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

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

## Another One in the Books: A Holiday Recap

- David Norton, President

Hello everyone and welcome to the end of 2022. By the time you are reading this we will all be fully entrenched in another peak season. The time of the year that we as letter carriers all either look forward to, dread, or a little bit of both. Peak season is usually when the post office and certainly we as letter carriers shine. We get a chance to deliver our customers their holiday cards and packages and hopefully do it with a little cheer as well. It can be hectic, the weather isn't always great, and the hours can be long, but it was always a time of year that I looked forward to. Like many other industries, it is the Postal Service's busy time, when they make most of their profits, and when letter carriers show their worth to the communities we service. Just another way we deliver for the American public. We should all be proud of that, even through the exhaustion of it all.

2022 is coming to a close and I for one could not be any happier about it. It has been a year that has seen some considerable challenges for letter carriers, the Postal Service and our union. Not everything has been terrible, and we have seen some wins at Branch 82. We also have some things to look forward to in the coming year, enough so that at the risk of sounding like a broken record, we can recap some of the successes and failures of 2022 and what is ahead of us next year:

### Staffing

I feel like I am constantly talking about, thinking about, and dealing with staffing. It is the number one issue that we deal with, and the one thing that both causes and would solve the problems we at Branch 82 deal with most. Staffing continues to be a problem to one degree or another almost everywhere where Branch 82 represents. Not all areas where Branch 82 covers are the same regarding their staffing. Some places are

doing quite well and there isn't a lot of mandatory overtime. Other places are struggling every day and carriers are either bringing back their mail or are working late hours into the night. This is due to a variety of reasons. Some places are down people because they can't hire enough CCAs. Some places are short people because of injuries, COVID, or other things. Many places are staffed reasonably but their offices are struggling with rural carriers, and city carriers are being asked to carry on rural routes. A lot of the problems Branch 82 deals with relates to that very reason, and many of the AO's where we represent are struggling the most. If you are a shop steward or have been attending the membership meetings (or really, reading my past articles in the B-Mike) then you know what I am talking about. Yes, there are stations in the city of Portland that are poorly staffed, but if you work in Hillsboro or Oregon City, you are experiencing some of the latest hours that we have ever seen.

No one should be forced to carry mail for some of the hours that we have seen and we have been dealing with those issues as they come up. If you in one of those struggling stations and are being forced to carry excessive amounts of hours, then we want to hear from you.

Staffing is also the Postal Service's biggest problem nationwide, and we have had management asking carriers to carry at other locations, most recently Bozeman, Montana. Carriers can only go and work at these locations by mutual consent between the local union and management. As president, it is my opinion that carriers shouldn't be going to other installations to work while we have other carriers being drafted for off-assignment overtime here. I have put my foot down before, but there have been several carriers that are going without our knowl-

edge. We have even had certain carriers told that they HAVE to go and carry in Bozeman. Can you imagine? One carrier in particular was told a week before Thanksgiving that he would have to leave his family and go and carry in another state against his will. If you find yourself in this position, please let us know. No one should ever be forced to carry mail in another state. I can't believe I have to say that.

Good news on the staffing front is that we are still continuing to hire new employees. We have had multiple job fairs, and there are new carriers being hired and trained weekly. Our Carrier Academy classes have been full, and we have consistently had two going at the same time. They are also opening a new Carrier Academy in Salem with the thought being that new employees from the southern part of the state can be trained there. That leaves more space for just OUR new carriers. Right now, we have had an issue with fitting everyone in to our classes, and our hard working academy instructors have been training new carriers all over the state of Oregon. Now maybe we can focus on getting the new people going to Portland and the surrounding areas prioritized first. It isn't going to fix everything by a long shot, but it will help fast track new carriers.

We also had a mass CCA conversion to PTF. This helped CCAs in Portland go directly to a career job. While I would like to see our new carriers get hired directly to PTF with higher pay, this is a start. Ultimately going back to the PTF model for new employees is the only way we are going to help the staffing problems this country has seen. Here's hoping that national parties can come to an agreement that doesn't just put a band aid on the issue but finally does something that will solve some of our staffing problems.

### **Contract**

Like years past, Branch 82 has been very successful in the grievance procedure as we have defended carriers from some serious discipline, and we have also received some positive grievance decisions that we can use to help solve some complicated contractual issues we have been dealing with. We have also gotten carriers paid thousands of dollars both through make whole remedies as well as expanded monetary remedies. The real big news for the coming year is that our national agreement between the NALC and the Postal Service is expir-

ing on May 20th, 2023. The national parties will be going into contract negotiations, and it will be happening for the first time since postal reform was passed this year. That's right, do you remember postal reform? That happened earlier this year in 2022, and it finally solves the unfair prefunding mandate that was passed in 2006. Since 2006 we have been negotiating contracts with the Postal Service while having over 5-billion-dollar losses on the table. That is all a thing of the past and now we are operating in the plus. That should go a long way in getting some of the improvements to our hours, wages, and working conditions that we deserve. Hopefully it gets real starting wages that will encourage new hires to stay for the long run and benefits that will help all of us. We will see.

