



B·Mike



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"An Injury to One is an Injury to All"

The Official Publication of Branch 82

Portland, OR

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



NOTICE FOR NOMINATIONS AND ELECTION OF DELEGATES

Nominations and Elections for State and National Convention Delegates:

Nominations will be held at the September 13, 2023 branch meeting for election of delegates to the 2024 NALC State Convention next spring and the 2024 NALC National Convention next summer.

All branch members are eligible for nomination as delegates.

Candidates must accept the nomination at the time it is made or, if absent, must submit written acceptance to the Secretary-Treasurer by September 15, 2023.

The election will be held at the October 11, 2023 branch meeting.

Management Strikes Back... But Why?

- David Norton, President

Do you remember how hard you worked during peak season? First you had all that political mail, and then all of those holiday packages after that. Letter carriers really had to go the extra mile to make the Postal Service successful. Good job letter carriers, you are the face of this organization and the future of the Postal Service rests in your capable hands. Time and time again, the United States Postal Service is rated the most trusted out of any federal agency. Do you think this is because postal customers really love and connect with your supervisor? Of course not. It is because they love their letter carrier!

Do you remember when you were a hero who worked here? Remember when we were working all of our days off during COVID? Letter carriers, like other essential workers, kept America running during the shutdowns. Our hard work enabled our customers to shelter in place and order their goods online and have it shipped to them during a worldwide pandemic. God bless you, letter carriers. Time and time again you step up to meet the demands of this job to deliver to the American public. It is something to be proud of.

Well, all of that aside, apparently, management has decided that they need to focus all of their attention on squeezing city letter carriers. Here at Branch 82, we have heard from many carriers that they are being pushed by their supervisors in all sorts of ways.

As we have talked about before, we are still dealing with management demands for carriers to get out of the office in a mere 60 minutes. Sometimes that may be doable, but it is certainly not a requirement or an expectation. That doesn't mean that carriers don't have to hear about it from their bosses every day.

3996s are being disapproved in some pretty stupid ways, based on demonstrated performance, not filling the management generated volume of the given day, or not putting in a lunch location. For a section? Why do you need a lunch location? 3996s are pretty easy. If a carrier is going into overtime, then they need to tell their supervisor. The supervisor gives the carrier a 3996, the carrier fills it out with the reason why they are going into overtime, and the supervisor approves it. Either that or the supervisor tells you what you are supposed to do with the mail. The employee and management both have responsibilities in the process. What can't happen is your supervisor telling you that your overtime is unauthorized but you are required to carry it.

Carriers are being watched while they are casing and watched while they are on the street. Both of these things are permissible in our contract, but it is being done to an extreme level. No one wants to be watched all day and having another person walk with them naturally speeds them up. It is just human

nature. I remember, years ago when my dad used to walk with me on food drive day (when we had the old food drives) and help me pick up food on my route. It was special because I got a chance to hang out with my dad all day, he helped pick up food, we usually had lunch together and got the chance to chit chat while we worked. It was one of my favorite days. Even though my dad wasn't a supervisor, didn't care what I did on my route, and was actually kind of a slow walker, I always got done early. It was just having another person walk next to me that sped me up. If management thinks that they can squeeze another 15 minutes out of carriers, then they can have a supervisor walk with them every day. Since that isn't practical nor efficient, maybe management can look to find some "savings" elsewhere.

Management is scrutinizing carrier street times in other ways as well. I have heard from several places where carriers were told that they can "no longer talk to customers," and if a customer asks you a question you are supposed to have them call the office and talk to a supervisor instead. Supervisors don't even pick up the phone as it is. Are they really going to pick up for a customer question? I don't think so.

I have heard from several people stating that relays should only take one minute. Really? It is always going to take you only one minute to get your mail ready for the next loop? Load times are also only supposed to take you 10 minutes. So, scan all of your packages with the load tuck feature, load them into your vehicle along with your mail and it shouldn't take any longer than 10 minutes? Where is management coming up with these standards? None of it is contractual.

There is no time standard for how long it is going to take you to load your vehicle.

There is no time standard on how long it takes you to get your mail ready to deliver.

There is no time standard for how fast you are supposed to walk.

Our standard is a fair day's work for a fair day's pay. Our routes are adjusted to a fixed office time plus mail volume cased at 18 letters per minute and 8 flats per minute.

A 60 minute office time requirement just doesn't exist.

These are just arbitrary standards that are created by people that have no idea what it takes to do our jobs. **They want to accuse us of "stationary events" when their entire existence is basically one big stationary event.** If they are not

Stranger Than Fiction

- Jon Cabral,
Chief Steward & Recording Secretary

processing, moving, sorting or delivering the mail, then what good are they?

