



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·McMinnville·Newberg·Oregon City·Portland·St. Helens·Troutdale·West Linn

Happy Halloween!



In This Issue:

- Fill the Satchel
- Meet the Steward
- Open Season
- Proposed Resolutions and By-laws

Don't Give Away Your Annual Leave to Management

- David Norton, President

Hello everyone and happy fall. After a long hot summer, I think everyone is looking forward to some cooler weather.

Lately there has been some trickery afoot here at the post office, and some unsuspecting people are being negatively impacted by it. "That's nothing new!" you may say, but this involves something that may be near and dear to your heart: it may affect you taking your scheduled vacation.

Annual Leave (AL) is something that we all live for. It gives us a well needed break; it is where we do things that are unrelated to the Postal Service- maybe travel, maybe see relatives, use it in an emergency if need be. For many it is what we are hanging our hopes onto, just a chance to take some time away from work.

Here at Branch 82, we are running into a problem where a carrier calls in using their Sick Leave, and management is instead using their AL.

Lately, management has been trying to put the brakes on the usage of Leave Without Pay (LWOP) by employees. Their reasoning is something to the effect of, if people are taking time off, they should be using their leave. That reasoning isn't completely wrong. Letter carriers have a work guarantee, it is something that we fought for through collective bargaining and it is an important right. Employees of all kinds without guaranteed hours have to live with the prospect of having their hours cut, "dynamic scheduling" which is used to work people only during the busiest of times during the day as well as the unknowing from week to week what you will actually be paid because of fluctuating hours. It is a benefit for us to have hours that we can rely on, and leave that we can use when we are not at work. Sometimes, however, there are instances where an employee may need to use LWOP. You may not have any leave AL or SL left to use, or you may just not want to use your leave and would rather use LWOP. There are rules for when you can use LWOP, when it is at management's discretion, and when management must put you in for LWOP. The rules for LWOP are found in the Employees Labor Relation Manuel (ELM) section 514:

514.2 Policy

514.21 Restriction

LWOP in excess of 2 years is not approved unless specifically provided for in postal policy or regulations.

514.22 Administrative Discretion

Each request for LWOP is examined closely, and a decision is made based on the needs of the employee, the needs of the Postal Service, and the cost to the Postal Service. The granting of LWOP is a matter of administrative discretion and is not granted on the employee's demand except as provided in collective bargaining agreements or as follows:

A disabled veteran is entitled to LWOP, if necessary, for medical treatment.

A Reservist or a National Guardsman is entitled to LWOP, if necessary, to perform military training duties under the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), Public Law 103-353.

An employee who requests and is entitled to time off under 515, Absence for Family Care or Serious Health Condition of Employee, must be allowed up to a total of 12 workweeks of absence within a Postal Service leave year for one or more of the reasons listed in 515.41(a) through 515.41(e), and up to 26 workweeks of leave during a single 12-month period to care for covered service members with a serious injury or illness.

The problem lately is that management is seeing this citation, specifically one part of it, the granting of LWOP is a matter of administrative discretion and is not granted on the employee's demand... In many cases management is looking at this and saying that the option is theirs to credit LWOP and they are arbitrarily taking carriers AL instead. Here is the most common example: a carrier calls in sick but they do not have an adequate SL balance to cover the absence. Since the supervisor thinks that LWOP is only given out at their discretion, and the carrier doesn't have SL, they decide to use 8 hours of the carrier's AL to cover the absence instead. That carrier then may not have enough AL to use when their scheduled vacation comes around. That means management can deny the carrier's time off and said carrier is potentially going to have to forgo the one thing we all look forward to and strive for, our own personal leisure time.

This scenario has been happening more and more and in many cases, the carrier may not even know that their supervisor has used their AL. Of course management cannot just arbitrarily use someone's AL without that employee's approval, and there are rules for supervisors on what to do in these scenarios that come up:

513.61 Insufficient Sick Leave

If sick leave is approved but the employee does not have sufficient sick leave to cover the absence, the difference is charged to annual leave or to LWOP at the employee's option.

513.62 Insufficient Sick and Annual Leave

If sick leave is approved for employees who have no annual or sick leave to their credit, the absence may be charged as LWOP unless sick leave is advanced as outlined in 513.5. LWOP so charged cannot thereafter be converted to sick or annual leave.

513.63 Disapproved Sick Leave

If sick leave is disapproved, but the absence is nevertheless warranted, the supervisor may approve, at the employee's option, a charge to annual leave or a charge to LWOP.

513.64 Absence Without Leave



An absence that is disapproved is charged as LWOP and may be administratively considered as AWOL.

513.65 Annual Leave Changed to Sick Leave

If an employee becomes ill while on annual leave and the employee has a sick leave balance, the absence may be charged to sick leave.

It really isn't hard, supervisors just need to follow their own guidelines when carriers are using LWOP. It's true, LWOP is issued at management's discretion for incidental leave, but that's about it. What that means is if you ask for time off and don't have AL to cover it, management does not have to give you the time off using LWOP.

If you call in sick and you don't have the SL to cover it, management has to put you in for LWOP.

If you are calling in using an approved claim under the Family Medical Leave Act (FMLA), then they have to allow you to use LWOP if that is what you choose even if you have a SL or AL balance that could cover the absence. It is your choice.

Another issue that we have been having in some places is that carriers are getting done early with under time and management is telling them that they have to use AL in order to leave early. I know what you are thinking, "where is this station, and how can I bid there"? Ultimately, management does not have to let you leave early using LWOP, but they cannot tell you to go home and use your AL. They do however have to fill up your 8 hour day. I circle back around to the work guarantee; Management must give you work to fill up your day or pay you in lieu of it. They cannot make you go home and force you to take AL. In the majority of stations that we represent in Branch 82, there is plenty of work that management can find to give you to fill up your day (when was the last time you worked on your Redbooks?). I'll say it again, work guarantees are a huge benefit to us and something unions everywhere have to fight for.

If you call in sick, whether it is FMLA or not, whether you have a SL balance or not, or you are gone for any reason at all, you need to make sure you are filling out a complete PS Form 3971 upon your return to work, with correct information on it. It is your responsibility as a craft employee to do this, however we are seeing carriers sign off on 3971s generated by management without even looking at them. Some of these carriers are signing off on AL instead of LWOP in lieu of SL, some of them are signing off on other leave designations. We have even had certain carriers sign off on being AWOL (Absent Without Leave). If you are signing a management generated 3971 when you return from work, at the very least, you have to read what it says and know what you are signing.

Earning AL is a benefit that we letter carriers should take advantage of. It gives us time away from work, time with our loved ones, and time doing the things we enjoy. With all of the short staffing and mandatory overtime, it helps ups feel normal, like we exist outside of this crazy job. AL shouldn't be taken advantage of. If management is using it improperly, please let us know. We have been grieving those cases in which management improperly uses a carrier's AL instead of SL or LWOP, but it isn't always easy to unwind these problems. The best defense of this recent management trickery is being aware of what is going on and stopping it before it happens. No one should be giving their AL away this season. Keep it for yourself and cherish it.

