



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

My Contract Wish List

- David Norton, President

As many of you know, our letter carrier contract between the NALC and the USPS, the National Agreement, is set to expire this month on May 20th, 2023. Our national officers have already entered negotiations with the Postal Service on renegotiating a new contract.

Letter carriers differ from other unions as we are governed by the rules and regulations of a national contract that is collectively bargained for by our national officers. That national contract affects every city letter carrier in this country.

Depending on your seniority in the Postal Service, you may have seen several contracts come and go, or this may be your first one. Each contract campaign comes with subtleties and dynamics depending on what is happening in our craft at the time. Sometimes those nuances are based outside of the struggles on the workroom floor and have to do with things like the current national economy, fuel prices, mail volumes or the financial state of the Postal Service. Many times, what other postal crafts have previously negotiated for comes into play.

I have lived through several contracts throughout my career. Some of those contracts were negotiated under good times at the post office, and there have been some that were negotiated while dealing with a tumultuous economy, a housing market collapse, and under a dark financial outlook for the USPS.

This time around, our national officers will be negotiating with a Postmaster General who comes from outside of the USPS, Louis DeJoy. They will also be negotiating without the unfair pre-funding mandate hanging over their heads. Both parties also are going to have to try and deal with a staffing shortage that is overworking carriers as well as costing the agency excessive overtime costs.

For those that may be new to the Postal Service or if this is your first time dealing with the contract, if the national parties come up with a proposed agreement, then every active NALC member (retirees are excluded from voting on active carrier contracts) will have an opportunity to vote on whether or not to accept it. If the national parties cannot come up with an agreement, then our contract will be decided by a neutral arbitrator.

If you have the authority to vote yes or no for a contract, then you should be thinking about the issues in your office that you would like to see fixed (or get closer to fixing) in the contract. Of course we all want raises, keep our uncapped COLA and no more increases to our healthcare contributions, but I have several things that I think we should be looking at changing in our next contract. low is just a sample of my contract wish list.

Going back to a career hiring model

This is the most obvious one of all. If we are going to tackle hiring and retaining new letter carriers, we have to do away with the non-career CCA hiring model and go back to hiring PTFs. We have already done that in several installations where Branch 82 represents: Portland, West Linn, Oregon City, and McMinnville, and we have seen improvements in hiring in those places. The surrounding places that are not hiring directly to PTF are still struggling to hire new employees. Why would anyone want to work in Lake Oswego if close by Portland, West Linn, and Oregon City are starting people at a higher wage with career benefits?

The non-career CCA hiring model has been a disaster for the Postal Service as well as our craft. If we want to continue the tradition of having professional letter carriers who make this

job a career, then the Postal Service must stop devaluing this job. Start letter carriers as career employees.

A higher starting wage

This goes along with hiring directly to PTF; if we are going to retain new employees, they are going to need to be paid at a higher rate. We could accomplish that by getting rid of Table 2 of the pay chart. We could also accomplish this by just raising the starting wage. Why not just create a new pay chart that starts new employees with higher wages? I think new hires will be a lot more likely to stick with this job if they can start a job that really supports them financially.

Days off

The biggest issue I hear about from new carriers is the lack of a defined schedule with days off that you can plan for. When I started this job, it was before the Sunday Amazon delivery. I worked long hours as a PTF but at least I had Sunday to look forward to. I don't see the Postal Service getting rid of Amazon delivery anytime soon, so we need to find out a way to get new carriers set days off that they can plan on every week. Why not just give PTFs (presuming that we get rid of CCAs) a color day off every week if they are not on an opt. If they are working on Sunday, then management is prohibited from scheduling them on their SDO. People need to know their schedule from week to week so they can make plans in their personal life. As it is right now, new carriers are at the whim of their supervisor's lousy scheduling. No one can plan to do anything outside of work if you don't know what you are doing from day to day.

Contract enforcement

It seems ridiculous that we are still filing grievances on the same issues every year. Branch 82 spends so much time dealing with issues that the national parties should be making firm decisions on and sending their interpretations out to the field for enforcement. Why are we still debating 733 time? Why am I sending up grievances to Step B over the posting of routes or city carriers performing rural work? Why is management harping at everyone to get out of the office in 60 minutes when our office time is defined by our fixed office time coupled with caseable volumes? If there is an issue that needs clarification, national can clarify it and we can be done with it. Local management doesn't need to interpret anything. We need real contract enforcement, and it is only going to come when USPS management just gets told what to do from headquarters and it ends there. There is no reason for stewards to fight over simple issues that should be settled by the national parties. If I had my way, all contractual grievances would go to a national Dis-

pute Resolution Team, and they would make a ruling and that would be final. We shouldn't keep spinning our wheels at the local level. Let's get some real enforcement on some of these violations.

Right to refuse excessive overtime

Letter carriers should never have to work more than 12 hours in a day, and management should never be in a place where they can instruct them to do so. If your boss tells you to work more than 12 hours, then you should be able to say no without fear of reprisal. Management should adhere to the work hours as they are defined in the National Agreement and that is it. There needs to be some verbiage in the contract that states as such. New employees don't need to live in fear that they will get in trouble unless they work themselves to death for their boss. The same goes for the 60-hour rule. If an ODL carrier doesn't want to work more than 60 hours, they shouldn't have to. The days of carriers being forced to work excessive hours needs to come to an end.