One of the most frustrating aspects of management's recent push to squeeze letter carriers is the fact that the mail that we are receiving from the plant is in some of the worst shape that we have seen in some time, and it is coming later than ever. Management is worried about trying to save a couple of minutes from a carrier when there are clearly some efficiencies that they could be focused on in the plant. Why are some stations starting at nine? Why couldn't they work on getting the mail to us sooner and packages sorted on time instead? The whole thing is maddening. **At a time when we are seeing some increases to our staffing levels, management should be focused on supporting and nurturing our newest employees, not showing them how much they disregard craft employees.**

To be fair, most of the decisions to stick it letter carriers are not coming from your direct supervisor or manager. They may not even be coming from your postmaster. They are coming from the area manager level. These are people that make decisions purely on numbers. Numbers that don't show what the routes look like, who the carriers are that are on them, how many days in a row they have worked, or what the parcels look like outside of a number count. They are people that drive "performance" using a metric that has nothing to do with the actual reality at the station level. In most cases, they follow through with these foolish ideas to avoid getting yelled at by their boss and in the attempt to try and get a promotion and as such, a raise.

It is a twisted system that rewards the people that are not actually performing the work, but hey, that is what started the labor movement.

The good news is that most carriers are getting through this round of scrutiny without any discipline. A seasoned carrier will just let management's negativity go in one ear and out the other. A lot of this comes from the yearly drop off in volume during the summer. A couple of months from now, management will be right back in crisis mode during peak season and they will be focused on something else. Until then we are just going to have to hang on.

Letter carriers have the hardest, most important job in the Postal Service. Sometimes we have to carry on in spite of what our bosses say and do. This can be a good job. The pay is pretty good (when you climb up the pay scale), and the benefits are pretty good. It is nice to work outdoors, and it is rewarding to deliver a necessary service to our customers. Unfortunately, we still have to deal with misguided management getting in the way.

Anyone who has ever worked in a post office knows that the things we see management do, on sometimes a near daily basis, cannot be made up. Stephen King could not imagine a horror as terrible as the often debilitating and nonsensical way in which the post office is managed. I'm not even going to begin getting into all the examples of things management does wrong, as I neither have the time, nor the space, to be able to, but will instead simply highlight the importance of writing and/or giving statements to the union.

It is impossible for a station's shop steward(s) to see and hear all the improper things management is perpetrating on city carriers. Because of this, it is integral that if you see any violations occurring, or even if something just doesn't feel right, to please make sure you inform the union. That can be done by writing a statement, by requesting time to speak with a steward, by calling the union hall, etc.

If a carrier does any of these things, it triggers the union's right to investigate that issue and to be able to request any information that could help support your steward proving that a violation occurred. In contractual issues, it is the union's burden to prove that a violation occurred, and having something like a statement from a carrier holds a lot of weight when it is trying to be determined why a grievance is even being investigated in the first place.

With that being said, just because something appears wrong, it doesn't mean that a grievance exists. Many times, a carrier will inform the union that they think something wrong occurred, and after investigating the issue, the steward finds that what happened was contractual or within management's rights. I only say this to remind everyone not to be discouraged by this, as it is better to write a statement for something that doesn't end up being a violation, than it is to not say something and let management get away with misconduct.

It cannot be overstated enough how important it is for carriers who are witness to management misdeeds, to relay what they have seen to the union, and to do this in whichever way is most effective. I think the Department of Homeland Security said it best, "If you see something, say something."

On that note, I wish everyone a good start to their summer!

In Solidarity,
Jon Cabral



What to do When a Letter Carrier Dies

- Betty Nash, Vice President

Recently at the branch office we had a phone call from the widow of a retired city letter carrier. The Mrs. said that her husband had died and that she was going through his papers, and he had left a pamphlet titled “What to do When a Retired Letter Carrier Dies.” One of the items listed was to notify the carrier’s local branch, and that is why she was calling us.

We sometimes don’t want to think about what will happen to our loved ones if we die. It can be very scary thinking about how they will be able to get along without us, not only the emotional aspect of leaving our family, but we need to think about their financial well-being. This carrier was thoughtful enough to include this pamphlet to help walk his wife through the steps necessary to inform all of the interested parties and to help ensure that she will get all of the benefits of his years of service with the United States Postal Service.

This pamphlet is available at the branch office in case anyone would like to have a copy to include in your personal papers or will. After this call I took a pamphlet home to include with my own will. I don’t want my family to struggle any more than they have to; dealing with the post office is difficult enough.



