALCbranch82.org), click on resources.

We often get questions about why we can negotiate certain things for our members, such as different overtime or ODL rules. So it's very useful to take some time and familiarize yourself with what can and can't be negotiated at the local level, and what has to be negotiated nationally.

The current JCAM includes the language of these negotiated and arbitration restrictions.

*JCAM 30.A. no provision of a Local Memorandum of Understanding may be "inconsistent or in conflict" with the National Agreement. This means that an LMOU may add to the National Agreement's rules but may not contradict them. An LMOU may not, for example, alter the Article 9 wage provisions or the Article 8 overtime rules.*

*JCAM 30.B. The 22 Items. Article 30.B lists 22 Items which the parties may discuss during the period of local implementation. The local parties are required to discuss any of these items if they are raised by either party.*

*This means that if one party raises one of the listed items, the other must discuss it in good faith. These are "mandatory subjects" of discussion if raised during the period of local implementation.*

*The local parties are free to discuss other subject areas as well, but neither party is required to discuss subjects other than the 22 items listed in*

*Article 30.F. What May be Impassed. The interest arbitrator who determined the provisions of the 1994 National Agreement imposed certain changes in the impasse rules for local implementation. Under those changed rules, management gained a limited right to bring any of the 22 listed bargaining items to impasse. The rules are, in short:*

- *Either party may impasse an item.*
- *Only a subject within Article 30's 22 items may be impassed.*

It's important for our members to know that while we can certainly bring other things up at local negotiation, they can't violate the contract, we have no power to force management to negotiate on them, and we can't arbitrate if we don't agree.

The following 22 items are specified in Article 30, Section B as items for local implementation:

1. Additional or longer wash-up periods. In addition to the National Agreement language that grants reasonable wash-up time to employees who perform dirty work or work with toxic materials, the local parties may negotiate to establish what is "reasonable wash-up time," such as when, how often and how long wash-up time occurs or lasts.
2. The establishment of a regular workweek of five days with either fixed or rotating days off. This can be as simple as negotiating fixed or rotating days off for all carriers in the office, or negotiating both rotating and fixed days off, specifying exactly what kinds of routes or carriers (e.g., parcel post, business, highest seniority, etc.) receive rotating or fixed days off.
3. Guidelines for the curtailment or termination of postal operations to conform to orders of local authorities or as local conditions warrant because of emergency conditions. The idea here is to negotiate language that calls for reasonable decisions to be made with consideration for the safety and health of letter carriers.
4. Formulation of local leave program. Among the items that may be negotiated are the following: date of notification for making choice period selections, method for making choice selections, quota of carriers off during non-choice period, re-posting of cancellations, transferring leave, military leave, FMLA leave, and posting of leave schedules.
5. The duration of the choice vacation period(s). Some LMOUs have year-round choice vacation periods and no non-choice vacation periods. Other LMOUs have Memorial Day to Labor Day for the choice vacation period and the rest of the year as a non-choice vacation period. Many LMOUs have something in between these two examples.
6. The determination of the beginning day of an employee's vacation period. Generally, the vacation period begins either on a Saturday or on a Monday.
7. Whether employees, at their option, may request two selections during the choice vacation period, in units of either



five or 10 days. The local parties can simply state whether there will be one or two selections during the choice vacation period.

8. Whether jury duty and attendance at national or state conventions shall be charged to the choice vacation period. The local parties negotiate whether an employee's attendance shall be charged against the total number of employees off during any week of the choice period.

9. Determination of the maximum number of employees who shall receive leave each week during the choice vacation period. The local parties decide whether to negotiate a percentage formula or an absolute number. In small offices with a fixed number of employees then negotiating an absolute number will probably be advantageous. In larger offices or places where the workforce is expanding then a percentage formula will be to the workforce's advantage.

10. The issuance of official notices to each employee of the vacation schedule approved for each employee. 3971s, the leave board, etc...

11. Determination of the date and means of notifying employees of the beginning of the new leave year. Local NALC representatives may wish to include Article 10, Section 4.A in the LMOU. This language provides that the employer must post on bulletin boards, etc., the beginning date of the leave year no later than Nov. 1. Of course, local NALC representatives may wish to negotiate another date, depending on the needs and wishes of the members.

12. The procedures for submission of applications for annual leave during time other than the choice vacation period. This item allows the union to negotiate procedures for obtaining leave during periods of the year other than the choice vacation period. There are two general types of provisions here: procedures for making non-choice period vacation selections and procedures for applying for incidental leave.

13. The method of selecting employees to work on a holiday. This simply determines the order in which employees will be selected to work on a holiday. The JCAM provides a default pecking order; however, the local parties may negotiate different holiday scheduling provisions as long as they are consistent with the provisions outlined in Article 11.6 of the National Agreement.

14. Whether "Overtime Desired" lists in Article 8 shall be by section and/or tour. Some branches identify the individual sections by number or name in the LMOU.

15. The number of light-duty assignments within each craft or occupational group to be reserved for temporary or permanent light-duty assignment.

16. The method to be used in reserving light-duty assignments so that no regularly assigned member of the regular

workforce will be adversely affected. As part of the method to be used in reserving light-duty assignments so as to minimize the impact of these assignments on the regular workforce, local NALC representatives might attempt to negotiate that management reduce the hours of the non-career workforce to reserve a sufficient number of light-duty assignments.

17. The identification of assignments that are to be considered light duty within each craft represented in the office. Management typically finds limited-duty work for city letter carriers injured on duty. Consequently, one way to define light-duty assignments is to identify limited-duty work and attempt to negotiate these same duties into a definition of light-duty assignments for city letter carriers.