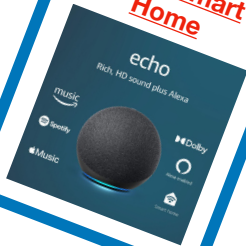
These are just a few things that I will be looking for in any new contract we sign with the Postal Service. Of course there are all kinds of other things that I hope and dream about in our contract, like a definitive route adjustment that carriers can get used to every year and real workplace improvements. We can all dream big for things like paid lunches, big raises and the abolishment of your idiot supervisors, but ultimately, if the national parties come up with a proposed agreement, then it will be up to the members of the NALC to decide what they can live with.

Contract negotiations are not easy and rarely does a side get everything they want. I kind of always looked for incremental progress towards some of the big issues and solutions that directly affect the rank and file. A little raise here or there doesn't do any good if everyone in your office hates their job. A wish list is just that, a list of things I wish we could get in our next National Agreement. Are any of them deal breakers? We will have to see what our contract looks like in its entirety. I do know that our national officers are aware of the issues that are impacting the workroom floor, and they put a lot of time and energy into these negotiations.

There is a lot on the line this time around. Collective bargaining has gotten us a lot since that strike in 1970. It is a powerful process that gives us as workers a say in what happens in the workplace. Here is hoping that we keep moving forward as a union and this round of collective bargaining continues to gain increases to the hours, wages, and working conditions of letter carriers.

Branch 82 MDA Raffle!!

Echo Smart Home



Ruko U11Pro Drone!!!



Theater Solutions Bluetooth Speakers



Deejoy RC Stunt Car



Details:

Price:

Tickets are \$5 each or 5 tickets for \$20

Dates:

Tickets on Sale Feb 15th - June 14th

Drawing:

Drawings will be at the general meeting on Wednesday June 14th. You do not need to be present to win. 1st ticket drawn = first pick, 2nd ticket drawn = second pick and so on. If not present, I'll text/call you.

Tickets:

You can get tickets at the Branch 82 union hall or through the steward at your office.

Questions:

Text/Call Abe at 831-331-0798
Or call Branch 82 at 503-493-5935

Best Choice Foosball Table



INIU Portable Chargers



X 3 !!

Hilipert Heated Vests



X 3!

AstroAI Mini Fridge



ILLUMIN8 headlamp & Flashlight



X 3 !!

That's 15 total Prizes which gives everyone a better chance at Winning!! Total worth is \$1,000!! Get your tickets today to support MDA and maybe win a prize!



Ryan Goes to State

- Ryan Mills, Holladay Park steward

“That person walking through the door is the future of our union,” the freshly re-elected president, Willie Groshell, said in his closing speech at the 2023 Oregon State Association of Letter Carriers 118th annual convention held at the Chinook Winds Resort & Casino in Lincoln City, Oregon. These remarks came after two days of business and classes put on and organized by our NALC associates from Branch 347 out of Salem, Dallas, Independence, Monmouth, Silverton, Stayton and Woodburn. According to Branch 347 Vice President Daniel Wheeler’s welcome letter, Chinook Winds Casino is the largest employer in Lincoln City, and is owned and operated by the Siletz Tribe, with the revenue generated by the casino going directly to the Siletz tribe. “The Confederated Tribes of Siletz Indians spanned up and down the coasts of Oregon, Washington, and northern California,” according to Wheeler, and “their ancestors spoke 10 different languages, each with different dialects.” President Groshell opened the convention with an acknowledgement of the sacrifices of these ancestral peoples, and the debts we still owe as a society to their ongoing plights.

(Content warning: discussion of sexual assault, physical violence and suicide follows. Skip to the following paragraph to avoid these themes.)

The theme of the 2023 State Convention was “one delivered to the cuckoo’s nest,” a play on the title of a book by Ken Kesey (*One Flew Over The Cuckoo’s Nest*), and the 1975 film adaptation starring Jack Nicholson. I have not personally read the book, but I have seen the movie. The film adaptation of *One Flew Over The Cuckoo’s Nest* follows the character of Randle McMurphy who has been imprisoned for statutory rape, and who pretends to be insane to get out of prison and to be placed in a mental institution. Some antics ensue but they are not lighthearted. In the end, a character slits their own throat, and McMurphy’s character attempts to strangle a nurse and is in turn lobotomized. At the convention, each delegate was handed a tote bag with an illustration of a clearly disturbed letter carrier in a straight jacket with the slogan “I got ‘committed’ at the Oregon State Convention 2023” surrounding the image. I understand being proud of a local author who was somewhat of an oddball, and being proud of the fact that this movie was filmed in Salem and Depoe Bay. I don’t understand how making light of mental institutions, or insinuating that letter carriers should or might end up in a mental health hospital, is an appropriate theme for a state convention. Indeed, the host branch wore carceral-neon orange shirts that were either meant to portray them as correctional officers or inmates, I did not seek to find out. I was offended by this theme, and I heard from many others who also stated a degree of discomfort.

In terms of the business of the state association, there wasn’t all that much. We went over and adopted the rules for the convention, acknowledged past letter carrier of the year winners, and

discussed and voted on three resolutions and a by-law change (more on that later). We also held elections in which Willie Groshell, Branch 82, went uncontested for the position of President; Casey English, Branch 82, went uncontested to be elected State Treasurer; David Bauer, Branch 1274 (Corvallis), went uncontested to be elected Secretary; Brandon McCabe, Branch 82, went uncontested to be elected Assistant Secretary; and Tony Christensen, Branch 347 (Salem), went uncontested to be elected Director of Retired Members. Abe Redcloud, Branch 82, was nominated and ran against the current Vice President Joanne Booth, Branch 295 (Astoria-Seaside). Abe was elected by a wide margin.