Last year one of our active city letter carriers died. His wife called the office, not knowing what steps she needed to take or if there was anyone that could help her through the process. I am sure that this carrier did not plan on leaving his family so soon, and he probably wasn’t thinking about planning for his funeral services or how his wife would be able to continue health insurance or how to collect his pension that he worked so hard for, etc. This of course was an extremely difficult time for her: she not only had to make preparations to bury her husband, she also had to think of the future for her and her children. The branch also has a pamphlet for “When an Active Letter Carrier Dies.” We don’t want to think about it, but we all should have something available for our loved ones, a guide to help them navigate the process.

The April 2023 edition of the Postal Record has a step-by-step guide for what to do when an active or retired carrier dies and who needs to be informed.

One of the best investments that our branch has made is to have Mike O’Connor available for just this type of situation. We hope that similar instances of active letter carriers dying doesn’t happen, but if it does Mike is available to assist the family in making all of the required notifications. I’ve learned that when someone is in pain, they need an advocate. The pain may be physical or it may be intensely emotional, either way we need help. Hopefully our spouses will have other family members that can help them with the many difficult decisions that are needed.


I know that Mike was extremely kind, patient and helpful to the widow of our deceased carrier. Of course, Mike is an expert on other issues that are valuable to our branch, including assistance with on-the-job injuries, FMLA, and retirement counseling. I know National has assistance available, but it is comforting to know that we have someone locally that we can have one-on-one counseling with and email questions to as they arise.

Brothers and Sisters, please take a few minutes and think about your family’s future. Do you have a will? Do you have your beneficiary updated? Do you have your spouse as an authorized user on your accounts? Do you have the pamphlets on what to do when an active or retired letter carrier dies or the printout on this issue from the Postal Record?

We don’t want to think about dying, however it will happen eventually. Your family may never get over your death, but they need to get through it. Help them by leaving them a roadmap. This will show them how much you love them.

City letter carriers are the most important people in the post office, and you are important to your families. Take care of each other.





Portland Pride Parade Sunday, July 16th



**Pride Committee meetings are now
“all hands on deck” work parties**

**The following Sundays, 10am - 1pm:
June 11th * July 2nd * July 9th**

NALC Union Hall - 5265 NE 42nd Ave.

**With YOUR help, we will
transform the Starlight parade
float into the PRIDE FLOAT!!**

*****Snacks will be provided *****



Knowing is Half the Battle

- Matt Pierce, Secretary-Treasurer

Hello from the office of your secretary-treasurer. I started writing this on the day after my 46th birthday. Actually, getting physically older isn't the most recent thing to make me feel old. The thing that I can still hardly believe is that with a couple of our recent retirements, I'm now in the top 100 on the Portland city-wide seniority list. I don't know when this suddenly happened, I used to always be the youngest person in the room...

Other than making me feel old, the seniority list was also an important reminder of just how new so many carriers are. The current median seniority in Portland is six and a half years. Meaning half of people have more and half of our members have less. 70% of our current career carriers have less than a decade of seniority.

It is so nice to see so many new, fresh faces and meet new people. Unfortunately, having such a new workforce also brings with it its own set of challenges. We don't just have new carriers; we have new management as well. I like to think of it as the not yet educated being led by the uninformed. I used to think that supervisors would try and see how much they could get away with, even though they knew the rules, to make their numbers look better. Usually they could get away with something for a while until a more senior carrier told a more junior carrier what their rights actually were, and the supervisor moved on to someone else.

Now I don't even know if that is the case. There are so many rules and regulations contained in the contract and handbooks and manuals that no one is born knowing, and the only way to learn it all is to take the time and get the experience. Supervisors and managers now get almost no contract, rules or labor relations training at all. This has been true for a while, but the union was able to train them slowly. That in many cases is no longer true as our brave, wonderful, new stewards that have stepped up haven't had the time or experience to learn a lot of it themselves. It used to be that almost every station that Branch 82 represented had at least one senior steward with 10 years or more experience. That also is no longer the case.

It lamentably has led to many of the issues we are currently seeing. I'll give you an example. An uninformed manager doesn't like how much overtime an office is using, for whatever reason, so they tell their uninformed supervisor to deny as many 3996s as possible, including if they are not completely, line by line, filled out. The supervisor believes their manager that they have this right, so they start denying 3996s and getting into confrontations with carriers about it. The steward doesn't think this is right, but they do know you are supposed to fill out a 3996, and they are harried because they also have to carry their route and a section. The reality is in the M-41 under section 131.4 Carrier Reporting Requirements. (The M-41 is a USPS handbook and guide to City Letter Carriers. There's supposed to be one at every case.)