### **National NALC Changes**

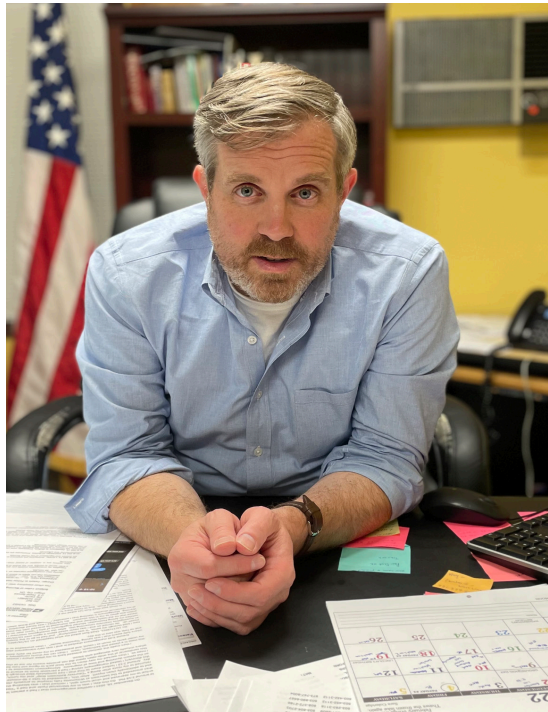
In August of 2022, the NALC held the 72nd biannual National Convention. It was a good convention and as it turned out was the last one we had with our National President, Fredric Rolando at the helm. After three terms, Fred decided not to seek re-election as president. There were two other candidates that were nominated for the office. We had an election, and Brian Renfro was elected to the position. I have known Brian for some time now, and I believe he will be a competent president and one that will emphasize contract negotiations.

He is a big picture kind of guy, and I believe that he will be able to take this union into the future.

I am going to miss Fred as I believe that he was a transformational figure in the NALC. He has navigated some pretty major issues while keeping the rights, benefits and pay that letter carriers enjoy. He has also put our union in a solid financial situation. The NALC is doing good, and we have Fred to thank for much of it. He is a super smart, capable guy, but also personable, humble and warm. It endeared him to the membership, and I will miss him as president.

### **Election**

We just got through another election this year and overall, it was a success. Especially compared to the election of 2020 where we had accusations of removing mail boxes and sorting equipment all in an attempt by the PMG to throw the election for Trump. Well, nothing like that happened, and at least locally, management put an emphasis on having an open, transparent



process and a focus on making sure that everything was done correctly. Letter carriers did an outstanding job getting out the voters pamphlets and ballots and handling the return ballots. We also had a record amount of election mail to deliver. Our numbers were way up compared to 2020, and letter carriers had to case and carry all of it.

This election was a great example of how elections should be run all over this country, through the mail. Vote by mail is easy, accessible, and efficient. The Postal Service has processes in place to make sure that every ballot gets to where it needs to go. Oregonians enjoy a voting system that all other citizens should have access to. We do elections well and every letter carrier should be proud of that.

### Odds and Ends

At Branch 82 we still had an outstanding year for raising money for MDA. With everything we deal with as letter carriers and unionists it has always made me proud how we still find time for charity. While COVID has forced us to change the way we do things, we have still gone out there and done what we could. A lot of credit has to go to our MDA Representative Abe RedCloud. He is passionate about MDA and really, raffles and prizes and events. In the past, our annual bowl-a-thon was our big fundraiser and we have not been able to hold the event since COVID. Abe and I have been talking about trying to get it back for 2023 so stay tuned for updates regarding that.

The food drive is something that we are still working on. Last year, the Oregon Food Bank was not interested in collecting actual food and had switched to more of a fund raising model post-COVID. At Branch 82, we have been trying to figure out a way to have some sort of food drive at the scale that we are accustomed to. I know that there are many food pantries out there that will accept food donations, but the logistics involved are what makes it difficult. Unless a pantry can help facilitate the pickup, transportation, and storage of thousands of pounds of food, it just isn't going to work. That is what the Oregon Food Bank used to do for us. We are still looking at solutions so I will be updating the membership as we know more.

2022 saw Branch 82 get back into a couple of parades that we used to attend annually. This was the first year back for the Starlight Parade as well as the Pride Parade. We had a decent turn out for both events and I am hoping that we can expand on it for 2023.

2022 was difficult for several reasons, but also the first year since Covid that we really made an attempt to get back to doing some of the things we have always been accustomed to, and I am looking forward to expanding that into 2023. I

am going to be optimistic. We just got back into having the retiree luncheon this year, maybe we can do the retiree banquet as well? The next generation of postal vehicles are supposed to roll out in 2023, maybe that will help with the shortage of vehicles that we have? Maybe they will come here to Portland?

Whatever 2023 has in store for us, we are going to tackle it together. I personally want to thank the staff at Branch 82 and the fellow officers. I especially want to thank our dedicated shop stewards for all of the work they tirelessly performed for their co-workers. They are truly the backbone of this union. I hope that everyone has a safe and happy holiday season. I'll see you next year.

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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	Sue Canfield	503.493.5903
Veterans Rep	Bruce Hall	503.285.8468
MDA Rep	Abe RedCloud	503.493.5903
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Lois Brumfield		503.493.5903
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# Steward Time

- Betty Nash, Vice President

What does it mean to be a steward? I was a shop steward for over 25 years, and I have to tell you that it was rewarding but not always easy. A shop steward is your union representative on the workroom floor. They enforce the contract that the NALC and the USPS have agreed upon. Your steward is just a city letter carrier like you, they come to work every day and do the same job as you. They may work in the case right next to you or work in the next aisle. Stewards don't have a special uniform or a different hat, they are your fellow carriers. Most of us just want to go to work and do our job, we don't want any conflict or drama. Just let me do my job and go home, and that is what stewards want too. Wouldn't it be great just to come in and only have to worry about your own customers and deliveries? Just let me do my job. We just want to ease our route, chit chat with our friends, hit the road and enjoy working at our own pace.

Of course, instead it's often a challenge. First is the give and take about how long your route will take and what time you will be back. Lately it's also, *I need you to take a section, or can you case on another route, I need you to come in on your scheduled day off, you are drafted to work this next Sunday, can you look up another route*, and if you call in sick because of the overwork, they require medical documentation. Letter carriers are stretched and pulled in every direction. Management is trying to squeeze every last drop of work out of us, until there is just no more to give.