Sue Wellhausen from Branch 916 out of Eugene gave a class on Article 8, focusing on the rules for divvying out overtime, as well as 12 and 60 hour limits. Julius Fildes, accompanied by Casey English and Richard Shay, all from Branch 82, gave a class on the TIERAP route adjustment process. This class seemed to generate a fair amount of relief among many of those in attendance due to Julius’s clear presentation of the workings of TIERAP, as well as providing clear expectations for when carriers go through the process.

On the second day, we held a brief memorial service for our deceased brothers and sisters. This honorable service, which included saying aloud the names of our fallen members, an offering of flowers to the dead, a nice prayer, and the singing of “Amazing Grace,” was the strongest sense of solidarity to be felt throughout the convention. It was a touching moment of reflection, and the emotional nature of the memorial allowed us to be united in our sense of thanks and remembrance.

But as far as solidarity goes, the memorial service was the extent of it. This was my first State Convention, and what struck me initially was a lack of solidarity and an open hostility towards Branch 82 members. Anecdotally, Branch 82 members were referred to as “the enemy” by associates from locales outside of Portland, and the animosity directed toward Branch 82 when it came time to discuss the proposed by-law change was unfortunate to say the least. Now about the proposed by-law change: Branch 82’s Secretary Treasurer Matt Pierce submitted a proposal with the intention of bringing the State Association’s rules of representation closer to being truly democratic. As it stands, Branch 82 is limited in the number of delegates it can send to the state convention, and therefore the number of votes its members may cast, based on seemingly arbitrary limits imposed on the state association by a previous by-law change that may be unconstitutional in relation to the national NALC constitution. Basically, a branch with smaller members has a larger proportion of delegates in comparison to a larger branch (not unlike the United States Senate), so a larger branch’s members are disenfranchised of their representation in the current situation.



The overwhelming argument against the proposed by-law change was that Branch 82 (or “people from Portland” as it was put by a few speakers) would take over and dominate the state association. I find a hint of irony in this argument, considering that three members from Branch 82 ran uncontested for State Association officer positions; and for the officer position of Vice-President, a Branch 82 member was elected by a wide margin, clearly with support from folks outside of Branch 82.

What I find most shameful about the hostility towards the attempt to help the state association become more of a representationally democratic organization is that we are supposed to be united in our struggle as letter carriers! It does not matter where in Oregon we carry the mail, members in Portland face the same struggles against management and in the job in general as a carrier in Salem, Seaside, Pendleton, Burns, etc. We should be there to help each other! When I look around at the officers and stewards of Branch 82, I am inspired in their doggedness to represent and rise on behalf of the rank & file. Judging from what I saw of my fellow delegates and representatives at the state convention, I would not be confident to say the same for most of them. In fact, the words “rank and file” were hardly uttered, if at all. The discussion of the proposed by-law change was filled with baseless accusa-

tions of, like I said, a hostile takeover of the state association, and even accusations of cozying up to management. The outcome of the vote was reminiscent of the democratic backsliding we are seeing in many places in this country. It is devastating to see in politics; it is devastating to see in our union.

Alas, there is hope. For one thing, I know that the officers, stewards, and rank & file of Branch 82 will never stop fighting for the rights of letter carriers. I have no doubt that the stewards and officers of our fellow Oregon branches who were not in attendance at the state convention do the same and will continue to do so while they are members of the NALC.

I was “that new person walking through the door.” Walking back out of it, I was not inspired to be the future of the Oregon State Association of Letter Carriers. A couple new leaders were elected to the state association. I hope that they may shift the focus back to the rank and file and to the root goals of the NALC: defending the rights of letter carriers.

In solidarity (but noting that the opinions expressed here are solely mine),
Ryan Mills

MDA Report

- Abe RedCloud, MDA Rep

May Day May Day, URGENT REPORT, May Day May Day, MDA EVENT COMING UP!!! Get your attention? Lol. Not really an urgent report, Buuuuuuuuu since I have your attention, let me tell you about what’s coming up the next two months.

MDA Labor Bowl:

Sunday May 21st is our MDA Labor Bowl back in action! At this point we are sold out, so if you haven’t pre-registered with me, then unfortunately you’ll have to wait until next year. If you have pre-registered, then get ready for some fun!!!

Sunday May 21st
Check in = 10:30am - 11:30am
Bowling = 11:30am – 1:30pm
Silent Auction = 10:30am - 1:00pm

SILENT AUCTION ITEMS NEEDED!!