The M-41 Section 131.43 says the carrier is to:

“Complete **applicable** items on Form 3996, Carrier-Auxiliary Control, **if overtime or auxiliary assistance is authorized** in the office or on the street.” (Emphasis added.)

So how can they deny it for not being fully filled out when you only have to fill out the applicable items? In my opinion and that of the M-41, they can't. If they instruct you to fill it out, they have already authorized it! Now you might be saying to yourself, “I didn't know that, why hasn't anyone told me this before?” Exactly! Now you have identified the root of the problem. This is literally one of thousands of possible scenarios a letter carrier may face and the rules related to it.

We're all going to have to work together to inform ourselves and each other. And we are going to have to be nice and respectful to each other in the meantime. Pointing fingers and saying “Why didn't you tell me?” isn't going to help anyone. I could write an article a month for the rest of my career, and I couldn't possibly get to all of them. We're all just going to have to put in the time and effort and, most importantly, unity to learn together.

With the space I have left I'll cover another common one:

I have to follow the instructions of my supervisor but they told me I have to deliver all the mail on my route without help and get off the street by 5 p.m. and/or have an 8 hour day, etc... Can they do that?

I'll let an arbitrator answer this one for me since I think they do it better and more succinctly than I would.

Taken from the following case:

USPS No. G98N-4G-D 00108772/00151007
NALC GTS No. 32418/33119
C. Gillespie

“In order for the violation of a rule to provide just cause for discipline, the rule must be reasonable. The grievant was given two choices, either of which could have resulted in discipline. A rule or directive from a supervisor that puts an employee in an unavoidably precarious position can hardly be considered reasonable or a justifiable basis for discipline. Therefore, the charge of unauthorized use of overtime fails the test of just cause.”

The above analysis is consistent with the authorities in the record. A Step 4 resolution, dated November 2, 1972 states the Postal Service understanding that “authorization to continue delivery once a carrier has informed Management of the need for overtime constitutes inherent authorization for the request.” Meaning

that if you tell them it's going to take overtime and they tell you to deliver that mail, the overtime is approved. If you are given notice of having been charged with unauthorized overtime, see your shop steward.

Remember Sisters and Brothers, knowledge is power, and it's not just important that you know these things, it's important for us to share our knowledge with each other. So please, if these issues come up at your office, talk to your fellow carriers and have them talk to their stewards.

Until next time,
In solidarity, Matt

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Travel Plans in 2023?

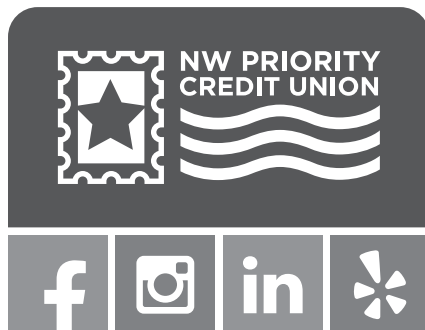
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Capitalism, Exploitation, and Unions

- Richard Shay, East Portland

Recently in a New York Times article excerpted from his book *Poverty*, by America, Matthew Desmond argues that despite progress on reducing poverty in the 1960's, poverty rates have since remained stagnant. Government spending to reduce poverty has actually increased since the War on Poverty while having less and less of an effect. Desmond argues that this is partially due to a shift in where that money goes. For example, only 22% of TANF money (Temporary Assistance for Needy Families) actually goes to beneficiaries, and many programs are diverted to causes such as abstinence only programs. However, this is only part of the story.

Desmond argues that if we look at the broader picture, what comes into view is a set of circumstances that can only be described as exploitative. American policies and the free market allows for the few who have access to capital to exploit the working classes. From bailing out and not regulating banks (banks who profit off the poor with exorbitant fees, high interest rates, predatory lending practices), landlords preying on renters (landlords in poorer neighborhoods make twice the profit they do in nicer areas), insurance companies maximizing profits while avoiding paying out claims, to hospitals and medical insurance companies engaging in similar behaviors, the poor are exploited.

The free market excuse that competition evens out and checks exploitation doesn't hold up. Competition works nominally to maintain price levels, not ensure quality. Owners of capital incentivize workers in this system not through promotion or higher wages, but through punishment. In this system wealth is hoarded. 1% own 40% of the wealth and inequality grows. The United States is the poorest of all OECD (Organisation for Economic Co-operation and Development) countries.