Working under these conditions is so extremely difficult, and it has been going on for far too long. We all know that we need more staff, and there are ideas about hiring directly to career like we used to do. There seems to be a worker shortage, so we are competing with everyone else for employees.

Which brings me back to the job of being a shop steward. These people have chosen to take on the extra responsibility of watching out for their fellow carriers. I hope that you know that shop stewards do not get any extra pay or benefits for being a steward. If a steward attends the steward training on the third Wednesday of the month at 7pm, then they will have their dues for that month reimbursed. The branch offers dinner on these nights because the stewards come directly from work, so they are in uniform and

very tired, no time to go home to change or see their kids before bed because the meeting ends at 9pm. The branch offers training on the latest topics that are affecting the offices that we serve.

The stewards want to get this information so that they will be prepared for the flavor of the month and get guidance from the branch on any other issue. The stewards use this time to turn in the grievances that they have been working on. Branch 82 processes about 3,000 grievances a year, so I can tell you that your stewards are working for you by the number of grievances that they turn in.

Getting time and information to work on these grievances is often problematic because of the issues that we have already addressed, not enough staff. Stewards are so frustrated about not getting the time that they require to get these grievances processed in a timely manner that they feel the need to work on these grievances at home on their own time. Stewards know that this is not what they should be doing but they also feel the pressure to get them done, because their fellow carriers are depending on them. Sometimes it's a discipline issue that just can't wait, or they don't want to get too far behind, because the contractual violations don't stop. If they don't keep up then they will drown. If an office has more than

one steward then the stewards can split the work or an alternate can take some of the load off of their shoulders. But believe me, there is no shortage of contractual violations that must be addressed in each office.

If you have a contractual issue that needs to be addressed with your steward, then do them a favor and put it in writing. Include who, what, when, where etc. Your steward can't recall everything that is said as you walk by their case and think, ok this will just take a second to tell them something and my steward will take care of it. Help them to help you. Stewards are not perfect and they may forget that you mentioned an issue, so again put it in writing and don't wait until the last minute, especially if it is a discipline issue. Time limits are very strict and management will usually not give an extension for discipline.

Stewards want to help you, but don't abuse them. Don't expect them to do everything for you. You are an adult and need to take care of the basics yourself. I have had to say to more than one carrier "do I look like your Mama?" I am not going to fill out your FMLA paperwork, I am not going to get you a 3971 and fill



# PROPOSED RESOLUTION

it out for you, or a 1260 or a 3996 etc. If you have questions, then they will assist, but you should not expect them to do it for you.

In December we always have steward elections. If you want to take on this extra responsibility, then put your name on the nominations sheet. If you want to learn, the branch will offer you classes to learn about the contract. The branch will give you all the assistance that we can, but it needs to be an informed choice. It's a lot of extra work, and not everyone will be happy or agree with what you do. Management will get frustrated with you filing grievances, and sometimes your fellow carriers will expect too much from you. I was a steward for over 25 years and it was very rewarding as well as stressful, and I feel that I made the right choice. The good outweighed the exasperating. I am proud to say that I was a steward, taking care of those that are being abused, misinformed or just needed someone to talk to. It was well worth it.

Being a steward is tough, but they are needed. How about the next time you see your steward, tell them that you appreciate the work that they do.

I hope that we will have people that are interested in protecting the contract and benefits that the carriers that went out on strike in 1970 helped to secure for us.

To the most important people in the post office, city letter carriers, take care of yourselves.

## Retiree Luncheon

December 21st  
IHOP  
4931 SE 82nd Avenue  
Portland, OR 97266  
NOON

(Third Wednesday of each month)

### Resolution: Response to Letter Carrier Robberies

Whereas: An increasing number of letter carriers are being robbed on their mail routes, especially robbed of their "arrow keys", which open collection boxes and cluster boxes, and

Whereas: Postal customers are having letters stolen out of collection boxes and cluster boxes, with checks being "washed" and cashed for sometimes thousands of dollars, and

Whereas: The Postal Police Officers Association president has warned that this situation is causing Americans to lose faith in their postal service and blames postal management for defunding postal police and taking them off the street, and

Whereas: Postal management has refused to re-key collection and cluster boxes when arrow keys are stolen, leaving them vulnerable to theft, and

Whereas: Digital solutions exist which can solve or reduce this problem, such as installing GPS tracking in arrow keys or replacing keys and locks to open using digital codes which can be changed, and

Whereas: Establishing community watch programs and allowing postal police back on the street would further reduce these robberies, therefore be it

Resolved: the NALC Branch 82 calls on postal management and Congress to intervene with digital, community and police solutions to the problem of arrow key and other robberies of letter carriers, and be it further

Resolved: the NALC Branch 82 issue a press release and hold a press conference, involving sympathetic politicians to draw public attention to this problem, and be it finally

Resolved: this resolution be forwarded to the Oregon State Association of Letter Carriers Executive Board and the national NALC Executive for concurrence.

Submitted by: Jamie Partridge, Benjamin Stutz



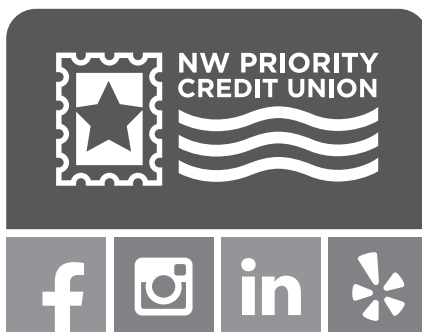


**Purchase a vehicle through Auto Solution, finance with NW Priority, and we will gift a bike to a child in need at Christmas!**

## HERE'S HOW IT WORKS

1. Get pre-approved with us.
2. Contact **Steve Sharer, with Auto Solution (503-970-9273)**, and tell him the type of new ride you want. He will do his best to find your dream vehicle.
3. Then, you can come into the credit union to pick up your vehicle, or Auto Solution will deliver it to you!
4. And, we add one more bike under the NW Priority Christmas Tree!