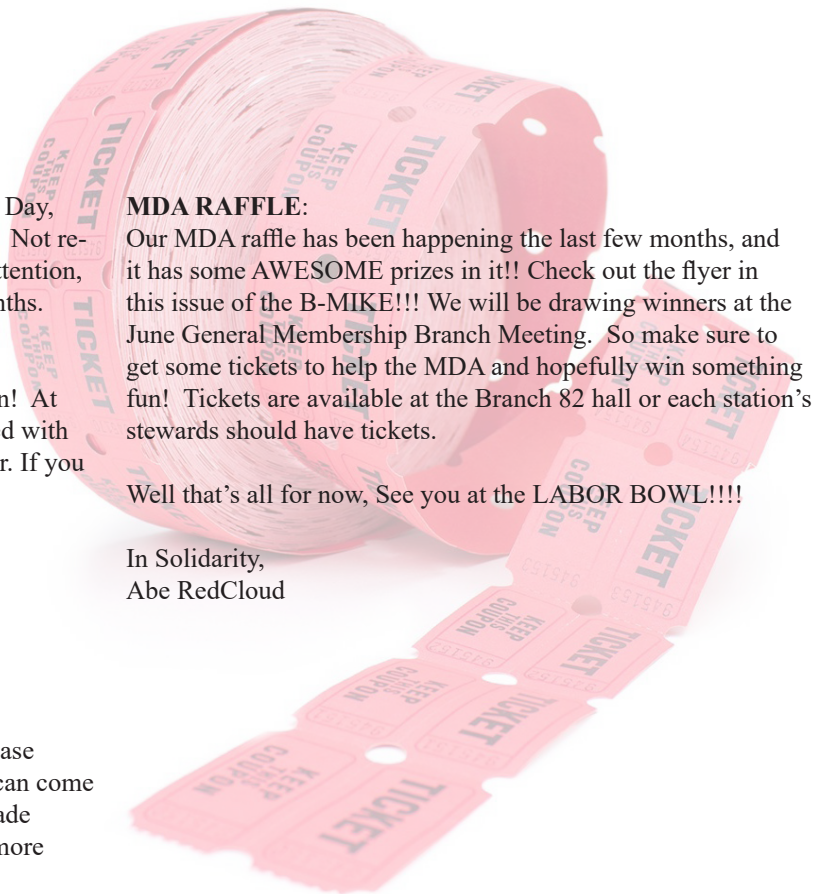
If you have anything to donate for our silent auction, please contact me or the hall. If you can’t bring it to the hall, I can come get it. This can be anything from baked goods, homemade items, store bought items, etc. The more donations, the more money we can raise for MDA!

MDA RAFFLE:

Our MDA raffle has been happening the last few months, and it has some AWESOME prizes in it!! Check out the flyer in this issue of the B-MIKE!!! We will be drawing winners at the June General Membership Branch Meeting. So make sure to get some tickets to help the MDA and hopefully win something fun! Tickets are available at the Branch 82 hall or each station’s stewards should have tickets.

Well that’s all for now, See you at the LABOR BOWL!!!!

In Solidarity,
Abe RedCloud



Understanding FERS

- Matt Pierce, Secretary-Treasurer

Hello again, from the new stand-up desk of your secretary treasurer. I hope and trust this finds you all well. We recently completed new steward training, and I would like to personally thank all 13 of our new stewards for their time, hard work and dedication to their fellow members. One of the subjects that sparked much interest was a discussion of retirement benefits. We have a large number of carriers who are just starting their careers. For reasons we will discuss later, it's very important for our new members to understand their retirement benefits. You are at serious risk of losing some of them, maybe, before even knowing what they are.

It's important to understand how the Federal Employee Retirement System (FERS) works. FERS is a lot less "show up to work every day, do a good job, and look forward to a financially secure retirement" than the previous CSRS system was. It's quite possible for two carriers under FERS with the same number of years of service and the same lifetime income to have very differently funded retirements.

FERS is made up of three basic parts. Your annuity which is approximately 1% of your base high three years pay, social security and finally the amount of money in your Thrift Savings Plan (TSP). FERS is in many ways a fantastic retirement system. I once had a conversation with Ernie Kirkland, a former Director of Retirees. He told me that if he had it to do over, he would have switched to FERS from CSRS, which carriers could do from 1984 to 1987, because if you knew what you were doing you could have a lot more money in retirement. Of course, therein lies the rub, you have to know what you're doing. As I often tell people the two most important times of your life, when it comes to your FERS retirement, is the first five years of your career and the first five years of your retirement.

Many of the calls we get at the union hall are related to the latter. The problem is that the answers to those are not nearly as simple as they are under CSRS. Under FERS what may be very good advice for one person would be horrible advice for someone else. It really depends so much on their individual circumstances. Conversely, the advice I would give to anyone starting out in the first five years of their career is almost always the same. Save as much as you can in your appropriate TSP lifecycle (Roth or otherwise) fund until it hurts, and then save one dollar less than that. After that go online and increase your TSP contribution by half of every contractual raise, step increase or yearly increase. If you do this it will make the choices you get to make in the first five years of your retirement a heck of a lot better and a heck of a lot easier. This is due to our good friend compound interest.

I understand things are expensive now, and inflation is having a toll on working people. It's normal and easy to focus on the present, the bills you have to pay, the things you want to buy and

assume you'll have time in the future to start saving for retirement. As my grandfather used to say though, "the easiest time to save money is when you're earning it." The longer you wait, the tougher it will be to amass a sufficiently large nest egg. For example, if you wait until you are 35 to start saving for retirement, you'll have to set aside \$671 a month to reach \$1 million by age 65 (assuming an 8% annual return after fees). But if you start at age 25, you'll need to save just \$286 a month to hit \$1 million by the time you're 65. It's estimated that every dollar you put in to your TSP 30 years before you retire is worth the equivalent of 6 dollars, in today's money, when you retire. Which is why it's so very important for everyone to contribute enough to get the 5% matching TSP funds at the very least.

The third and final part of the FERS Retirement is also the one most under attack. The FERS annuity supplement, sometimes called the social security bridge payment, is paid in addition to gross monthly (FERS) annuity benefits. It is paid along with your other retirement benefits. While it is calculated based upon your estimated Social Security benefits, it is otherwise unconnected to Social Security. You don't need to take Social Security at any certain age to receive it and you don't need to apply for Social Security to get it.