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Vote for Your Future

- Betty Nash, Vice President

Branch 82 is a large branch; we are the largest NALC Branch in Oregon. Portland proper has 17 offices and Collections. We have large offices like Parkrose with over 98 city letter carriers and small offices such as Canby with 6 city letter carriers.

Branch 82 is made up of city letter carriers with many different views on everything from dogs vs cats, Ducks vs. Beavers and of course Batman vs. Superman. Everyone has an opinion.

When Annual Leave comes up, some carriers want to make sure that they get hunting season off, others hope to get Spring Break off, and most would love to get Christmas. Making everyone happy is almost impossible, but we do the best we can.

It's important that each letter carrier voice their opinion when it comes to voting. It doesn't matter if you vote Republican, Democratic or Independent. Just Vote. Some political races are decided by fewer than 1,000 votes.

Do you know that many issues that affect letter carriers' wages, hours, and working conditions can be determined by our elected officials? Recently our elected officials voted to get rid of the pre-funding mandate that was putting a ridiculous burden on the Postal Service to pay for each employee's health care 75 years in advance. The post office was being asked to sock money away for employees that haven't even been born yet. No other agency has ever had a pre-funding mandate like this. Finally, our friends in congress were able to eliminate this unfair mandate in 2022.

I regularly donate to political campaigns, and I always write on my check that I am a letter carrier. If it's a local election I put in the remarks section that I am a member of Branch 82. Why do I do this? To let them know that letter carriers care about issues, letter carriers vote, letter carriers donate money. We need to make our voices heard so that when an issue comes up that affects us and we call or write to our senator or congressperson, they will hear us. They know that we are watching, and we can be their friend or vote for the other candidate next time. If they don't vote in the best interest of letter carriers, then the next time that donation letter comes, I won't answer it, I won't donate, I won't volunteer to phone bank or walk the precinct. Volunteers are like gold to political campaigns.

We are not allowed to talk politics on the route and we shouldn't argue about it at work. But we can use our vote to express what's important to us.

Some states make you stand in lines for hours sometimes in the heat or rain to vote and when I see this on television, I just shake my head. Some states make you give an extra special reason for requesting a mail-in ballot. Again, why? Some states won't have

a ballot drop box within 50 miles of your home! There are states that make voting pretty darn difficult. It's almost like they are trying to discourage people from voting.

Oregon makes voting extremely easy; we hardly have to think about it. We get a ballot in the mail without asking for it, we have weeks to review the issues in the voter pamphlet, and we can leave our ballot in the mailbox or in the ballot drop-off box located everywhere. We don't even need postage. We are very fortunate and we should use this opportunity to express our views.

I am not telling anyone how to vote, just please vote. Vote for your future. Vote for the future of your children and grandchildren. Let's leave this country a better place- there is always room for improvement. Letter carriers are good, hard-working people. Use the power that you have to make a difference.

Vote, vote, vote, oh and did I say VOTE!!!

NALC Ballots

Candidates for vice president, assistant secretary-treasurer, director of city delivery, director of safety and health, and 13 of the 15 national business agent (NBA) positions were unopposed and elected by consent at the Chicago convention. Two candidates were nominated from the floor for each of the following positions: president, secretary-treasurer, director of life insurance, director of health benefits, director of retired members, and NBAs for Regions 1 and 9. Three candidates were nominated from the floor for the position of executive vice president. Six candidates were nominated from the floor for three national trustee positions.

The election will be conducted by mail ballot in accordance with the NALC Constitution.

Any active or retired member who does not receive a ballot by Oct. 7 is instructed that they must notify their branch officers. Those branches are instructed to immediately contact the NALC Membership Department to request a duplicate, replacement ballot.

The deadline for branch officers to contact the Membership Department is 4 p.m. Eastern time on Oct. 11. Only a branch officer can request a duplicate ballot.

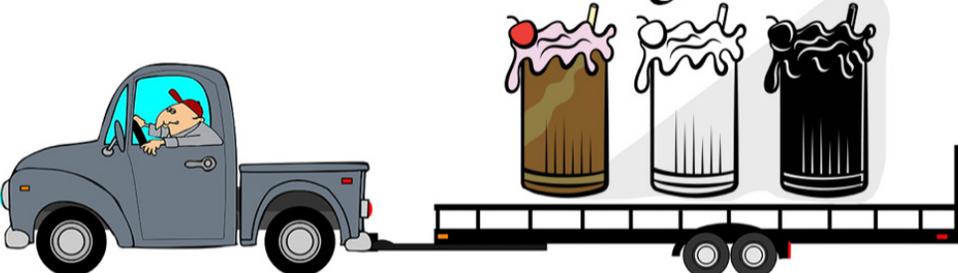
Ballots must be received by 5 p.m. Eastern time on Friday, Oct. 21, to be counted. The counting of ballots will begin the following day.





Branch 82 members, community friends, and family treated retiree Paul Swenson to a happy birthday lunch. Swenson turned 101 years young on September 15th. Happy Birthday, Paul! Thanks to James Cook for organizing to show some love for our friend Paul.

Just Brainstorming, Y'all



**Pride Parade & Float
Committee Meeting**
Thursday, October 27th
6:30PM on Zoom
Meeting ID: 880 6173 1039
Passcode: Pride



The Story of Leura Collins

- Matt Pierce, Secretary-Treasurer

Hello again from the home office of your secretary-treasurer. It was amazing to me recently when reviewing the Portland installation seniority list to see that I am now number 118 out of 892 career employees. 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. 70% of our current career carriers have less than a decade of seniority. Knowledge of what rights we have and how we got them is fundamental to us maintaining them into the future. So, this month let's learn about one of the most important.

Short of the right to have and freely join a union, there are few rights more sacred to the labor movement than the right to have union representation during investigative interviews. Known as Weingarten Rights, these rights have protected millions of employees from overly harsh interrogations, coerced confessions or being bound to paying large debts to their employer. Most letter carriers know that they have a right to have a union steward present during an investigative interview whether that interview be with the OIG, management, or the postal inspectors. If you didn't know that, now you do.

What fewer people know is that this right is not automatic. It requires that the employee request a steward in a situation where the employee has a reasonable belief that direct questions may result in discipline. There's a lot to unpack there, so let's go over the basic points.

All letter carriers, including CCAs, have Weingarten Rights. This means you have the right to have a union steward present during a meeting in which management asks you questions that could lead to discipline. Stewards can assist you in any investigation by management and help ensure you get your "day in court."

The employee has to ask for a steward to be present. The NALC recommends some version of the following:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion."

The steward cannot exercise Weingarten Rights on the employee's behalf. Unlike a police officer in a criminal investigation informing a suspect that they have the right to remain silent, the employer is not required to inform the employee of their Weingarten rights. **You must ask for representation.** You can ask at any point during an interview, even if you didn't ask for it in the beginning. No matter how smart you think you are, no matter

how innocent you are, you should never under any circumstances participate in an investigative interview without a steward present.