**If you are not in the market for a new vehicle but would like to participate in gifting a bike, NWPCU will match every bike brought in by a member.** Let's fill our lobbies with all sizes of bikes for these deserving children.



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

All credit subject to approval. Promotion effective October 1 through December 12, 2022.







# 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: 06400017
8. Enter your 17-digit Account Number \_\_\_\_\_ 0034952535  
*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

To get to Postal Ease through Lite Blue:

- Got to [www.liteblue.usps.gov](http://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

#### 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:

\_\_\_\_\_ 0034952535

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.



**B-Mike**

# Temporary Enhanced Annuity

- Matt Pierce, Secretary-Treasurer

Hello again, from the slightly cleaner desk of your secretary-treasurer. I hope and trust this finds you all well. This month, I want to discuss the most misunderstood and least known of the Federal Employee Retirement System (FERS) benefits, the FERS annuity supplement. It is sometimes referred to as the Social Security Bridge payment. I wish it wasn't because it really has a tendency to confuse people, since it has little to do with your actual social security. Temporary enhanced annuity would be a much better name, but sadly, no one asked me. It is also by far the most likely next federal benefit to get cut, in no small part because not that many people know what it is or how much it's worth. Before I talk about why and how it's under threat and how you can protect it, let's first understand what it is.

The FERS annuity supplement is paid in addition to gross monthly (FERS) annuity benefits. It is paid along with your other retirement benefits. While it is calculated based upon your estimated Social Security benefits, it is otherwise unconnected to Social Security. You don't need to take Social Security at any certain age to receive it and you don't need to apply for Social Security to get it. The Annuity Supplement represents what you would receive for your FERS civilian service from the Social Security Retirement Benefits (SSA) and is calculated as if you were eligible to receive SSA benefits on the day you retired. Eligibility for the annuity supplement continues until the earlier of:

- \*The last day of the month before the first month for which you would be entitled to actual social security benefits, or
- \*The last day of the month in which you reach age 62.

To be eligible to receive The FERS annuity supplement, in addition to at least one full calendar year of FERS service, you must retire on an immediate annuity (that is, one that begins within one month of separation) under one of the following provisions to be eligible for the Special Retirement Supplement:

- \*After 30 years of service at or after your MRA (minimum retirement age)
- \*After 20 years of service at or after age 60
- \*Or under discontinued service retirement or early retirement (early-out) provisions. However, if you retire on a discontinued

service or an early retirement, you will have to wait until you reach your MRA before you can begin to receive the supplement. \*Individuals who retire on disability cannot receive the supplement.



Ok, at this point I'm sure you're thinking "What? I guess that's great, but what do I actually get?" Well here's where it gets a little complicated, but stick with me. The FERS annuity supplement is computed as if you were age 62 and fully insured for a social security benefit when the supplement begins. OPM first estimates what your full career (40 years) social security benefit would be. Meaning if you haven't paid 160 Social Security quarters in your working life then it will be reduced accordingly. Then they calculate the amount of your civilian service under FERS and reduce the estimated full career Social Security benefit accordingly. The easiest way to estimate the supplement is by using the following formula: Number of civilian years under FERS divided by 40, times Social Security benefit at 62. The number of years of FERS service is calculated, not including credit for unused sick leave and military service, even if you

bought it back. Given the uncertainties, compounded by the complexities of calculating the individual supplement, is it possible to make informed projections to be used for planning by individual employees? Yes, but these projections are not definitive. Projections must be taken with a grain of salt. For the average letter carrier, with 30 years of service, who retired at 57 this month, a very rough estimate is \$1500 a month, for five years. A \$90,000 benefit is not an insignificant amount of money. Think about that going away, the FERS annuity supplement for many carriers will, for a period of time, represent between 1/3 and 1/2 of their retirement. That's a pretty big deal.

FERS started being rolled out in 1984, and most FERS employees don't receive much of the bridge payments until they have worked 30 years. That means that while it's been on the books since the beginning, the supplement has not been a major cost to the Federal Retirement system. It was previously only regularly available to people who retired between the ages of 60 and 62 with 20 or more years of service, so maybe \$750 dollars a month for 18 months. Well, recently that all changed, and all of a sudden after 30 years the elimination of the FERS annuity supplement has started coming up in congressional budget proposals. All is not lost but of course neither is victory assured.



As I write this, the Republican party is once again going to be in charge of the House of Representatives. It's unclear as of now how much of a majority they will have. Regardless of your feelings on the recent election you should be incensed at the idea of congress cutting what could be a \$100,000 benefit that was promised to you. Every time the Republicans have been in charge of the House since the 2014 budget cycle, they have put forth a proposal to save money by abolishing the previously only promised and rarely fully received FERS annuity supplement. It is now part of their budgetary platform.

One incidental savings is noteworthy, if you're into silver linings. The Office of Personnel Management will no longer have to spend three hours or so on each supplement calculation. This will have a dramatic effect on the OPM retirement backlog. When the supplement is gone, those retiring will find their final annuity determination is considerably faster...and smaller.