To be eligible to receive the FERS annuity supplement, you must retire on an immediate annuity (that is, one that begins within one month of separation) under one of the following provisions: after 30 years of service at or after your MRA (minimum retirement age), or after 20 years of service at or after age 60. Under early retirement (Early-Out) you will have to wait until you reach your MRA before you can begin to receive the supplement.

The formula for what you actually get as your FERS Supplement is a little complicated. For the actual calculations look on our website for my December 2022 article. But for the average letter carrier, with 30 years service, who retired at 57 this month, a very rough estimate is \$1500 a month, for five years. A \$90,000 benefit is not an insignificant amount of money. Think about that going away. The FERS annuity supplement for many carriers will, for a period of time, represent between 1/3 and 1/2 of their retirement. That's a pretty big deal.

Every time the Republicans have been in charge of the House since the 2014 budget cycle, they have put forth a proposal to save money by abolishing the FERS annuity supplement. It is now part of their budgetary platform. The Republican party is once again in charge of the House of Representatives. Regardless of your feelings on politics, you should be incensed at the idea of congress cutting what could be a \$100,000+ benefit that was promised to you.

Lest you think that congress will not continue to attempt to cut



Retiree's Report

- Sam Smith, Director of Retirees

spending on the backs of future federal retirees, you need only talk to those brothers and sisters of ours that started as CCAs. What was included in the 2014 federal budget and signed into law was that federal workers hired on or after Jan. 1, 2014, with less than five years of service would have to pay 4.4% toward their defined retirement benefit -- 1.3% more than the previous 3.1% that employees hired after 2012 contribute and more than five times what older employees, such as myself, pay which is 0.8%. No matter how much each employee pays, their final annuity is calculated the same.

To put it in starker terms, 3.5% extra per year is about a year's pay in a 30-year career. Over their career, a former CCA will earn an entire year's less pay than I will because of the cost of their retirement contributions, but we'll both get the same benefit. This is what happened the last time a Republican congress had a chance to cut federal benefits.

This is why it's so important for you and your fellow letter carriers to understand their retirement benefits. It's very easy to take them away when you're unaware of what they are. It also shows why it's so important to belong to the Letter Carrier Political Fund. For information on joining and the importance the LCPF visit nalc.org/government-affairs/political-activity.

You are all invited to my retirement party in 2034. With all of us working together and giving a little, I may not have to change your invite from 2034 to 2040. Depending on how things go, it may or may not be a potluck and open bar. Until next time, I remain in solidarity, Matt.

Congratulations, you are all set to retire. You have finally made it! It is a tradition with Branch 82 that on your last day of work three things will take place.

#1 You will most likely have one of our elected officers present at your installation's stand-up. If you choose to retire publicly, at that time there is usually a financial presentation made to the retiring member by the union officer in attendance.

#2 There is also a tradition of taking your picture making your last clock ring or the "last punch." This represents your last moment as an active carrier of the United States Postal Service.

#3 Lastly, in addition to the union making the check presentation, you will also be provided with a form 1189 to be filled out to authorize the continued payment of your union dues. As of retirement, your union dues are no longer automatic, and you must authorize the deduction. Also, if you are an LCPF contributor you will have to re-sign up for the Letter Carrier Political Fund. It is very simple to have the deduction come right out of your checking account.

When you authorize the payment of your dues as a retiree, your dues are \$55 a year. That breaks down to approximately \$4.58 per month, and I dare to say that most of us can afford that.

We at Branch 82 also have a tradition of meeting each third Wednesday for the retiree luncheon. It's at 12 noon at the IHOP on 82nd Avenue. Please plan to attend. Active letter carriers are also invited, encouraged, and welcome to attend.



New Steward Training participants and Branch 82 officers, April 2023.



B-Mike

Holidays

- Jon Cabral, Chief Steward & Recording Secretary

Seeing as how the month of May marks the return of holidays, I figured it would be the most timely topic I could write about this month. For a long time, scheduling on holidays was difficult, as management frequently forgot to post schedules at the appropriate time or would fail to schedule and/or draft carriers in the proper order. There were some things that were easy about it though, relative to how difficult scheduling became last summer/fall, as there were only Full-time Carriers and CCAs up until that point. With the reintroduction of PTFs to our workforce, things became more complicated, as management is more restricted on how they must schedule PTFs on holidays before being able to draft full-time carriers or schedule CCAs.

Let's start by talking about which employees receive holiday pay, and if that question were asked, the answer would be all of them, kind of. Full-time Regulars, Full-time Flexibles, Part-time Regulars, and CCAs all receive holiday pay. The first three categories receive holiday pay for 11 holidays, and CCAs receive holiday pay for six. Contractually, the first three categories would only receive 10 holidays, but management updated the Employee Labor Relations Manual (ELM) to add Juneteenth to the list of paid holidays. They only did this for Career Carriers who are not PTFs, which I will explain more about later. The list of paid holidays for the first three categories are as follows: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday/Presidents' Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. The list of paid holidays for CCAs are as follows: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

For PTFs, things are quite a bit more complicated. PTFs get paid for the equivalent of the 10 contractual holidays (management unilaterally added Juneteenth to the list of paid holidays, and did not notify or negotiate with the union in regards to making it 11 for PTFs) through their base salary straight time rate. If you ever wondered why PTFs make more money at the same step as a Full-time Carrier, this is why. Essentially there are 2080 straight time hours over the course of a year, consisting of 8 hour days and 40 hour weeks. PTFs, instead of having their yearly salary divided by 2080 hours, the total hours for 10 holidays at eight hours each, which is 80 hours, is subtracted from the 2080, making the number of hours a PTF's yearly salary is divided by, 2000 hours. This is only for the straight time rate of pay though, as PTFs' Sunday premium, Overtime, Penalty Overtime, and Night Differential are paid at the Full-time Carrier step, instead of the PTF rate for that step.