This rule applies during any investigatory interview whether management is searching for facts, trying to determine the employee's guilt, or deciding whether to impose discipline. These questions could be posed during a closed door meeting, through text messaging, a phone conversation or through an informal conversation at the supervisor's desk. In any situation, if the employee reasonably believes that discipline could result, they have Weingarten representation rights.

But remember that it must involve a "reasonable" belief and it must involve questions. If management wants to give you an official discussion on attendance or an attendance review (even if you have excellent attendance), if there are no questions, Weingarten rights do not apply.

Whether or not an employee's belief is "reasonable" depends on the circumstances of each case. Some cases are obvious such as when a supervisor asks an employee whether they discarded deliverable mail. Some maybe not so much, but generally, if you are asked a question concerning something you allegedly did wrong, you should reasonably believe that discipline could result and you should request a steward.

For every union right we have, there is a story of someone who took a stand against what they saw as an injustice. Weingarten rights are no different. I think it's always important for people to learn and understand the history of our union and union rights. It honors those who risked so much in the past to get us where we are. It lets us know and appreciate how far we've come. It also helps us fully understand what rights and benefits we have and don't have by understanding the whole story of how we got to where we are now.

The story of Weingarten rights is about a retail clerk named Leura Collins. Leura Collins was a sales clerk at Weingarten Supermarket. Originally founded in 1948, Weingarten expanded its operations to 100 stores by 1972, some of which included lunch counters and lobby food operations. These counters/lobbies provided eat-in or carry-out dining options for customers. Between 1961-1970, Collins was employed at the lunch counter at store No. 2. As per the contract, she had often taken advantage of a free daily meal offered to all employees who worked the lunch counter.

In 1970, Collins was transferred to store No. 98 in Houston where she worked in lobby food operations. She worked at the new store for two years when, in June 1972, she was suspected

of taking money from the cash register. Weingarten sent in a loss prevention specialist (LPS) by the name of "Hardy" to investigate the claims.

In June, 1972, "Specialist" Hardy, without the knowledge of the store manager, spent two days observing the lobby operation at Store No. 98 investigating a report that Collins was taking money from a cash register. When Hardy's surveillance of Collins at work turned up no evidence to support the report, Hardy disclosed his presence to the store manager and reported that he could find nothing wrong. The store manager then told him that a fellow lobby employee of Collins had just reported that Collins had purchased a box of chicken that sold for \$2.98 but had placed only \$1 in the cash register. Collins was summoned to an interview with Specialist Hardy and the store manager, and Hardy questioned her.

Several times during the questioning, Ms. Collins asked the store manager to call the union shop steward or some other union representative to the interview. Her requests were denied. Collins admitted that she had purchased some chicken, a loaf of bread, and some cake which she said she paid for and donated to her church for a church dinner. She explained that she purchased four pieces of chicken for which the price was \$1 but that, because the lobby department was out of the small-size boxes for packaging the smaller amount, she put the chicken into the larger box normally used for packaging larger quantities. Specialist Hardy left the interview to check Collins' explanation with the fellow employee who had reported Collins. This employee confirmed that the lobby department had run out of small boxes and also said that she did not know how many pieces of chicken Collins had put in the larger box. Specialist Hardy returned to the interview, told Collins that her explanation had checked out, that he was sorry if he had inconvenienced her, and that the matter was closed.

Collins thereupon burst into tears and blurted out that the only thing she had ever gotten from the store without paying for was her free lunch. This revelation surprised the store manager and Hardy. Although free lunches had been provided at Store No. 2 when Collins worked at the lunch counter, company policy was not to provide free lunches at stores operating lobby departments. In consequence, the store manager and Specialist Hardy closely interrogated Collins about violations of the policy in the lobby department at Store No. 98. Collins again asked that a shop steward be called to the interview but the store manager denied her request. Based on her answers to his questions, Specialist Hardy prepared a written statement which included a computation that Collins owed the store approximately \$160 for lunches. Collins refused to sign the statement.

When company headquarters advised Specialist Hardy by tele-

phone during the interview that headquarters itself was uncertain whether the policy against providing free lunches at lobby departments was in effect at Store No. 98, he terminated his interrogation of Collins. The store manager asked Collins not to discuss the matter with anyone because he considered it a private matter between her and the company. Collins, however, reported the details of the interview fully to her shop steward and other union representatives.

Her union, the UFCW, then filed an unfair labor practice with the National Labor Relations Board. The Board found that Collins, as well as most if not all employees in the lobby department of Store No. 98, including the manager of that department, took lunch from the lobby without paying for it because no contrary policy was ever made known to them. After multiple appeals, the case eventually found its way to the Supreme Court.

In 1975, the United States Supreme Court in the case of *NLRB v. J. Weingarten, Inc.* 420 U.S. 251 (1975) ruled that during an investigatory interview, the following rules apply:

- 1: The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.
- 2: After the employee makes the request, the employer must choose from among three options:
 - grant the request and delay questioning until the union representative arrives and (prior to the interview continuing) the representative has a chance to consult privately with the employee;
 - deny the request and end the interview immediately; or
 - give the employee a clear choice between having the interview without representation, or ending the interview.
- 3: If the employer denies the request for union representation and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

When Leura Collins decided to buy some chicken that she planned to donate to a church dinner, she had no idea that this decision would have a huge effect on the future of working people's lives all across the country. While Collins was never fined or disciplined, she was made to suffer a great injustice. Through her own and her union's hard work and determination, that experience resulted in a valuable right to all her union brothers and sisters. Just think, this all came about over the \$1.98 difference in the cost of some chicken.

Until next time, in solidarity,
Matt





Last Punch Bunch

Craig Evans - Newberg

Dave Gaston - Evergreen

Sephora Lee - Tigard

Shawn McAninch- Lake Grove

Norman Windholz - Waterfront

Congratulations!



President Norton and Norm Windholz, Waterfront



Management and Dave Gaston, Evergreen



Paycheck

- Jon Cabral, Chief Steward & Recording Secretary

This article is for the Part Time Flexible (PTF) carriers who all recently converted from CCAs in the Portland Installation, so if you are not one, please read and pass along to any PTF that you might know. The issue is that there is a pay anomaly that affects PTFs in Step AA. PTFs in Step AA (which covers every PTF that our branch represents at the moment), are only being paid correctly at the straight time rate, but all other rates like overtime, penalty overtime, and Sunday premium are being calculated at an incorrect and lower rate. As of the writing of this article, only one PTF has brought to our attention that they are affected by this issue, and hopefully it will be resolved by the time you are reading this, but let's not kid ourselves- this is the Postal Service we are talking about, and any employee who has received backpay knows just how long of a process it can be.