18. The identification of assignments comprising a section, when it is proposed to reassign within an installation employees excess to the needs of a section. Some branches separate their installations into sections by station, while other branches separate their installations into sections by zone.

19. The assignment of employee parking spaces. Per the JCAM Article 20, the intent of this item is for the parties to negotiate about the number of existing parking spaces that will be allocated to letter carriers. Unfortunately, it is not and has never been the intention to negotiate about the construction of additional spaces.

20. The determination as to whether annual leave to attend union activities requested prior to determination of the choice vacation schedule is to be part of the total choice vacation plan. It is important to note that "union activities" in this item differs from the "national and state conventions" referenced in Item 8.

21. Those other items that are subject to local negotiations as provided in the craft provisions of this Agreement. Since Items 21 and 22 incorporate areas that overlap with one another, it is suggested that these items be negotiated together.

22. Local implementation of this agreement relating to seniority, reassignments and posting. Some categories that should be negotiated are: frequency of posting, the scope and method of posting and bidding, and whether or not a branch chooses to incorporate Article 41, Section 3.O into its LMOU.

That's it- neither side can be forced to discuss anything else and nothing else can be imposed by the union. But the list does include several of the rules concerning annual leave. With sign-ups coming up soon, carriers should look them over.

Until next time,  
Matt



# Veterans Day, Honoring All Who Served

-Bruce Hall, Veterans Representative

Veterans Day is November 11, 2020. Each year on November 11, we honor veterans and remember their service to our great nation.

Veterans Day (originally known as Armistice Day) is a federal holiday in the United States observed annually on November 11th, for honoring military veterans, that is, persons who have served in the United States Armed Forces (and were discharged under conditions other than dishonorable). It coincides with other holidays including Armistice Day and Remembrance Day which are celebrated in other countries that mark the anniversary of the end of World War I. Major hostilities of World War I were formally ended at the 11th hour of the 11th day of the 11th month of 1918, when the Armistice with Germany went into effect. At the urging of major US veteran organizations, Armistice Day was renamed Veterans Day in 1954.

Veterans Day is distinct from Memorial Day, a U.S. public holiday in May. Veterans Day celebrates the service of all U.S. military veterans, while Memorial Day honors those who died while in military service. Another military holiday that also occurs in May, Armed Forces Day, honors those currently serving in the US military.

Veterans Day is not spelled with an apostrophe (veteran's or veterans'). It uses the attributive spelling (veterans) because it is not a day that belongs to veterans; it is a day for honoring all veterans. Veterans Day was moved to the fourth Monday of November for the years 1971-1977 because of the uniform Monday Holiday Act, but in 1978, it was moved back to its original celebration on November 11th each year. So this Veteran's Day, let's remember and honor all those who have served and are serving in the Armed Forces.

Normally there are several opportunities to participate in local veterans' events in conjunction with Veterans Day. Most of them aren't on November 11th, but they have the purpose of honoring and remembering veterans. This year is different. Because of the pandemic, most events are canceled including the following:  
Vancouver Veterans Day Parade  
Veterans Day vigil at University of Portland  
Portland Veterans Day Parade  
Hopefully, these events will be able to be held in 2021.

## September is Suicide Prevention Month

Suicide is a rampant problem in our society and is extremely high amongst veterans, and there has been a disturbing increase in teenage suicides. There are many

behaviors that indicate suicide risks. Rather than list them, I will encourage you to go to [www.suicidepreventionlifeline.org](http://www.suicidepreventionlifeline.org) or if you think that someone you know is suicidal, call the National Suicide Prevention Lifeline, 1-800-273-8255 and press 1.

Along with suicide prevention, the VFW is committed to helping change the narrative and stigma surrounding mental health issues in America. In order to raise awareness, foster community engagement, improve research, and provide intervention for those affected by invisible injuries and emotional stress, the VFW has teamed up with other organizations to combat this critical issue.

We will have an event called A Day To Change Direction where we will have a gathering for interested people and we can encourage one another to pay attention to our emotional well-being as well as the emotional well-being of others. You are invited to attend. Date: October 20, 2020, Time: 7pm, Place: Eagles Hall, 7611 N. Exeter Ave. Please RSVP by October 15th to Bruce Hall, 503-285-8468, or email: [vfwbruce@gmail.com](mailto:vfwbruce@gmail.com). (COVID-19 restrictions will be required.)

## ACTIVE DUTY

**ROBERTO JIMENEZ**, (Creston) Army, Qatar

**CASEY JAMES**, (Waterfront) Army, Jordan

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

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

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

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

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

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

**DEAN SCHUCHARDT**, son of Patricia Schuchardt (Multnomah) Army

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

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

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





# *Last Punch Bunch*

**David Grasvik - Hillsboro**  
**Janet Young - Hillsboro**  
**Fred Sumner - Sellwood**



David Grasvik calls it a wrap at Hillsboro.



Janet Young happily has her last day on the job.



Fred Sumner performs the final swipe with a smile.

**Congratulations and best wishes  
to this month's retirees!**



**B-Mike**

NATIONAL ASSOCIATION OF LETTER CARRIERS

Branch 82

5265 NE 42nd Ave  
Portland, Oregon 97218



**B·Mike**



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The October general membership meeting is canceled.

**WHAT'S IT  
GONNA BE,  
SPORT?**



BY KERRY WAITE & TERRY KNOTT  
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PUSHING THE ENVELOPE