Now that I've covered how all the different classes of employees are paid holiday pay, I'm going to talk about how each of them is supposed to be scheduled. In all of the installations that Branch 82 represents, PTFs are supposed to be maximized to the extent

possible, even if that means they work overtime. This is to happen before any other type of carrier is worked. This means that if a station was going to be five routes down on a holiday, and that office had 4 PTFs, no other carrier would be required to work, as those 4 PTFs could cover all of the work of those five routes. If there was still a need after all PTFs were scheduled to the extent possible, management then has to take any Full-time volunteers. After volunteers are scheduled, management would then schedule CCAs. If there was still a need for more carriers, management would then start drafting Full-time Carriers by juniority on a rotating basis, first with those carriers who would not be in an overtime status on the draft day, and lastly they would draft those carriers who would be in an overtime status on the draft day.

The rotating juniority draft starts over each year with the Martin Luther King Jr. Day holiday. The juniority draft is separated by color days off, and wherever the draft ends for a specific color is where it will pick up the next time that color is drafted for a holiday schedule. The holiday schedule itself has to be posted by the Tuesday preceding the holiday draft day. If a holiday falls on a Monday then the preceding Saturday becomes the designated holiday. If a holiday falls on a Saturday, then the preceding Thursday becomes the designated holiday. If a holiday falls on any other regularly scheduled day, then the immediate preceding day becomes the designated holiday. Finally, if a holiday falls on a Sunday, the following Monday becomes the observed holiday, and the preceding Saturday becomes the designated holiday.

A holiday schedule is not limited to only the designated holiday draft day; a holiday schedule would have to be made for any day carriers are working a holiday. For example, if a holiday falls on a Sunday, and management wants to schedule carriers to work on the designated holiday on Saturday, the Observed Holiday on Monday, and to run Amazon parcels on Sunday, they would have to create a holiday schedule for each of those three days. This means on each of those days, management would have to maximize PTFs to the extent possible before ever scheduling another class of Carrier. This is a particularly important fact for Sunday Holiday Drafts, as management likes to try and schedule one carrier per Amazon route, but we all know an Amazon route does not take eight hours, and therefore management cannot schedule in that manner. If management projects having eight Amazon routes, then by maximizing PTFs they would only need to schedule five of them.

Another obligation management has regarding a holiday schedule/draft, is that they must post a volunteer list. Typically a volunteer list would be posted a week before the holiday schedule is posted on the Tuesday preceding the Holiday Draft. The volunteer list is used to help maximize the number of carriers who will be off on the designated holiday. Now that Full-Time Carriers can put in for the AL exchange, there is finally a good incentive

for them to volunteer to work on a designated holiday. If a carrier's day off falls on the observed holiday, then their designated holiday becomes the day in which if they work, they can request the AL exchange. All other color days off would have to work on the observed holiday in order to qualify for the AL exchange. It's an important tool to earn more leave, and if used strategically, can greatly maximize the amount of AL that can be taken.

Lastly I would like to talk about SDOs that fall on observed and designated holidays. This is a sensitive subject for many, but if your long weekend happens to fall on the designated holiday, or if your SDO falls on an observed holiday, like a Monday, then you cannot make advanced plans to take that weekend off. Once the holiday schedule is posted on Tuesday, and you see that you aren't being drafted to work, then and only then, would you be able to make plans for that weekend. Carriers cannot assume they are not going to be drafted, as in nearly all instances where a holiday schedule exists, carriers

are going to be drafted. If a carrier does make advanced plans, and management ends up scheduling them on the draft day, they are opening themselves up to potentially being disciplined if they don't report as scheduled. The only way to guarantee that you will not be drafted to work on a holiday schedule, at least in the Portland installation, is to have scheduled AL in conjunction with that holiday. Management cannot schedule you in on a holiday draft if you signed up for leave that is in conjunction with that day. So, if you absolutely need to not work a holiday weekend, make sure to sign up for, or have approved leave, that connects with that day.

If you have any questions or concerns about anything I've mentioned, please talk with your steward or call the hall and speak with an officer.

In solidarity,
Jon Cabral

In Memoriam

TAMMIE DECORMIER
STEVEN ECKMAN

Retiree Luncheon
May 17
IHOP
4931 SE 82nd Avenue
Portland, OR 97266
NOON
(Third Wednesday of each month)

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





Last Punch Bunch

Kevin Bizal - Multnomah

Ronny Breiner - Newberg

Tony Leet - Oak Grove

Cheryl Pederson - Oak Grove

Joe Walsh - Southwest Portland

Ken Wilson - Oak Grove



Ken!



Tony!



Ronny!



Last Punch Bunch



Joe!



(Southwest Portland knows how to throw a retirement!)