Lest you think that congress will not continue to attempt to cut spending on the backs of future federal retirees, you need only talk to those brothers and sisters of ours that started as CCAs. What was included in the 2014 federal budget and signed into law was that Federal workers hired on or after January 1, 2014, with less than five years of service would have to pay 4.4 percent toward their defined retirement benefit- 1.3 percent more than the previous 3.1 percent that employees hired after 2012 contribute and more than five times what older employees, such as myself, pay which is 0.8%. No matter how much each employee pays their final annuity is calculated the same. In brief a newly converted regular pays 5.5 times or 3.4% more than what more senior letter carriers pay for the same retirement benefits. Which to put it in starker terms, is about a year's pay in a 30 year career. A former CCA will pay over their career an entire year's pay more towards retirement than I will and we'll both get the same benefit. That's an entire year's income more than senior carriers take home for the same job. This is what happened the last time a Republican congress had a chance to cut federal benefits.

This is why it's so important to belong to the Letter Carrier Political Fund. This is why a form to join the LCPF as a retiree is given at every retirement presentation. Because the benefits that you are about to receive as a retiree can be taken away by congress at any time. For ways to join and more on the importance of the LCPF visit [nalc.org/government-affairs/political-activity](http://nalc.org/government-affairs/political-activity). With all of us working together and giving a little, I may not have to change your invitation to my retirement party from 2034 to 2040.

Until next time, I remain in solidarity,  
Matt.

*In Memoriam*

GARY NEGELSPACH  
KIM WILLIAMS

## GOVERNMENT AFFAIRS Letter Carrier Political Fund



As a member of the NALC, there are several easy ways to give to the Letter Carrier Political Fund:

1. **Payroll deduction:** Contribute automatically, using PostalEase (either **online** or by **phone**) to set up an allotment deduction from your USPS paycheck.
2. **Direct bank withdrawal:** You can authorize the fund to withdraw a monthly electronic contribution directly from your personal checking account
3. **Annuity deduction:** Retired letter carriers can elect to give monthly via an automatic deduction from your monthly annuity.
4. **Family Member Contribution:** How immediate family members of NALC members contribute to the Letter Carrier Political Fund using Electronic Fund Transfer or by making a One-Time contribution
5. **One-Time Letter Carrier Political Fund Contributions:** This form should be used to identify names and members making one-time contributions.

If you need help getting signed up, please contact NALC Headquarters at **202-662-2833** for assistance.



**B-Mike**

# The USPS: The Return of the Kind of Hours Where it Feels Like You Should be Making More Money

- Jon Cabral, Chief Steward & Recording Secretary

As the Fellowship does in *The Lord of the Rings*, walking day after day for months on end, letter carriers are probably feeling as they did, especially around this time of year. Feeling as if they have been working non-stop to achieve their goals, each day becoming more difficult than the last, and for us letter carriers, that means getting all of the mail delivered. Like Frodo, who has to bear the weight of the One Ring around his neck, letter carriers similarly must bear the weight of certain contractual provisions during the four full weeks of the December Exclusionary Period. Seemingly, both the One Ring and the paper these provisions are printed on have very little actual weight, but the consequences of their respective effects can contribute to both physical and mental exhaustion. Unlike Frodo though, at the end of the letter carrier's journey this year, we will not be celebrated by all in postal management and, in many instances, not even thanked for all of the hard work that was put in. That being said—hopefully this is not the first time you are hearing this—but I would like to thank all of you who have been working through this holiday season to ensure that our customers are being served as best they can during this period of low staffing.

Moving on to the December Exclusionary Period, we have had over 200 new hires this year across the branch, meaning that there are a lot of new carriers who probably do not know these specific rules. This year the December Exclusionary Period is running from 12/03/2022 through 12/30/2022, and with it comes changes to Penalty Overtime, the 12/60 rule, and certain situations where work is divvied up differently due to the exclusion period. Article 8.4 describes when this period occurs, it states in part on page 8-4 of the JCAM:

**“Penalty Overtime Rate.** The penalty overtime rate is two times the employee's base straight-time hourly rate. Article 8.4.E provides that, excluding December, PTFs and CCAs are paid at the penalty overtime rate for all work in excess of ten hours in a service day or fifty-six hours in a service week. Article 8.4.D provides that full-time regular employees will be paid at the penalty overtime rate for any overtime work in contravention of the restrictions in Article 8.5.F. For the purposes of the application of Article 8, Sections 4 and 5 of the National Agreement, “December” consists of four consecutive service weeks which are identified each year in the Postal Bulletin and are hereafter referred to as the penalty overtime exclusion period (December).”

Everything that is stated above, along with Article 8.4 Sections D & E, is just a long way of saying that all of the ways a carrier normally earns Penalty Overtime do not apply during the December Exclusionary Period. During this period, instead of earning Penalty during those hours, the carrier continues to earn normal Overtime. For the newer carriers, you may be asking yourself, “Why would we agree to not be paid Penalty during December?” and the answer is we didn't. We used to never have Penalty Overtime for any part of the year, until we negotiated it for all months of the year, except for December. So it should be looked at as us gaining 11 months of Penalty Overtime, not as us giving up one.



As far as the 12/60 rule is concerned, it is applied differently depending on full time status, and what full time work hours preference you are, e.g. 8-hour, Work Assignment (WA), or Overtime Desired List (ODL). It can really be separated into two categories when it comes to the 12-hour limitation, the first consisting of carriers who are CCAs, PTFs, or 8-hour carriers, and the second consisting of WA and ODL carriers. For the first category of carriers, the work hour limitation does not change for the month of December, they are still limited to 11.5 hours of work and a 0.5 hour lunch each day, and grievances should be filed if those carriers are worked more than 11.5 hours. Those carriers' work hours are governed by ELM 432.32, which states:

**“Maximum Hours Allowed.** Except as designated in labor agreements for bargaining unit employees or in emergency situations as determined by the postmaster general (or designee), employees may not be required to work more than 12 hours in 1 service day. In addition, the total hours of daily service, including scheduled workhours, overtime, and mealtime, may not be extended over a period longer than 12 consecutive hours. Postmasters and exempt employees are excluded from these provisions.”