Included, this analysis reveals the more fundamental issue of exploitative wages. 23% of workers in the United States work at or under poverty wage levels. Due to American policies that encourage and allow companies to move their production overseas and underpay migrants, and tax laws that reward shareholders, etc, wages push even lower and lower. The incentive of business is to create surplus value which accrues to the ownership. Exploitation is justified by ownership to achieve this aim, and further exploitation occurs when labor loses the value of their wages due to increase in costs (housing, food, medical) because of this for profit system that pervades all aspects of life.

One way to limit the imbalance of power that exists between workers and the capital class is through collective empowerment. Unions. At the same time that government spending on poverty has been increasing over the last 50 years but poverty has remained stagnant, union membership has decreased as a percentage of workers. In the private sector it is even worse.

In 2020 only 6.3% of private sector workers are unionized. In the public sector it is just over 20%. If union membership had maintained its participation rate of 1970, it would be 8% higher today.

What unions must do is work harder to expand their membership while also broadening their goals. To expand their membership unions must be more inclusive. This includes outreach programs for women and minorities. Unions in the 20th century have a bad record of exclusionary behavior and though a lot of work has been done, unions still tend to be a white male world. It is also a world that tends to exclude voices across the political spectrum.

Unions need to be more active in their politics, but they also need to shift their aims. Unions should form coalitions that engage in sectoral bargaining (i.e. for wages across the board for industries or regions), include in their political lobbying reforms on housing, insurance, and banking, and make a push for anti-trust laws to counter the power of large multinational companies with exaggerated power when it comes to bargaining for wages, benefits, safety, leave, etc. Unions should be pushing strongly for a higher national minimum wage, and not just a wage above poverty level, but a living minimum wage, one that allows workers to live full lives not alienated by class and money from participating in the fullness of their work and their communities.

The challenges workers face in the 21st century are exacerbated by issues beyond just wages and working conditions. Our current political deadlock doesn't make these challenges any easier. We need to be pragmatic and open minded about how we face them. It will take willpower and imagination. Unionism of the 20th century kind won't work. We need to move forward.

Retiree Luncheon

June 21

IHOP

4931 SE 82nd Avenue

Portland, OR 97266

NOON

(third Wednesday of each month)



B·Mike



Last Punch Bunch

Richard Underwood - River District



Congratulations!



MDA Report

- Abe RedCloud, MDA Rep

Summertiiiiime, and the living is easy.....people are jumping, at the MDA events..... I know, I know, I'm no Ella Fitzgerald, but I gots to be funny! Lol. Well hello everyone! Fancy meeting you here, or are we plainly meeting? Lol...ok ok, I know BAD jokes, anyhoo lets get on to the MDA report!

LABOR BOWL:

Well, we did it everyone!!!! We successfully had our Labor Bowl again and it was a BLAST!!! Yes, we did have a few hiccups during the event, but they were solved fairly quickly. Like the names being put on the wrong lanes by the bowling alley, so you all had to write it in on your own. And the "practice" lasted for only one minute and then the first game started too early so we had to reset all the lanes and everyone had to put their names in again.....But after that, I think it went REALLY smoothly!



Thank you, Karon Carlson, for returning to MC the event. Just like old times.

We originally had all 100 spaces reserved and pre-registered, but we all know things happen, so a few people here and there didn't make it. And for some reason one whole team didn't show up! Ted Lulich works at the station of the missing team, and he has gone above and beyond!!! After the event he went back to his station, got one carrier to donate the \$60 registration fee anyways and then agreed to cover the rest himself. That is a \$240 donation out of his own pocket. I told him that he didn't need to do that, but he insisted. Your generosity is truly next level, Ted!!! THANK YOU SO MUCH BROTHER!! All in all, that makes \$5,640 for MDA!!

Then the silent auction. First off I want to thank everyone that donated something for the silent auction!! Without all of your generous donations, the following money raised for MDA would not have been possible! There were roughly 30 items that were

able to be bid on. Halfway through I slashed prices on any items not bid on yet. By the end all but one item were bid on and awarded!! Woohooooo! You ready for this? The silent auction was able to raise another \$1,562 for MDA!!!!

So altogether we raised, according to my calculations right now, \$7,202 for MDA!!! WAY TO GO NALC!!!! Now if that total is off, I'll correct it next month, but I'm pretty sure that is it! Now for the winners of top men's score, top women's score and lowest score:

Top Women's Score = Melissa Wright from Piedmont

Top Men's Score = Bill Baird from Lents

Lowest Score = Owen RedCloud.....yah that's my son....But part of that is because he had five fouls for passing the line and the pins knocked down didn't count! LOL

Congratulations to the winners and a BIG THANK YOU to all my volunteers that helped me get everything set up and run the event!!! Without your help the event would not have run as smoothly as it did. Finally, one last THANK YOU to everyone that donated your time and money to make a difference for MDA!! YOU ALL ROCK!!!