**You can't pull the wool over our eyes!
We know "ewe" want to join us, like baaad**

**The next Pride committee meeting will
be Thursday, May 25th at 7PM**
Zoom code: 880 6173 1039 Passcode: Pride

Remembering and Supporting Veterans

- Bruce Hall, Veterans Representative

The month of May has several days which encourage us to remember and support veterans. May 8th is V.E. Day and marks the Victory in Europe in WWII, May 20 is Armed Forces Day and honors all our armed forces, and May 29 is Memorial Day. Take advantage of these special days.

Memorial Day will be celebrated on May 29. It is a sacred day to all veterans. The actual designated date is May 30, but it was changed to the last Monday in May, creating a three-day weekend. This change actually undermines the meaning of the day in some ways, but we can put meaning back into Memorial Day by celebrating it as a Day of Remembrance. Veterans Day, which is observed on November 11 each year, honors and thanks all veterans who have served or are now serving.

Freedom is costly. Many veterans gave the ultimate sacrifice to give Americans freedom, which most people take for granted. **Sacrifice is meaningless without remembrance.** On Memorial Day we can honor the nation's dead veterans by remembering their service and their sacrifice.

There are many ways that we can pay tribute to those veterans who have sacrificed so much for us. These include:

*Pausing for a few moments of personal silence (All Americans are asked to pause for a moment of Respect and Remembrance at 3pm.)

*Attending commemorative ceremonies

*Placing flags on grave sites

*Wearing "Buddy" Poppies

*Flying your flag (Remember that on Memorial Day, the flag is flown at half-staff until noon, then raised to the top of the flag pole.)

Memorial Day events in the Portland area:

*Ceremony at Willamette National Cemetery at 10am

*Services at Oregon Vietnam Veterans Living Memorial in Washington Park at 11am.

Personal as well as public acts of remembering should be part of our Memorial Day observances. Whether done collectively or individually, it's the thought that counts. Let's make this a true Memorial Day, not just another day off work. Honor those who have sacrificed so much to provide freedom as we build memories on this Memorial Day.

Here are a few facts about Memorial Day.

HISTORY: Memorial Day, originally called Decoration Day, is a day of remembrance for those who have died in service of the United States of America. Memorial Day was born out of the Civil War and a desire to honor its dead. It was officially proclaimed on May 5, 1868, by General John Logan. In the proclamation it stated that "May 30, 1868, would be designated for the purpose of strewing with flowers, or otherwise decorating the graves of comrades who died in defense of their country." The date of Decoration Day,

as he called it, was chosen because it wasn't the anniversary of any particular battle. It became Memorial Day in 1873. The South refused to acknowledge the day and honored their dead on separate days until after World War I (when the holiday changed from honoring just those who died fighting in the Civil War to honoring Americans who died fighting in any war).

It is now observed on the last Monday in May with the Congressional passage of the National Holiday Act of 1971, which ensured a three-day weekend for Federal Holidays.

POPIES: In 1915, Moina Michael was inspired by the poem "In Flanders Fields" and she wrote her own poem: "We cherish too, the Poppy red, That grows on fields where valor led, It seems to signal to the skies, That blood of heroes never dies." She then conceived of an idea to wear red poppies on Memorial Day in honor of those who died serving during war. She was the first to wear one and sold poppies to her friends and co-workers with the money going to benefit servicemen in need. Later, Madam Guerin from France was visiting the United States and learned of this new custom started by Ms. Michael. When she returned to France, she made artificial red poppies to raise money for war orphaned children and widowed women. This tradition spread to other countries. In 1921, Franco-American Children's League sold poppies nationally to benefit war orphans of France and Belgium. The League disbanded and Madam Guerin approached the VFW for help shortly before Memorial Day in 1922. So, the VFW became the first veterans' organization to nationally sell poppies. Two years later their "Buddy" Poppy program was selling artificial poppies made by disabled veterans. In 1948, the Post Office issued a red three-cent postage stamp with Ms. Michael's likeness on it.

The VFW distributes "Buddy" Poppies made by disabled veterans and the American Legion also has a poppy program. You can **"Help the Living"** and support veterans by giving a donation to these organizations distributing poppies, and you can **"Honor the Dead"** by wearing a poppy.

Hopefully, veterans will support veterans also. It is a continual fight to maintain or increase benefits for veterans. There are numerous veteran's organizations to join which are working to support and protect veteran's benefits. Veterans can't just passively expect others to support them but must support one another.

As we think of veterans and their needs, let's remember that veterans like to be honored for their service, but not pitied for it. They like the respect of their fellow citizens and appreciate help for the wounded. They don't need special handouts to succeed, but our veterans face many problems such as unemployment, injuries, financial problems, etc. We need to realize that praise for a job well done goes much farther in expediting readjustment than misplaced pity. Don't feel sorry for them but honor them by helping them. **Have a Memorable Memorial Day!**



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Dave Esch	503-493-5903
Ted Lulich	503-493-5903
George Wallenstein	503-493-5903

MCKANNA, BISHOP, JOFFE

Attorneys

1635 NW Johnson Street

Portland, Oregon, 97209

Telephone: 503 226-6111

Fax: 503 226-5121

John S. Bishop Elizabeth A. Joffe

Elizabeth A. McKanna

Legal Assistant

Marla R. Menkins

Representing Oregon Unions

And Employees in

Matters of Collective Bargaining

And Civil Rights

(Law Firm retained by NALC Branch 82)

Branch 82 Monthly Meetings

General Membership 2nd Wednesday, 7:00PM

Retiree Luncheon 3rd Wednesday, noon

Stewards Council 3rd Wednesday, 7PM

Executive Board 4th Wednesday, 6:30PM

All members are welcome, unless otherwise noted.