The second category of carriers can be worked beyond 12 hours a day in December with no limitation to the number of hours they are worked. As for the 60 hour limitation, it does not apply to any carrier that it normally applies to throughout the rest of the year, that being any Full Time Carriers. This is stated on page 8-19 of the JCAM in M-00859, it states in part:

# Meaningful Holidays

- Bruce Hall, Veterans Representative

*"The parties agree that with the exception of December, full-time employees are prohibited from working more than 12 hours in a single work day or 60 hours within a service week."*

When it comes to how management should assign work to carriers during the December Exclusionary Period, there are a couple of changes. First, since there is no limitation on how many hours an ODL carrier can be worked in a day, to prevent an office from going "off assignment," management can schedule those ODL Carriers beyond 12 and 60 hours. Article 8.5.G states in part on page 8-18 of the JCAM:

*"G. Full-time employees not on the "Overtime Desired" list may be required to work overtime only if all available employees on the "Overtime Desired" list have worked up to twelve (12) hours in a day or sixty (60) hours in a service week," and goes on to say that "...the 12-hour and 60-hour restrictions do not apply to employees on the ODL during the penalty overtime exclusion period (December). Accordingly, management may... assign ODL Letter Carriers to work in excess of the Article 8.5.G limits during the penalty overtime exclusion period (December)."*

Second, because carriers are not entitled to Penalty Overtime during the month of December, management cannot assign WA carrier work to an ODL carrier to avoid paying the WA carrier penalty. Article 8.5 states in part on page 8-21 of the JCAM:

*"Management may assign an employee from the regular ODL to work regular overtime to avoid paying penalty pay to a carrier who has signed for Work Assignment overtime. This exception does not apply during the penalty overtime exclusion period (December) when penalty overtime is not paid."*

What all of this language leads to is management being allowed to maximize WA and ODL carriers to the fullest extent possible. That means that management should work those carriers past their normal hours limitations before forcing carriers to work "off assignment" overtime. This essentially makes it so that, ideally, there is never a need to force carriers to work "off assignment" during the month of December.

If you have any questions about anything discussed above, please speak to your shop steward or call the hall so we can help clarify. I would like to end by saying that like the Fellowship, we may not all be together for the entire journey, but we must remember to keep our coworkers in mind, and support each other whenever needed. Looking out for one another, and remembering the sacrifices that each other is making, is the only way we are ever able to get through the long, dark hours of the Holiday Season, away from all of our friends and family.

Happy Holidays.  
In Solidarity,  
Jon Cabral

The holiday season is upon us. We want to remember all the significant reasons for the holidays. The celebrations are related to thanking, remembering, sharing, giving, receiving, and celebrating.

This year we had an entry in the Portland Veterans Day Parade. We had four letter carriers walk in the parade and represent NALC Branch 82. The weather was good, allowing us to enjoy honoring veterans on Veterans Day. I would like to give a Big Thank You to everyone who participated in the parade and other various Veterans Day events.

We just had Thanksgiving Day, which is a day of being thankful for all that we have and share with others as we celebrate with family and friends.

Another day of remembrance is Pearl Harbor Day on December 7th. This is the 81st Anniversary of this "Day of Infamy" which we will never forget. Remember all those who made the ultimate sacrifice so we can have our freedom.

As we look at other holidays like Hanukkah, Christmas, Kwanzaa, we see that they each have their special meaningful ways of being celebrated. Many people think of this time of year as a time of giving and receiving gifts. However, there are deeper aspects that each of us need to think about as we celebrate these holidays.

As a veteran, I usually talk about helping and giving to veterans at this time of year. We need to do this, but at the same time, veterans need to give and share with others. We often think of gifts as material things, but we need to expand our thinking. Gifts can be love, time, assistance, consultation, remembrances. Remember the saying, "It's more blessed to give than to receive." If we want to experience real joy during this holiday season, try to think of ways you can give to others. (It's hard to do since we live in a society where we are usually looking at what others can give to us.) Go ahead and try it, and I'm sure you will experience joy and satisfaction.

One more holiday is New Year's Day. Many people make resolutions which are deciding with determination to accomplish certain things through our actions during the New Year. Let's all resolve to carry on the holiday experience by resolving to help one another. If you are not sure where to start, you can get assistance by joining a veteran's organization. These organizations are formed to help veterans, but also to serve their communities. There are great needs throughout our communities, so there are endless opportunities to help throughout the year. We need to resolve to serve and honor veterans, but also veterans need to be reciprocal in helping others.

LET'S MAKE OUR HOLIDAYS MEANINGFUL!!





## EAP Holiday Tips

The holidays are often a time of getting together with family and friends, enjoying holiday or religious traditions and recalling warm memories. However, it can also be a stressful time because expectations of happiness may be high, time is short, money is tight and coordinating schedules with family and friends can be difficult. Here are some helpful “holiday survival strategies” that may lift your spirits!

### Stick to your holiday budget!

Many feel pressure to spend more than what they can afford. Avoid the post-holiday blues by determining a budget and sticking to it. Use cash, leave the credit card at home, shop early for bargains or start a savings plan.

### Find ways to honor missing family members or friends!

Toast them, tell stories and give thanks – it helps relieve the unspoken emotions.

### Congratulate yourself!

The holiday season is an extremely busy time. Our nation has respect and appreciation for the work that you do as a postal employee **every single day of the year**, but it is extra apparent near the holidays.

### Keep holiday plans simple!

Get out the calendar, sit down with your family and talk about plans so that every one can have a good time and know what to expect. Play music while you clean or bake. Set limits on chores... clean the big messes after the holidays! And don't forget to ask for help!