The issue stems from confusion on the part of the United States Postal Service (USPS) about how they were supposed to pay PTFs in Step AA, and of course it blew up in their face as these things typically do, though it's our members who are ultimately suffering. It all started when the National Association of Letter Carriers (NALC) was able to negotiate the automatic conversion to career status for any CCA who spent two years as a non-career employee. When our new contract was finalized and implemented, many CCAs were converted to PTF as a result of this new contractual language—and when they were—many realized that they were not being paid appropriately and a grievance was filed. Finally in April of 2022, the National Parties were able to come to an agreement about how PTFs in step AA were going to be paid, and that they will essentially be paid the same amount as those Full Time Regulars in Step A.

The next part of the problem is implementation, and although the National Parties settled this grievance, there's no timeline on when it will be implemented, just that it will be implemented "as soon as administratively practicable." When it is finally implemented, all of the backpay that is owed to any affected PTF should automatically be processed by the USPS and should show up on your checks in the form of pay adjustments. (Pro tip, it is best to view your paystub on Liteblue for the most detailed view of your check.) However, I urge any PTF who is affected by this issue to please inform their steward or call the union hall directly to make us aware. It would also be a good idea to keep track of how much you are being underpaid each week for each type of category, so that when the adjustments do process, you will be able to compare and double check the USPS's work (something I highly recommend).

Fixing these types of issues is a long, convoluted process that will more than likely involve some 1960's computer the size of a high school gymnasium processing multiple new Form 50s for every affected PTF. It's like management is going back in time to slowly adjust every Form 50 you have ever been issued from

In Memoriam

MICHAEL MCLAFFERTY
JOHN UNTERSEHER
DOUG YOUNG

when you were converted to PTF, until whenever the issue is finally resolved. You are probably asking yourself, "Why didn't they just fix the issue first, then go back and calculate everyone's backpay?," and the honest answer would be, we have no idea, but we are not surprised that they are doing things upside down and backwards. The latest information we have on the matter came from the most recent pay chart which went into effect on August 27, 2022. It states: "The PTF Step AA pay dispute was settled April 20, 2022 (M-01980). The correct rates and retroactive pay adjustments will be implemented as soon as administratively practicable."

Please, if you are a PTF, go and check your overtime, penalty overtime, and Sunday premium pay calculations right now, and if this is happening let your shop steward know immediately, or call the hall directly to let us know. Even though there isn't much we can do about it right now, it's best to stay on top of these issues and monitor them closely, so when the time comes we can match everything up and move on to the next problem.

In Solidarity,
Jon Cabral

Retiree Luncheon

October 19th
IHOP
4931 SE 82nd Avenue
Portland, OR 97266
NOON

(Third Wednesday of each month)

PROPOSED RESOLUTIONS AND BY-LAWS

Whereas it has become increasingly difficult for the United States Postal Service (USPS) to hire and/or retain Letter Carriers in certain installations, be they within large urban cities or small rural towns;

Whereas the difficulties related to hiring and/or retention manifest as staffing shortages and subsequently result in increased forced or mandated overtime for Carriers not on the ODL;

Whereas it is integral to the future of the National Association of Letter Carriers (NALC) and the USPS for Letter Carriers to be able to have a say in how their work-life balance is maintained;

Whereas it is important for the USPS to be able to preserve service standards in all installations and offices across the country, ensuring that customer's mail is being delivered 6 days a week; and

Whereas it is necessary for the NALC and the USPS to be able to solve this issue on an as needed case by case basis; and

Whereas it is already the position of the NALC to have an all career workforce, and as of the writing of this resolution, the NALC has negotiated with the USPS to convert non-career employees to part time flexible (PTF) employees in many installations across the country; now, therefore, be it

Resolved, that the NALC will negotiate a joint review process for the National Parties to determine where the USPS is having difficulty hiring and/or retaining employees due to a multitude of economic factors; and be it further

Resolved, that the joint review process for hiring and retention will be administered through a joint task force consisting of equal parts NALC and USPS representatives, and whose responsibilities are to include but not be limited to:

Determining which installations are in need of a higher career starting wage due to the respective cost of living and/or other economic factors of the given area in which that installation resides, e.g. above average income. (When a specific installation is determined to need a career starting wage adjustment, all surrounding installations will be automatically considered for an adjustment as well.)

Prioritizing in what order installations and those surrounding installations will be adjusted, once a need for a career starting wage adjustment is determined. This prioritization will be based on factors to include, but not be limited to: the number of non-career employees, the number of PTF employees, the number of vacant full-time positions, the ratio of retirements and resignations to new hires, and the retention rate of newly hired employees.

Determining what the appropriate starting pay step should be for career employees to solve the hiring and/or retention problems of the installations within the chosen areas. (If it is determined that there will be a career starting wage adjustment, then no career employee will get paid at a lower step than that of the newly hired or converted employees, e.g. if a PTF is hired or converted at step D and a career employee is at step B, then that career employee could not earn pay at a step lower than D.)(There will be no loss of pay steps for any employee if it is later determined by the task force that a chosen installation will lower the starting pay step or return to the normal method in which pay steps are earned.)(If a career employee transfers to another installation they will earn pay steps at the rate in which the Carriers in that installation earn them.)(No career employee will be able to earn more than the highest step of the Letter Carrier Pay Schedule, absent any other agreement or TCOLA.)

Having the authority to instruct and follow through with the appropriate USPS officials on the implementation of the Joint Task Force's determinations based on the above stated language; and be it finally

Resolved, that NALC Branch 82 forward this resolution to the National and Oregon State Conventions for concurrence.

Submitted by:
Jonathan Cabral, Matthew Pierce

PROPOSED RESOLUTIONS AND BY-LAWS

At the September General Membership meeting, a motion was made to support Ballot Measure 114. A friendly amendment was made and passed to have the full language of the ballot measure printed in the B-Mike before the vote. Motions are not required to be printed and usually are not; the amendment explains why this motion is being printed. However, the complete language is 12 pages long. Please scan the QR code to view the full measure. The following is a short summary.



Measure 114
Changes to Firearm Ownership and Purchase Requirements Initiative (2022)

Requires permit to acquire firearms; police maintain permit/firearm database; criminally prohibits certain ammunition magazines

Result of “Yes” Vote: “Yes” vote requires background check, safety training, fee for permit to acquire firearms; state police maintain new permit/ firearm database; criminally prohibits certain magazines; exceptions.

Result of “No” Vote: “No” vote retains current law: seller/ transferor must request criminal background check; permit, safety course not required; no magazine capacity restrictions.

Summary: Oregon law currently allows persons over age 18 to acquire firearms (federal law requires age 21 for some handgun purchases), seller/ transferor must request criminal background check. Measure requires permit from local law enforcement to acquire firearm; person must pay fee, submit photo ID, fingerprints, complete approved safety training, pass criminal background check, not be prohibited from possessing firearms; officer may deny permit to person believed danger to self or others. Permit issued within 30 days, valid 5 years. Permit denials appealable. Must present permit, pass background check to acquire firearm. State Police creates/ maintains permit/ firearm database. Magazines over 10 rounds, or readily modifiable to exceed 10 rounds, prohibited; exception for current owners /inheritors. Exceptions for law enforcement, armed forces. Criminal penalties. Other provisions.