All meetings are held at the NALC Branch 82 Office,

5265 NE 42nd Avenue.

Retiree Luncheons are held at

IHOP, 4931 SE 82nd Avenue.

INJURED AT WORK?

Call BRANCH 82 OWCP REP

Mike O'Connor

Wednesdays and Thursdays

503 493-5903

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

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NALC Branch 82 Membership Meeting, April 12, 2023

Call to Order: 7:09

Pledge of Alliance: Bruce Hall

Deceased Members:
Tammie DeCormier, Retiree- Aloha

Moment of Silence

Roll Call of Officers
Officers Absent: Sue Canfield, George Wallenstein

Excused Members/Officers:
Abe RedCloud

First Time Members:
Rhianna Dudley- Evergreen
Neil Millburger- Piedmont

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

Communications:
President Norton explained the outcome of an appeal from National regarding a member appealing a resolution passed by the branch membership last year, the resolution on resolutions. The member's appeal was denied.

Membership Report:
Regular: 1135, PTF: 136, CCA: 105, Retiree: 522, Gold Card: 73, Management & Other Crafts: 43, New Members: CCA-13, PTF- 39. Total Membership: 2014, Non-Members: 36, Organized: 97.45%

Retired:
Kevin Bizal- Multnomah
Ronny Breiner- Newberg
Tony Lee- Oak Grove
Cheryl Pederson- Oak Grove
Joseph Walsh- SW Portland
Ken Wilson- Oak Grove

Separated:
Will Dorn- Tigard
Andrew England- Oak Grove
Aletha LeRoux-Wilson- Evergreen
Jeffrey Mooney- Multnomah

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

Unfinished Business: Norton discussed the upcoming state convention.

Resolutions and Bylaws:
Resolution and Bylaws Chairperson Jim Falvey read a resolution on Solidarity with UPS Teamsters. Motion: Resolution and Bylaw Committee's recommendation is one of approval. Discussion. Carried.

Judith Hyde Scholarship Report:
Applications are due May 5.

Health Benefits and MBA Report

Pride Parade Report: Norton announced that we will be walking with the AFL-CIO. He said they wanted all unions to walk with their banner so we can stand in solidarity with each other. Dave Esch reminded the membership that we are sharing a float for the Starlight Parade and Pride, and he encouraged people to come help build the float.

Labor Management Report: Norton reported that we are going to start clocking in using our scanners. Starting April 22nd, all functions will be done on the scanner. He explained how we recently won a Step B decision concerning After Darks, and now have a defined period of darkness from sunset to sunrise.

Health and Safety Report: Don Cadwell said he would like carriers to keep sending him their 1767's. If anyone has any issues, please make sure to contact him.

Legislation Report: Norton talked about the Glacier Vs Teamsters case. He said if they win this case, it will change how people are able to go out on strike and that everyone should be concerned with the outcome of this case. He discussed how the Retirement Fairness Act was re-introduced.

MDA Report: Norton discussed plans for the Labor Bowl on May 21st.

Starlight Parade: Norton and Harris discussed the next meeting times and asked

for volunteers to continue the work on the float. If anyone wants to march, let Branch 82 know ASAP as there is limited space for marchers this year.

Food Drive Report: Norton discussed plans for the upcoming food drive.

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

Veterans' Report: Bruce Hall spoke on an organization called Do-good Multnomah that helps to support houseless veterans, and they are looking for toiletries to be donated. He said the Flag box has collected 650 flags over the last year for him to properly dispose of. Dale Thaler announced that Veterans Appreciation Day is coming up and to wear purple to honor veterans.

Labor Solidarity Report: Jamie Partridge spoke on Teamsters Local 162's strike against Maletis Beverage who is trying to eliminate their retirement benefits. He added there is a new city workers union forming and spoke on the AFL-CIO summer school which is August 5th. Norton said we have supported LERC for a long time, and it is taking place in Eugene this year.

Good of the Association: Ted Lulich made a motion to support and Endorse Gordon Lafer for Schoolboard in Eugene. Seconded: Partridge. Carried.

Norton thanked hospitality for tonight, Lois Brumfield, and mentioned that we have a lot of open slots for meals to be made at our upcoming meetings this year.

Kitty Award:
Sammy Smith, retiree, won \$76.

Jackpot: \$595 went unclaimed by Paul Swick, retiree.

Treasure Chest: \$190 went unclaimed by Lissa Allen, retiree.

Adjourned: 8:38

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The next General Membership meetings will be held
 Wednesday, May 10 and Wednesday, June 14, both at 7pm.
 Dinner will be served prior to the meeting.

GOLD CARD GRANDPA'S RECORDS

GRAMPS WAS CARRYING MAIL BACK BEFORE THE EAGLE REPLACED THE PONY. LOOK WHAT WE FOUND IN HIS ATTIC!



PHOTO BY KERRY WHITE & TERRY KNOTT
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PLUS TIMELESS CLASSICS LIKE THESE!

- Deadhead With a Dead Letter - Grateful Dead
- Undeliverable, That's What You Are - The Nixies
- It Happened On My Day Off - Jim Carrey
- Everything Goes Every Day - Miles O'Weary
- Takin' It to the Streets - The Doobie Brothers
- Leavin' It On the Floor - Kurt Taylor
- Rocket Man - The Backhanders
- It Looks Like a Lot - Ghosoff Ast
- Mama Don't Let Your Babies Grow Up to Be Mailmen - Wailin' & Shriilly