### Give yourself and others a break!

Try to be patient with everyone, including yourself. Focus on the “important things” and let the rest go.

### Celebrate family traditions or create new ones!

Family traditions can be fun. They provide us with shared memories and something to look forward to. Starting this year, begin creating your own traditions for happy memories in your future. Or revive an old family tradition that has meaning for your family.

### Take positive steps to manage the stress!

Pace yourself; take some time every day to relax; talk openly and regularly with at least one trusted person; try to eat well and get adequate sleep and some exercise. Spend time with people you enjoy.

**Some days you get the bear and some days the bear gets you.** Notice when your stress management strategies just aren't cutting it, like over-using alcohol, drugs, sleep aids or anti-anxiety medications. Other warning signs could be social isolation, irritability, trouble sleeping or eating, constantly feeling overwhelmed or difficulty making decisions. Be honest with yourself and know when you need to do more to take care of yourself.

### Don't wait until you have a big problem!

Let EAP help you with personal and family concerns, stress, workplace issues or substance abuse. We are always here for you, during the holidays or anytime!



**CALL US TODAY: 800-327-4968**  
800-EAP-4YOU | TTY: 877-492-7341  
[WWW.EAP4YOU.COM](http://WWW.EAP4YOU.COM)



# MDA Report

- Abe RedCloud, MDA Rep

And so another year of fundraising for MDA comes to an end. But we DID GREAT!!! As always I would like to start by thanking ALL OF YOU that either donated, helped raise money or volunteered to help for an event (or Voluntold like Char LOL)! Without all of you the amount we raise would not be possible! So THANK YOU! Everyone at the MDA, all the kids you help and I appreciate all you do to help fight MD and find a cure! YOU'RE A SUPERSTAR!!!

Now let's look at the last two events and what we raised!

Fill The Satchel at the NW Priority Credit Union raised a total of \$4,990!!! If anyone from the credit union reads this, THANK YOU SOOOOO MUCH! You always do an amazing job and are more appreciated than you know!

Now on to the Regional Assembly Opportunity that we did. You might ask, "what's an opportunity?" Well, in Utah raffles are illegal, so we offered tickets to win something in an opportunity if you bought some candy to help MDA. As always, as your MDA coordinator I walked around and did my BEST at selling opportunities anywhere I could! And remember earlier how I said Char was Voluntold? Well I told her that she had to sell tickets for me as I had to be late to the assembly. Lol. And of course she agreed! Lol. THANKS, CHAR!!!! So together we were able to raise \$2,681 for MDA in four days!!! WOOHOOOOO!!! Here's a list of all 16 winners from that opportunity:

Branch 4491 Michael Blanton  
Branch 4491 Michael Blanton (yes he won twice!)  
Branch 82 Janelle Lee  
Regional Office Debbie Dixon  
Branch 347 Ronnie Walker  
Branch 959 Debbie Myers  
Branch 650 Ben M  
Branch 791 Eric C  
Branch 82 Mark Weddle  
Branch 791 Bob James  
Branch 1433 Mike French  
Branch 347 Valerie Castillo  
Branch 82 Justin Wallace  
Branch 852 T. J. Davis  
Branch 916 Jason Cook  
Branch 1433 Jessie Smith



Congratulations to all those amazing winners!! But it looks as though Branch 82 is the BIG WINNER with three winners!!! Woohoooo!!

How about a total for Branch 82 for how much we raised for MDA altogether for 2022?? We did a great job and managed to raise \$13,697 for MDA!! That's no small feat!!! Thank you everyone for making this possible!! You're all STARS in my book!!

Want a teaser for next year?!?!? It starts with an "L" then add an "A". Follow that with a "B" and next would be an "O". Hmmm, let's add an "R" and then put a space. You know, I've always liked a "B" followed by an "O". And the best way to end this would be with a "W" and then last but not least, an "L". Spell it out and get EXCITED!!!! More details will come soon.....

All for now, In solidarity,  
Abe RedCloud



# 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

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

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

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Representing Oregon Unions

And Employees in

Matters of Collective Bargaining

And Civil Rights

(Law Firm retained by NALC Branch 82)

## INJURED AT WORK?

Call **BRANCH 82 OWCP REP**  
**Mike O'Connor**

**Wednesdays and Thursdays**  
**503 493-5903**

## Branch 82 Monthly Meetings

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

Retiree Luncheon 2<sup>nd</sup> Tuesday, noon

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

IHOP, 4931 SE 82nd Avenue.

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

The B-Mike is published monthly and mailed to the Branch 82 mailing list. The B-Mike is published to promote the objectives of this Branch and to provide better communication with our members. Individual opinions expressed herein are not necessarily those of the Branch Officers or Branch 82, unless identified as such. The editorial committee reserves the right to edit or refuse publication of any article. Articles for publication must be in Word or PDF form and received by the 15th of the month. E-mail articles to: [smiller.eightytwo@gmail.com](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, November 9, 2022

**Call to Order:** 7:06

**Pledge of Alliance:** Bruce Hall

**Deceased Members:** Gary Negelsbach, Retiree/Gold Card Member- University Kim Williams, Active- McMinnville

**Moment of Silence**

**Roll Call of Officers**

Officers Absent: Canfield, Esch

**First Time Members:** Stephen Schmid-Lents, Cory Trump- Sellwood, George Zamudio- Aloha

**Visitors:** Karla Thaler – Dale's Wife

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

**Communications:** Cabral read an appeal from Rogue Robertson concerning a vote from the October meeting. President Norton explained that the branch has 20 days to respond to the appeal.