MDA RAFFLE:

Depending on when you get this, there may still be time to grab some raffle tickets. The drawing will be at the June General Membership meeting on Wednesday, June 14th. So if you haven't grabbed some tickets yet, call me or the hall to donate and maybe win a drone, foosball table, mini fridge, and so much more! \$1,000 worth of prizes in this raffle! Also there might only be the Fill The Satchel event left this year, so close to the last time to donate to MDA for 2023. So please consider getting some tickets to help MDA.

That's all for this month. I hope you all have a beautiful June and I'll holler at you next month. Take care everyone!

In Solidarity,
Abe RedCloud



King Pins was packed full of letter carriers for Labor Bowl 2023.

Flag Day

- Bruce Hall, Veterans Representative

Flag Day is June 14, marking the day the Continental Congress adopted the flag as our country's official symbol.

Late in 1775, a committee of Congress with Benjamin Franklin at the head, decided upon a form for a new flag with thirteen red and white stripes, with crosses of St. George and St. Andrew on a blue field. During 1776 and 1777, a number of flags with thirteen stripes came into use and the need for a national emblem was realized. On June 14, 1777, Congress passed an act stating, "the flag of the thirteen United States be thirteen stripes, alternate red and white, that the union be thirteen stars, white in a blue field, representing a new constellation."

On January 13, 1794, Congress voted that the flag should have fifteen stripes and fifteen stars because Vermont and Kentucky had become states. This flag remained in use until April of 1818 when Congress passed an act providing that the flag should have the thirteen horizontal stripes, alternate red and white, and that the union should display twenty stars representing the number of states then in the Union. It also provided that on the admission of every new state to the Union, a star should be added on the following July 4th, and this has been the regulation ever since.

The white in the flag symbolizes our liberty and freedom, the red signifies the courage and sacrifices of our nation's defenders, and the blue stands for the loyalty and unity of our citizens.

The flag brings out a wide range of emotions in people from love, thankfulness, and patriotism to hate, unthankfulness, and spite. There have been times of controversy over flying our flag. Some people in protest have even mutilated and burnt the flag.

I like to remember how the flag has been the symbol of the freedom which veterans have fought to preserve. Remember the pictures of soldiers carrying the colors into battle. One great picture is the raising of the flag on Iwo Jima. Even though there has been some controversy, I like to hope that we will remember the word "INDIVISIBLE" in the Pledge of Allegiance and remember what our flag stands for and how to display it.

Some rules for properly displaying the United States Flag:

- *Don't decorate the flag.
- *Display the flag from sunrise to sunset normally. It can be displayed after dark if properly illuminated.
- *The flag should be hoisted briskly and lowered ceremoniously.
- *The flag can be displayed during inclement weather if you have an all-weather flag.
- *If you want to put the flag on your vehicle, fix the staff firmly to the chassis or to the right front fender. Don't drape it over the hood, top, sides, or back.
- *When displaying the flag next to state or municipality flags, the

American Flag should be at the center and at the highest point of the group.

- *A flag carried in a procession should be to the right of the marchers.
- *On a stage or in a church, The American Flag should be on the speaker's right.
- *The flag should never touch anything beneath it, including the ground, the floor, water or merchandise.
- *The flag should not be displayed with the stars down, unless you intend to send a distress signal.
- *When the flag is being hoisted or lowered, when it passes in parade or in review, when the Pledge of Allegiance is said or the National Anthem is being rendered, people should stand at attention and place their hand over their hearts. People not in uniform should remove their headdress, and persons in uniform should render a military salute.
- *One change in the law under the National Defense Authorization Acts of 2008 and 2009 authorizes veterans and out-of-uniform military personnel to render hand-salutes during the raising, lowering or passing of the flag and also during the playing of the National Anthem.
- *A flag in poor condition should be destroyed in a dignified way, preferably by burning.

To make flag disposal easier for people, our VFW Post obtained an old US Postal Service collection box and had it repainted and labeled as a **flag drop box**. Then we located it at the **Ace Hardware**, 7825 N. Lombard St., Portland, OR, on October 13, 2014. Since that time, we have collected 2025 worn out flags. We are planning a **Flag Disposal Ceremony** at Bateman Carroll Funeral Home located at 520 W. Powell Blvd., Gresham, OR. The ceremony will be held on Wednesday, June 14, 2023, at 10am. The public is welcome to attend or watch it virtually online at Bateman Carroll Flag Day Ceremony, 2023. For more information, call 503-665-2128. Our goal is to honor the flag and make it easy for people to have their old flags disposed of properly. Continue to fly the flag properly and with pride!!!