Article 6, Duties Preamble:

The duties of the officers shall be governed by Article 4 & 6 of the National Convention (amendment - Full-time NALC Branch 82 officers carry mail one to three days per year on their route on the opted carrier’s scheduled day off during a week of accrued leave use by the carrier technician assigned to the route (retiree branch officers to be excluded from this duty.)

Submitted by:

Rogue Robertson, Jamie Partridge, Steven Ellefson, Kelly Towner, Dennis Zavogiannis, Chance Cragun, Randi Halvorson, Alvin Catabay, Mitchell Tucker, Rachel Tippery, Ben Stutz, Jules Carracci, Dylan Cantwell, Mark Flegal, Kevin Stewart, Rose Bent

Resolution: Oppose Management’s Removal of Neighborhood Delivery Units

Whereas, Postmaster General DeJoy has recently proposed – both at the American Enterprise Institute on July 27, 2022 and in other communications – to remove delivery units from thousands of local post offices (“Delivery Unit Optimizations” -- DUOs) and move the work to approximately 65 “sorting and delivery centers” (S&DCs), and

Whereas, as a result of these moves, tens of thousands of letter carriers would be moved to these new S&DCs, in most cases far away from their carrier delivery routes. The result for most carriers will be longer commute times and higher commute costs, as they travel farther away from their homes, which tend to be close to their delivery routes, and

Whereas, moving carrier delivery units to S&DC will force customers, who need to pick up a left-notice parcel or a left-notice certified letter, to travel much farther for that pick-up, and

Whereas, past DUOs have resulted in the “decoupled” retail post offices having their hours reduced, being converted to contract stations, moved to a smaller building or closed altogether, and

Whereas, DeJoy projects the loss of 50,000 jobs, primarily clerk and supervisor jobs, with these consolidations, therefore be it

Resolved that NALC Branch 82 oppose management plans to remove delivery units from neighborhood post offices to centralized “sorting and delivery centers,” and be it finally

Resolved that this resolution be forwarded to the national NALC Executive Council for concurrence.

Submitted by:

Jamie Partridge, Stephen Schmidt, Rogue Robertson, Colin Moore, Mark Flegal, Tom Richardson, Adam Wurster



Veterans Day, Honoring All Who Served

- Bruce Hall, Veterans Representative

Veterans Day is November 11, 2022. Each year on November 11, we honor veterans and remember their service to our great nation. In past years, I've written articles on the history of Veterans Day, but I decided to mainly encourage everyone to take time to remember and honor veterans on this day.

We celebrated the 100th Anniversary of World War I in 2018. World War I started on July 28, 1914, and ended on November 11, 1918. America entered the War on April 6, 1917. A World War I Centennial Commission was established to coordinate the 100th anniversary of more than 4.7 million young Americans serving in uniform during WWI. The Commission was formed to raise funds and build a National World War I Memorial. This will allow us to honor the 116,516 Americans who gave their lives in WWI. There was a groundbreaking ceremony on November 9, 2017, and construction of the National World War I Memorial in Washington's Pershing Park was completed and opened to the public in April, 2021. The primary commemorative sculpture is expected to be finished in 2024. We have over 20 monuments, memorials, and museums in Washington DC now, and they are planning to break ground on a Desert Storm-Desert Shield Memorial this year, which is the 30th Anniversary of that war. All these memorials are built to help us honor and remember our Veterans.

Who is a veteran? Webster's Dictionary defines a veteran as "a person who has served in the armed forces of our country, especially in time of war." Let's remember and honor all those who have served and are serving in the armed forces. Veterans Day honors those who are still living, whereas Memorial Day honors all those who have paid the ultimate sacrifice by giving their lives.

I've been writing my Veterans Day article in the October issue due to the timing of Veterans events that occur in conjunction with Veterans Day. The past two years, Veterans Day parades and ceremonies were cancelled due to covid 19; but this year, many events are once again slated to take place. Usually, I put this information out in our November B-Mike, but several events are over by the time people receive their B-Mike, so I'm trying to get this information out earlier so people can participate in these events if they so desire.

1. VANCOUVER VETERANS PARADE--This event will be held on Saturday, November 5, 2022. There will be a ceremony at The Marshal House on Officers Row at Ft. Vancouver at 9:30am. The parade starts at 11am at the corner of Evergreen Way and East Reserve, goes on Evergreen to Ft. Vancouver Way, then South on Ft. Vancouver Way to East 5th St., then

East on 5th, ending in front of the Pearson Air Museum. For more information, call 360-992-1804.

2. VETERANS DAY VIGIL--This event will be held at the Praying Hands Memorial at the University of Portland at 11:00am on November 11, 2022.

3. PORTLAND VETERANS DAY PARADE--The parade was discontinued in the Hollywood Neighborhood, but the Portland Veterans Day Parade will be held on Friday, November 11, 2022. The parade will start at 10:00am. It will start at Beech St. and MLK Blvd. The parade will proceed north on MLK ending at Alberta St. and MLK Blvd. A short ceremony will occur at the end of the parade.

My VFW Post 1325 will have an entry in the parade, and I plan on getting an entry for NALC Branch 82. If you would like to be in the parade, contact the Union Office, 503-493-5903, or contact me at 503-285-8468. You don't have to just watch a parade, you can be a part of the parade.

Another event that I would like to offer in the month of October is called, A DAY TO CHANGE DIRECTION! A staggering 20 veterans commit suicide every day, along with other persons in our society, and if you've watched the news lately, there has been a disturbing increase in teenage suicides. The VFW is committed to helping change the narrative and stigma surrounding mental health issues in America. In order to raise awareness, foster community engagement, improve research, and provide intervention for those affected by invisible injuries and emotional stress, the VFW has teamed up with other organizations to combat this critical issue. We will have an evening on October 18, 2022, where we will sponsor a gathering together of interested people where we can encourage all Americans to pay attention to their emotional well-being as well as the emotional well-being of others.

Date: October 18, 2022

Time: 7:00 pm Information provided about mental wellness (Time with Veterans sharing experiences)

Place: Eagles Hall, 7611 N Exeter Ave

Please RSVP by October 15, 2022, to Bruce W. Hall 503-285-8468 or email: vfwbruce@gmail.com.

ONE FINAL NOTE: The pandemic has put a lot of veterans in a financial bind. My VFW Post has some food boxes (40 lbs. of nonperishable goods) available for vets in need. Let me know if you would like this type of assistance. Have a memorable Veterans Day.



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B·Mike

Stopping Medicare Privatization: It's Our Fight Now

By Peter Shapiro, retiree

The July issue of *The Postal Record* had a good article by Director of Retirees Dan Toth explaining the Medicare integration language in the Postal Service Reform Act. With the passage of this new law, Congress finally found a way to end the outrageous prefunding requirement for retiree health benefits that sucked up so much USPS operating revenue. The price we paid—one that our union found more than reasonable—was that postal retirees would be required to make Medicare their primary insurer, instead of relying on our Federal Employee Health Benefits (FEHB) plan for all our coverage.