**Membership Report:**

Regular: 1167, PTF: 43, CCA: 136, Retiree: 520, Gold Card: 75, Management & Other Crafts: 42, New Members: CCA-21, Career: 1. Total Membership: 1983, Non-Members: 33, Organized: 97.6%

**Retired:** Barbara Anderson- Oak Grove, Kimberly Doak- Aloha, Michael Granquist- East Portland, Duc Nguyen- Lents  
**Canceled:** George Evans Jr., Collections-Craft Transfer; Perry Laing, Lake Oswego- Management; Chris Lite- Craft Transfer; Chad Populis, Oregon City- Craft Transfer; Tristan Thomas, Oak Grove

**Separated:** Oscar Bustos Jr.- Hillsboro, Timothy Wise- Canby, Jason Brown- Hillsboro, Michael Convery- Gresham, Mitchell Foeller- Lake Oswego, Caitlin Love- Sellwood, Cuong Pham- Clackamas

**Secretary Treasurer's Report:** Cody Harris made a motion to pay the bills. Seconded, English. Carried.

**Unfinished Business:**

Norton discussed the Regional Assembly and how our newly elected NALC Presi-

dent-elect Brian Renfroe was there. Renfroe spoke at length about the upcoming future of our union and many of the issues that we are currently dealing with.

**New Business:** Jamie Partridge made a motion to support the upcoming Postal rally on Wednesday at noon. Seconded: Robertson. Carried.

**Trustee's Financial Report:** English announced that the two trustees present were able to get though all the books from June, July, August, and September. Lulich said we need to do a better job with scheduling the meetings to have at least four people at each meeting.

**Resolutions and Bylaws:**

Resolution and Bylaws Chairperson Jim Falvey read the resolution on Response to Letter Carrier Robberies. Next Falvey read the Resolution titled Oppose Management's Removal of Neighborhood Delivery Units. The recommendation of the Resolutions and By-Laws committee was that of Approval. Discussion and vote. Division called: For- 12, Against- 26. Resolution did not pass. Falvey then read the Resolution to Raise the Starting Wage for Hiring and Retention. The recommendation of the Resolutions and By-Laws committee was that of Approval. Discussion. Falvey called for the question. Carried. Finally, Falvey read the by-law change for Full Time Officers to Carry Mail. The recommendation of the Resolutions and By-Laws committee was that of Disapproval. Discussion. Shay called for the question. Carried: by-law change did not pass.

**Health Benefits Report:** Matris reported that Open Season starts November 14th, and you have a month to change your health care if you want.

**Pride Parade Report:** Esch will be having a planning committee Zoom meeting on Wednesday, November 30.

**Labor Management Report:** Norton reported that we are converting at a regular clip and spoke about more route adjustments coming up. Shay reported that there are a handful of disputes that need to be resolved. Norton spoke on the importance of

a joint process. He also mentioned that we will be getting 64 rental vans in the city of Portland for the extra staffing. Matras discussed how they are placing another CCA Academy in Salem. Norton announced that the AL board has been finalized, and there is a large increase in nearly every station. That will mean an increase in reserve carriers as well.

**Health and Safety Report:**

Cadwell mentioned that we need to make sure our stations are prepped with the equipment needed for the holiday season.

**Legislation Report:** Norton said there isn't a lot of news on postal legislation, but as we all know, there was a recent election, and a lot of people that support us won their elections.

**MDA Report:** Redcloud spoke about the raffle at the Regional Assembly. We raised about \$2,000 there. He then announced that Fill the Satchel was able to raise over \$4,000, and our total for the year is now over \$13,000.

**Starlight Parade:** Redcloud said we plan to get a float together for the parade and that we are going to try and make it so whatever float we build can be transformed into a Pride Parade float.

**Retirees' Report:** Smith reminded the membership that the Retiree Luncheon is happening the third Wednesday of each month at IHOP.

**Veterans' Report:** Hall spoke on the new route for the return of the Veterans Day Parade which will take place this Friday.

**Labor Solidarity Report:** Partridge announced the Postal Board of Governors will be having a meeting tomorrow. He discussed the ongoing strikes with Starbucks and nurses. Shay mentioned that the Weyerhaeuser strike ended.

**Kitty Award:** James Bryce, Oak Grove won \$93.

**Jackpot:** \$595 went unclaimed by Robert Fenimore, Retiree, Beaverton.

**Treasure Chest:** \$140 went unclaimed by Patricia Kemp, Evergreen

**Adjourned:** 8:54



**B-Mike**

**15**

NATIONAL ASSOCIATION OF LETTER CARRIERS

Branch 82

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Portland, Oregon 97218



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The next General Membership meetings will be held Wednesday,  
December 14 and Wednesday, January 11, both at 7pm.

These will be in-person meetings at the Branch 82 Union Hall.

We are following CDC guidelines and state and local  
restrictions regarding COVID. All meetings are subject to change.

# CARRIER AFFIRMATIONS

I won't give the  
new UPS guy  
fake directions

I am an  
unstoppable  
force of  
nature,  
I guess

*I will simply  
close my  
eyes and  
case*

I will be  
strong and  
not intentio  
shred Red P

**Nothing  
goes  
by day**

Throw it  
like you  
know it

I will be fast  
and I will be  
accurate!

**I laugh in  
the face  
of this  
mail**

#BR82S PUSHING THE ENVELOPE BY KERRY WAITE & TERRY KNOTT  
© 2022 ILOVETHEPOSTOFFICE.COM

**STAND  
AND (Later)  
DELIVER!**

**Go hurry,  
be  
snappy!**

I will not do  
that again  
in front of  
the boss

**I'M GOOD ENOUGH  
I'M SMART ENOUGH  
AND DOGGONE  
PEOPLE LIKE ME**