There are a few other things to bear in mind at this time of year and some dates of importance.

- June 6, 1944 D-Day
- June 14, 1775 US Army founded
- June 22, 1942 Pledge of Allegiance recognized by Congress
- June 22, 1944 GI Bill signed into law
- June 25, 1950 Korean War began
- June 30, 2008 New GI Bill signed into law
- July 4, 1776 Independence Day

Hopefully, everyone can celebrate these dates and remember all who have served and are serving our Great Country, The United States of America!!

NALC and USPS continue contract negotiations

NALC and the Postal Service have agreed to continue negotiations on a new collective bargaining agreement. The current agreement, which was set to expire at 12 o'clock on the evening of Saturday, May 20, 2023, will remain in full force until a new negotiated or arbitrated agreement takes effect.

A mandatory 60-day mediation period will follow, as required by statute. NALC will continue to work towards reaching a negotiated agreement with the Postal Service during this 60-day period. Issues that remain in dispute after the mediation period would be addressed through an interest arbitration process, which would result in a final and binding decision on the contents of a new national agreement. The parties will select a neutral arbitrator to chair an arbitration board that would also include one management and one union arbitrator.

Further updates will be provided as the process moves forward.

House and Senate reintroduce bill to expand vote-by-mail

On March 8, the Vote at Home Act of 2023 (H.R. 1439/S. 700) was reintroduced in the House by Rep. Earl Blumenauer (D-OR) and in the Senate by Sen. Ron Wyden (D-OR). The bill, first introduced in 2017, would make it easier for Americans to vote by mail.

The bill would provide funding for the Postal Service to cover the costs associated with mailing ballots to and from voters in federal elections. It also would simplify and promote vote-by-mail by mailing ballots to all registered voters in the weeks leading up to Election Day. Additionally, the legislation would include automatic voter registration for citizens who provide identifying information to the Department of Motor Vehicles.

“Vote-by-mail numbers have skyrocketed in the last two elections,” President Brian L. Renfroe said. “NALC is proud that letter carriers and the Postal Service make it easy for Americans to vote safely and securely by mail. We support this legislation, which would expand vote-by-mail and make it easier for all Americans to participate in the democratic process.”

Maximum annual leave carryover amount of 520 hours extended into the 2024 leave year

The NALC and the United States Postal Service have agreed to a memorandum of understanding (M-01993) extending the annual leave carryover limit. Regular work force career employees covered by the USPS-NALC National Agreement may carry over 520 hours of accumulated annual leave from leave year 2023 to leave year 2024. The Memorandum does not change the provisions in the Employee and Labor Relations Manual (ELM) for payment of accumulated leave. This MOU will expire on December 31, 2024.



ACTIVE DUTY

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

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

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

Casey James (Waterfront) Army, Jordan

Roberto Jimenez (Creston) Army, Qatar

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

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

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

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

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

Dean Schuchardt, son of Patricia Schuchardt (Multnomah)
Army

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

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

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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 2nd Wednesday, 7:00PM

Retiree Luncheon 3rd Wednesday, noon

Stewards Council 3rd Wednesday, 7PM

Executive Board 4th Wednesday, 6:30PM

All members are welcome, unless otherwise noted.

All meetings are held at the NALC Branch 82 Office,

5265 NE 42nd Avenue.

Retiree Luncheons are held at

IHOP, 4931 SE 82nd Avenue.

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

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



NALC Branch 82 Membership Meeting, May 10, 2023

Call to Order: 7:05

Pledge of Alliance: Bruce Hall

Deceased Members:

Steven Eckman, Retiree- Troutdale

Moment of Silence

Roll Call of Officers

Officers Absent:

Casey English, Dave Esch, Ted Lulich

First Time Members:

Douglas Marler – Piedmont

Dylan Hageman – Southwest DCU

Patrick Frymire - Aloha

Wyat Gilderson – Creston

Adrienne McQuilliams – Creston

Thanakorn Nuhong - Beaverton Main

Reading of the Minutes:

Richard Shay made a motion to dispense with the reading of the minutes and accept them as printed in the B-Mike. Second, Eric Matras. Carried.

Communications: President Norton

described a letter from National saying that President Renfro has taken a leave of absence to deal with some personal issues. The letter mentions that contract negotiations will stay on course.