Since around three quarters of all postal retirees are already enrolled in Medicare, this wasn't a big deal for most of us. For the rest, there were legitimate questions about whether they'd have been better off sticking with FEHB. Brother Toth explained that carriers will still be able to use their existing FEHB plans (which have now been made postal-only) for anything Medicare does not cover, including prescription drugs, vision, and dental, probably for a lot less money than they're paying now. Meanwhile the USPS stands to save around \$40 billion, because the USPS, unlike other federal agencies, gets no money from the federal government and has to pay for any FEHB benefits out of its own budget. Under the new law, Medicare—which is taxpayer-funded—will pick up much of the tab.

One thing Brother Toth didn't mention: all of us have been paying for Medicare with payroll deductions for as long as we've been working. Those deductions account for one-third of Medicare's revenue. Any questions about whether foregoing Medicare for FEHB might have saved retirees money should take that into account.

I believe passage of the Postal Service Reform Act was a real victory. But while we have won this battle, we have not yet won the war. The same political forces that have fought for years to privatize the USPS are also hell-bent on privatizing Medicare. They have made considerable headway already and are likely to make a lot more if we don't put a stop to it.

Medicare has much to recommend it. It is certainly better than private insurance. It costs very little to run: since Medicare pays doctors directly instead of relying on middlemen, it is spared the massive administrative waste that is a hallmark of private plans. Doctors are spared the mountains of paperwork required to justify every procedure to claims adjusters who know less than nothing about the practice of medicine. Another positive feature: your Medicare card is good wherever you go to get treated. A private insurance plan requires that you stick with its approved network of providers and can cost you plenty if you don't. Exorbitant "out of network" charges are one of the main reasons medical bills

have become the leading cause of personal bankruptcy in this country.

But as noted above, Medicare doesn't cover everything. (It does offer a prescription drug benefit now, called Medicare Part D, but that has to be purchased separately.) In years past, millions of retirees relied on employer-paid plans to fill up the gaps in coverage. But with health care costs rising at around twice the rate of inflation, many employers are no longer willing to pay. Thirty years ago, a majority of large businesses (200 or more workers) offered health coverage for retirees. Today, only 17 percent do. Congress's answer was to create something called Medicare Advantage. These are private insurance plans paid for out of Medicare's budget. Eligible Medicare enrollees are given a choice: traditional Medicare or one of the Medicare Advantage plans on the market (33 at last count). Medicare Advantage plans typically include the prescription drugs and other benefits not available through traditional Medicare. They also offer perks like free gym membership. They flood the mailboxes of potential customers with slick advertising brochures during Medicare's yearly open enrollment season. Wall Street investors (among them Jeff Bezos of Amazon) are pouring a lot of money into what one business publication describes as a \$350 billion market.

Because most retirees, unlike postal workers, no longer have the option of getting supplementary coverage through an employer-paid plan, Medicare Advantage is attracting customers—42 percent of eligible Medicare enrollees at last count. What many of them may not realize is that their Medicare Advantage plans do not supplement traditional Medicare, they REPLACE it. Medicare puts up the cash, but Medicare Advantage has all the issues that make private insurance such a crap shoot.

For most people, Medicare Advantage works well enough—until you get really sick. Subsidies from Medicare keep premiums low, but the co-payments and deductibles add up in a hurry when you need to make repeated trips to the doctor. Complex medical issues that require referrals to different specialists quickly become a nightmare of getting pre-approval for each appointment and having to fight tooth and nail every time a claim is denied. Maybe you'll need to see a doctor who isn't part of your plan's network. Under traditional Medicare, this wouldn't be a problem. With Medicare Advantage, it could cost you thousands of dollars. For a retiree on a fixed income, that's a prescription for disaster. With traditional Medicare, doctors are reimbursed for every procedure they perform. But Medicare Advantage plans are given a flat rate of around \$12,000 a year for every patient they enroll. This is supposed to save money, but it doesn't. According to a recent study, Medicare has overpaid Medicare Advantage plans by over \$100 billion over the past ten years.



Open Season

- Eric Matras, Health Benefits Rep

Greetings Brothers and Sisters

Crazy as it seems, FEHB Open Season Enrollment is almost here. It will run from November 14, 2022 through December 12, 2022. In recent years, our NALC owned and operated plan has been steadily increasing our membership. Our Plan was just notified by the Accreditation Association for Ambulatory Health Care, Inc. (AAAHC). Because of the Plan's Commitment to high quality of care and full compliance with AAAHC's standards, we have been awarded with a Certificate of Accreditation, effective June 23, 2022 through June 22, 2025.

I would like to encourage any member of the branch who is not currently with the NALC Plan to consider giving our Plan a go for 2023. Last year our customer service department handled more than 785,000 calls. We mailed more than six million pieces of mail or packages and spent more than three million dollars in postage! Our Plan DEFINITELY supports you and the Postal Service!

A new innovative benefit in 2022 which will continue in 2023 was our Musculoskeletal protection program available through our partnership with Hinge Health. From back pain, slips and falls, to the overall stresses associated with mail delivery, we partnered with Hinge Health to help you reduce muscle, joint or nerve pain. **THERE IS NO ADDITIONAL COST FOR YOU!** Hinge will help you create a personalized plan with a goal of overcoming persistent pain, avoiding surgeries, and reducing medication usage. Depending on the treatment needed, you will receive access to personalized exercise therapy, one-on-one health coaching, motion-sensor technology or physical therapists. For more details, call 855-902-2777 or visit hingehealth.com/nalc.

The Plan would also encourage any of you who have not already created the new Member Portal App for your mobile devices to do so. This App Portal allows you to manage your personal health information while on the go. The Member Portal App allows you to quickly upload documents, check claims status, and find up-to-date deductible and out-of-pocket information directly from your smartphone.

For more information, contact the NALC Plan at 888-636-6252 or check out our Open Season page at nalchbp.org, where you can find a small video overview of how the Member Portal and app work.

Sincerely in Solidarity,
Eric Matras
Health Benefits Representative

The system, it turns out, is ripe for gaming. Insurers who are paid a flat rate per patient have a powerful incentive to avoid enrolling patients who cost more or, failing that, to skimp on their treatment. To keep that from happening, Medicare has what are called "risk adjustment formulas," providing extra compensation for when plans enroll sicker patients. Doctors submit "diagnostic codes" to determine which patients pose a higher risk, and Medicare compensates the plan with anywhere from \$1000 to \$5000 more.

The result has been an epidemic of "upcoding"—diagnosing conditions for which patients are never actually treated. Federal and state investigators have found repeated cases of this scam, totalling \$2.6 billion in 2017 alone. The scam is easy to pull off because accurate "risk adjustment" is almost impossible, and insurance companies are in business to make money.

An analyst for the Kaiser Family Foundation observes, "We already have a Medicare program that is coming to be dominated by some very large private insurance companies." Incredibly, the march towards privatized Medicare is not happening fast enough for some government policy makers. The Trump administration created a program called Direct Contracting Entities that enrolled people on Medicare in private plans without their consent or even knowledge. It provoked a storm of protest, and many hoped Biden would get rid of it. Instead, he rebranded it (it's now called Realizing Equity, Access, and Community Health, or REACH) and made some essentially cosmetic changes.

Unlike most retirees, postal workers still have the option of supplementing their traditional Medicare with an employer-paid plan, namely a postal-specific FEHB plan. That won't stop Medicare Advantage from aggressively soliciting your business when you turn 65. Whether you buy it or not is up to you, but it's a choice that should be made with your eyes open. And if the Biden administration is not persuaded to abandon REACH, the day may come when you don't even have a choice.

Passage of the Postal Service Reform Act gave letter carriers a powerful stake in keeping Medicare the universal public resource that it was always meant to be. Clearly REACH has to go. But Biden's original Build Back Better plan, which cleared the House but died in the Senate, contained language that expanded Medicare benefits and closed some of the biggest gaps in its coverage. This language would have drastically reduced the need for Medicare Advantage for most people.

It got left on the cutting room floor. But we can still fight for it, and we should.

Meet the Steward:

Justin Wallace, Aloha

written by Brandon Sanchez McCabe



Justin has been a steward for what will be a full year in January of 2023. His biggest challenge in advocating as a steward was and still is learning the contract. "Having a great network and being able to call the hall when I need help is a safety net. Knowing you have so much support and feeling that you are a part of something much bigger is huge."

Justin looks for opportunities to help his customers as well as others in the community. One of his customers has a very big, beautiful backyard that is a lot of work for him to do alone. Justin took a few Sundays along with some fellow coworkers and helped him with cleaning it up. So, it only seems fitting that Justin would want to do more for his fellow carriers as well. "I'm confident that I will be involved with the union in one form or another for the rest of my career" he says.

When asked what he would like to say to encourage other carriers to be more involved with the union, he answered that "the only way to make change happen is by going to meetings and being more involved in the issues important to all letter carriers (i.e. pay, leave time, etc.)."

In Justin's free time he likes to go shooting, hiking, baking or head to the beach when it's warm. His passion for advocacy doesn't stop when he clocks out. Justin also reads through the JCAM and other manuals as he is working toward refining his skills. He also is regularly answering calls and texts from carriers in his office who are in need his help. This man is a perfect example of what we all need to be as a union steward: passionate, empathetic, well versed in our contract, and willing to be a loud badass when the situation calls for it!!

Justin Michael Wallace took the Oregon trail to Eagle Point in 2015 from the Bay Area in California. His plan at that point was to be an electrician. His grandfather was an electrician when he got out of WWII, and Justin wanted to follow in his footsteps. Southern Oregon was very, very slow at trying to get an apprenticeship program going after he took the test. He wasn't contacted for almost a year, so he started looking for something to make ends meet in the meantime. He next moved to Portland in 2016 to harvest greens. After feeling that farming wasn't for him, he applied for a career with the USPS. He started his career at the post office in 2018 on his birthday, 11/10! Justin wanted to work as a carrier because he recognized what great long-term benefits there are and how stable the job is throughout the entire career.

Justin met Jim Baxter at Carrier Academy. Baxter explained what NALC is and how impressive our union is. Thinking back to that time, Justin recalls feeling that "it gives you extra confidence knowing that you are joining a family." He became interested in advocating for the union as a steward when he saw the need in his office. "Carriers were getting mistreated and were unaware of their rights. I felt a responsibility to be a part of changing that."



Justin and his Aloha co-workers



MDA Report

- Abe RedCloud, MDA Rep

Hello Brothers and Sisters of Branch 82. I'd like to welcome you to the best month of the year!!! HAPPY OCTOBER!!! Spooky scary skeletons, ghouls, witches, ghosts, etc. What's not to love? Lol. Anyway, on to what I'm supposed to be writing about.

Currently as you read this, **FILL THE SATCHEL** is officially happening! This event will run September 30th – October 31st. To participate, all you need to do is visit any of the NW Priority Credit Unions here in the Portland area and donate \$1, \$5, \$10, \$20 or more!!! So you say that you're not a member? Well the great thing is that you don't have to be a member to participate and while you're there, you could talk to someone and open an account today!.....Or tomorrow. Lol. Seriously though, if you're not a member, go check them out to see what all this fuss is over! I guarantee that you will not be disappointed.

The first week of November is the Regional Assembly and you KNOW I'll be doing my best to sell tickets for a raffle that I'll be bringing there for MDA. I will have an update on that raffle in the December B-Mike. I will also try to update you with what we have raised in total in 2022 for MDA.

Speaking of that, guess what? **BRANCH 82 WON 1ST PLACE** for most money raised for MDA by a category 2 branch in 2021 nationwide at the National Convention! WOOHOOOOOOO!!! Thank you to everyone that helped make this happen! I know I've said it before, but without all of you donating and/or helping with an event, this would not be possible. So THANK YOU all. YOU'RE AMAZING!!!

Happy Halloween everyone!
In Solidarity,
Abe RedCloud



MAIN OFFICE BRANCH

12630 SE Division
Portland, OR 97236-3132
503-760-5304
800-331-0968
Mailing Address
P.O. Box 16640
Portland, OR 97292-0640

HOURS

Monday – Friday: 9:00 am - 5:30 pm
Drive-Up: 8:00 am – 5:30 pm

VANCOUVER BRANCH

11215 NE 28th Street
Vancouver, WA 98682-7736

HOURS

Monday – Friday: 9:00 am - 5:30 pm
Closed for lunch from 1:30 pm to 2:30 pm.
Email: vancouver@nwprioritycu.org

POST OFFICE BRANCH

7007 NE Cornfoot Rd, Room A12
Portland, OR 97218

HOURS

Monday – Friday: 9:00 am - 5:30 pm
Closed for lunch from 12:00 pm to 1:00 pm.
Email: postoffice@nwprioritycu.org

BEAVERTON BRANCH

14193 SW Millikan Way
Beaverton, OR 97005-2307

HOURS

Monday – Friday: 9:00 am - 5:30 pm
Closed for lunch from 12:30 pm to 1:30 pm.
Email: beaverton@nwprioritycu.org

MILWAUKIE BRANCH

18821 SE McLoughlin Blvd
Milwaukie, OR 97267-6735

HOURS

Monday – Friday: 9:00 am - 5:30 pm
Closed for lunch from 1:00 pm to 2:00 pm.
Email: milwaukie@nwprioritycu.org

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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Legal Assistant

Marla R. Menkins

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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, September 14, 2022