Membership Report:

Regular: 1131, PTF: 153, CCA: 115, Retiree: 524, Gold Card: 73, Management & Other Crafts: 43, New Members: CCA-15, PTF- 30. Total Membership: 2039. Non-Members: 37, Organized: 97.45%

Retired:

Virgilino Celino, Creston

Tim Parker, Hillsboro

Fredrick Wilkins, West Slope

Canceled:

Chelsey Klimowicz, Sellwood- mgmt.

Anthony Torcato, Clackamas- Craft Transfer

Separated: Brandon Siller, Hillsboro

Secretary Treasurer's Report:

Sam Smith made a motion to pay the bills. Second, Mike O'Connor. Carried.

Executive Board Expenditure

Recommendation: Motion: Recommendation to donate \$5,000 to the Oregon

Foodbank. Second: None needed.

Discussion: Norton said we have done this before, and National is matching donations, so there is a chance to donate \$10,000 to the foodbank. Carried.

Motion: Recommendation to spend up to \$5,000 to have a "painting party" to paint the Union Hall building on August 6th and 13th. Second: None needed. Discussion. Carried.

Unfinished Business: Norton discussed the state convention held in April in Lincoln City and the resolutions and by-laws that passed and didn't pass. New state officers elected are as follows: Willie Groshell- President, Abe RedCloud- Vice President, David Bower- Secretary, Casey English- Treasurer, Brandon McCabe- Assistant Secretary, and Tony Christensen- Director of Retirees.

Judith Hyde Scholarship Report:

We currently have four applications, and we will be convening soon to choose a winner.

Pride Parade Report: Suzanne Miller announced there is one final zoom meeting before work parties begin to prepare for the parade.

Labor Management Report: Norton talked about how some offices are having to move their start times and how certified letters have begun showing up in the DPS. Staffing continues to be a struggle in offices that haven't adopted the PTF model. The branch currently has one removal and one 16.7. Jon Cabral discussed the importance of filling out a 3996 to protect yourself. Norton said new carriers are being forced to wait so long to get into drivers training that some are quitting or taking other jobs.

Health and Safety Report: Don Cadwell said management is falsifying training records related to safety issues, and we will be filing a city wide grievance. Look out for your steward to be seeking information in the coming weeks. He would like carriers to keep sending him their 1767s and for people to keep hydrated and stay safe.

LCPF Report: Norton announced that he asked Ryan Mills to be our LCPF Rep going forward, and if anyone wants to sign

up for the Letter Carrier Political Fund, look for Ryan.

MDA Report: Abe RedCloud discussed the sold-out Labor Bowl and reminded the body that the winners for the MDA raffle will be drawn at the June general membership meeting.

Starlight Parade: RedCloud discussed the upcoming parade. We are looking for 12 walkers to walk behind the float.

Food Drive Report: Norton discussed all the reasons that we are unable to have a food drive this year.

Retirees' Report: Sammy Smith announced there will be a Retiree Banquet in the fall at the Milwaukie Elks lodge, and we are continuing to have the retiree luncheons every month at the IHOP on 82nd.

Veterans' Report: Bruce Hall said he has some items for sale to collect donations to help veterans in need throughout the year. There are buddy poppies, which will be given for any size donation, and flag pins that cost \$5. He wished everyone a good Memorial Day.

Labor Solidarity Report: Norton discussed the Writers' strike and said that the WGA has gone on strike before, and we are hoping they get everything they are looking for in a fair deal. Motion: Matt Pierce made a motion that we stand in solidarity with the WGA strikers. Second: Cody Harris. Carried. Norton and Jamie Partridge discussed the rural carriers and some of the struggles they are having with their new, evaluated routes process. Norton discussed the differences between our craft and theirs when it comes to how routes are evaluated using scanner data.

Good of the Association: Norton thanked hospitality, Harris, for providing the meal.

Kitty Award:

Char Bryce, Oak Grove, won \$80.

Jackpot: \$595 went unclaimed by Jordan Chekov, Oak Grove.

Treasure Chest: \$200 went unclaimed by Tym Otto, Clackamas.

Adjourned: 9:00



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Branch 82
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The next General Membership meetings will be held
Wednesday, June 14 and Wednesday, July 12, both at 7pm.
Dinner will be served prior to the meeting.

MYSTERIOUS ARTIFACT UNEARTHED IN PORTLAND

Archaeologists Puzzled - Evidence of Alien Visitors?



U of O archaeologists Emily Burrows and Bret Pitt conducting investigative digs near Portland, Oregon reported uncovering an object they believe might have been some sort of torture device