Call to Order: 7:12

Pledge of Alliance: Bruce Hall

Deceased Members: Michael McLafferty, active, East Portland; John Unterseher, Main Office, Gold Card member; Doug Young, Multnomah

Moment of Silence

Roll Call of Officers:

President David Norton, Vice President Betty Nash, Secretary-Treasurer Matt Pierce, Chief Steward & Recording Secretary Jon Cabral, B-Mike Editor Suzanne Miller, Health Benefits Officer Eric Matras, Director of Retirees Sam Smith, Sergeant At Arms Chuck Solomon, Safety Officer Don Cadwell, MDA Representative Abe RedCloud, Executive Board Members at Large Randall Hoxie, Janelle Lee, Trustees Lois Brumfield, Casey English, Dave Esch, Julius Fildes, Ted Lulich, George Wallenstein, LCPF Representative Sue Canfield, Veterans Rep Bruce Hall

Officers Absent: Canfield, Soloman

First Time Members: Valori Akers, Piedmont; Matthew Alberto, East Portland; Yovanny Canales, Piedmont; Douglas Gaines, St. Johns; Ryan Harris, East Portland; Rose Sprauer, East Portland

Visitors: Jack (guest of Rogue Robertson), hired in southern Oregon as a rural carrier.

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, Cody Harris. Carried.

Membership Report:

Regular: 1155, PTF: 78, CCA: 111, Retiree: 521, Gold Card: 76, Management & Other Crafts: 45, New Members: CCA-24, Career: 2. Total Membership: 1986, Non-Members: 35, Organized: 97.4%

Retired: Soochang Kim- Tigard, William Olsen- Lake Oswego, Scott Grossnicklaus - Parkrose, Craig Evans- Newberg

Canceled: Robert Wooldridge, Hillsboro-Craft Transfer; Garrett Strait, Creston- Management; Nicholas Clark Jr.- Craft Transfer; Ian Schiff, Evergreen- Management

Separated: Christian Abbott- Forest Grove, Eric Barnes- Sellwood, Derek Collins- Multnomah, David Griess- Sellwood, Georganne Murphy- Forest Park, Grace Peyerwold-

Piedmont, Peter Shippey- Gresham, Latisha Williams- Beaverton

Secretary Treasurer's Report

Financial Transaction Report/

Review: Harris made a motion to pay the bills. Seconded, Matris. Carried.

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

The mid-year budget was reviewed. Motion: English made a motion to accept the mid-year budget. Seconded: Cody Harris, Carried.

Executive Board Recommendation:

To spend up to \$1,000 to buy prizes to host an MDA raffle at the Salt Lake City RAP. Carried.

Unfinished Business:

President Norton discussed how things went at the National Convention in Chicago.

New Business: Norton explained the process for nominating individuals to attend the state convention, and he opened nominations for delegates. The state convention will be next April at Chinook Winds.

Jamie Partridge made a motion to endorse Oregon Measure 114. Brad Melland made a friendly amendment to have it printed in the B-Mike before the vote. Carried.

Resolutions and Bylaws:

Chairperson Jim Falvey read aloud a resolution on Hiring and Staffing and another on Opposing Management's Plan to Consolidate Delivery Units. Falvey then read a submitted By-law amendment for Full-time Branch 82 Officers to Carry Mail.

Health Care for All Report: Julius Fildes spoke about Ballot Measure 111, a constitutional amendment recommended by the legislature to ensure that all Oregonians have health care.

Labor Management Report:

President Norton reported that Scott Manier has been the acting Postmaster but has now been awarded the job, so he is the new Postmaster of Portland. He also talked about how they have been asking for volunteers to go to Bozeman, MT. Due to the fact that we are off assignment here, we are not going to agree to allow it. We have zero pending removals. Scanning discipline is starting to pop up in some offices. Fildes and Norton

discussed route adjustments in the Portland area.

Health and Safety Report:

Cadwell spoke about how we are not having as many district safety meetings as we should be, but that we did recently have an EAP meeting. Anyone who may be in need of EAP should not hesitate.

Legislation Report: Norton spoke about the upcoming gubernatorial race and asked if anyone is interested in phone-banking. Pierce made a motion to endorse the candidates that the AFL-CIO has endorsed. Seconded: English, Carried.

MDA Report: Redcloud announced the next MDA event is Fill the Satchel. To donate you can go to any Northwest Priority Credit Union.

Food Drive Report:

Norton mentioned that we are still working on how we can get back into the food drive next year. Lee is working on the issue.

Retirees' Report: Smith reminded the membership that the Retiree Luncheon is happening the third Wednesday of each month at IHOP. He also mentioned Paul Swenson's 101st birthday lunch held earlier that day.

Veterans' Report: Hall spoke on the new route for the return of the Veterans Day Parade.

Labor Solidarity Report: Norton informed the membership that many workers are preparing to go out on strike: the railroad workers, teachers, and many more. Partridge spoke on the myriad of labor movements who are struggling across the region and the country.

Good of the Association:

Lulich spoke about how Fred Rolando is retiring as President.

Kitty Award: George Wallenstein won \$58.75.

Jackpot: \$595 went unclaimed by Shay Phillips, Clackamas.

Treasure Chest: \$110 went unclaimed by Karen Barr, Beaverton.

Norton thanked tonight's hospitality (Jon Cabral) for providing dinner.

Adjourned: 9:05



B-Mike

19

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



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 Portland, Oregon
 Permit No. 4
 ADDRESS SERVICE REQUESTED



The next General Membership meetings will be held Wednesday,
 July 13 and Wednesday, September 14, both at 7pm.

There is no meeting in August.

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.

MORE FUN AND GAMES
 from the USPS (what spin will they take next?)

A PUSHING THE ENVELOPE
 CLASSIC FROM SEPTEMBER, 1998

**TAKE A
 MOMENT FOR
 SAFETY**

You've experienced the real thing, now try the game!
 Simply flick the spinner for a chance to win a big prize!

**GRAND PRIZE--\$20 MILLION OR
 EQUIVALENT IN POWERBALL TICKETS!!**

BR.82'S PUSHING THE ENVELOPE

BY KERRY WAITE & TERRY KNOTT
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A PUSHING THE ENVELOPE
 CLASSIC FROM SEPTEMBER, 1998

**TAKE A
 MOMENT FOR
 SAFETY**

Safety is like an itchy
 trigger finger at midnight
 in an Old West saloon. Nah,
 that's just the beer talkin'.

By golly, I'm gonna
 have me a safe day!

Be safe or I'll
 slap you silly!

Come to safety,
 Snookums!

Management abhors
 a safety vacuum.

Safety is *not*
 a bunch of hooey.

Safety beats a
 poke in the eye
 with a sharp stick.

Clear cover
 before striking.

Safety is totally rad
 when you think about it!

Working safely and
 safely working--two
 sides of the same coin.

I am not a safety statistic!
 I am a man!

Safety is like a red
 Corvette, only slower.

Is all you ever think
 about safety?

GET THE UN OUT
 OF UNSAFE!