



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

A New Process for an Old Problem

David Norton, President

As many of you may have seen, the NALC and the USPS have agreed on a joint route adjustment agreement for the remainder of 2022 and 2023.

MOU Re: Technology Integrated Alternate Route Evaluation and Adjustment Process 2022 – 2023 (TIAREAP) establishes a route adjustment process that utilizes information made available using Digital Street Review (DSR) technology as the primary means to evaluate and adjust city letter carrier delivery routes. That means information directly out of your scanner.

Any route adjustment agreement is a welcome sight as most letter carrier routes are currently out of adjustment in almost every place where Branch 82 represents, and both the carriers assigned to those routes as well as the stations as a whole suffer because of it.

We have had alternative route adjustments before, but it has been a while. Lately, any route adjustment we have had at any station has been by a 6-Day Route Count. That is the only process that is spelled out in our contract and it is an outdated, cumbersome way to adjust routes. It is also a process that doesn't necessarily prove advantageous to the letter carriers involved. Things like data integrity, sector segment value, and overall base value were something that was determined by the management team that was adjusting your route. It was our job as the union to identify this and then grieve if management was doing it wrong. Of course, that happened all of the time and we would have the 6-Day Route Count thrown out. That was good for maintaining the integrity of that adjustment, but ultimately it didn't accomplish actually adjusting the routes in question.

Lately, postal management has been completely unwilling to adjust routes, even though locally every manager agrees that routes need to be adjusted in their offices. This is something that has come down through USPS headquarters. No routes will be added

unless we take a route out in that same office. That was crazy. The thought that we could do a "one for one" was ridiculous and just didn't work here. Almost every station in every area has seen growth. For the few that experienced excessive undertime due to the pandemic, like Waterfront Station's downtown area, we were willing to go in and adjust accordingly. We just didn't get the same from USPS management in regards to excessive growth.

This has been a problem that we at Branch 82 have been fighting for a long time. Personally, I have attempted to negotiate with management for a local process to adjust routes. We have had a few station-by-station agreements, but nothing city-wide or installation wide. Any other route adjustment "agreement" between Branch 82 and local postal management was always tenuous at best and usually meant someone from management (Postmaster Reece Steelman, then Scott Menier, and even the District Manager Bill Schwartz) sticking their neck out to their bosses.

When that failed, Branch 82 pushed for 271Gs for overburdened routes, and then if management failed to conduct a 6-Day Count (the only process we had), then we filed grievances for money until they adjusted. The whole process was arduous, time-consuming, and never accomplished what we really needed it to. I have been practically begging for a joint route adjustment process for close to a decade now, and really, we have needed one for that long. I for one plan on taking full advantage of this new joint process.

There are several memorandums of understanding that the NALC and the Postal Service have agreed to concerning the new TIAREAP. M-01982, M-01983, and M-01984 can all be found on NALC.org under the Materials Reference Systems on their website. For many carriers out there, this may be the first route adjustment process you are going to be taking part in. For those of us that have been around a while, we have seen several route adjustment processes (RAPs) before. Each one of them has been

A New Process for an Old Problem

continued from cover page

slightly different, but they all have been joint processes with a representative from management and a representative from the NALC looking over agreed-upon weeks of data to determine a route's value. The parties will also look at a carrier's most recent 3999 time and will also get the opinion of the regular letter carrier on the route.

What is different about this joint process is that the parties will be using data collected from the scanner. While that might scare some of you out there, we are hoping that looking at this data may give us more of a clear picture of the sector segment value of your route, meaning: how long it actually takes you to deliver a certain segment of your route. If the average time of the collected data on your scanner says that you consistently deliver loop 6 on your route in 20 minutes, then guess what, it is a 20-minute loop. This is regardless of whether you accidentally run the thing off during a 3999 with your supervisor.

Finding the proper value has always been one of the challenging aspects of adjusting any given route. If you have been a part of them in the past, then you will understand this. What might take carrier A a certain time may take carrier B more or less time. We are not all the same age with the same ability. If we can get a more accurate look at that sector segment value, it may get us closer to a proper adjustment the first time around, and less of a reliance on rolling the dice and then going back to fix things.

Now is the time to tighten up what you do on the route. You should be doing your route the same way every day. The volume of mail should be the determining factor on how long your route is going to take, not because you decide to deliver it a little bit differently every day. If you are delivering to addresses that are not on your case labels, it means that they have not been added to your red book. It is time to update that red book and get credit for those deliveries.

This route adjustment is not going to be perfect. None of them are. No one likes change, and that's what these adjustments bring- change to your route. Sometimes it is for the better and you have a route that is closer to an 8-hour-a-day route. That is certainly the goal. But during that process, you may lose the street on your route that has your favorite customer, your best bathroom spot, or maybe the place where you take your lunch every day. Maybe you pick up an hour of walking on your route and lose an hour of mounted delivery. The problem is that we only adjust routes on a very, very infrequent basis. My hope is that the national parties can come up with a permanent process so that we can adjust on a regular basis and not have these big adjustments that radically change what the office may look like.

Route adjustments always bring a sense of uncertainty about what is to come, and under the current conditions of the post office

where carriers are already working long hours while dealing with terrible staffing, we definitely don't need more anxiety in our day. But route adjustments are coming this September, and ultimately it is a good thing for us and the future structure of our offices. No one needs to be dealing with the overburdened routes that we are currently tackling every day with a limited staff.

More than anything, a joint process when adjusting routes gets us a seat at the table. Management tends to be agenda-oriented when doing anything, and route adjustments are no different. We don't have to wheel and deal with them just because they do not want to add any routes. If the data show that we are adding or subtracting routes in any given station, then that is what we are going to do. Our agenda has always been and will always be simple fairness. If we get an opportunity to make that happen and have a say in what our route structure looks like, then we are going to take it.

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George Wallenstein	503-493-5903



**N
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P
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Portland Pride Parade

Sunday, June 19th

Details:

DO NOT WEAR POSTAL UNIFORMS

NALC attire encouraged

**First 30 attendees will receive
a free rainbow flag & bandana**

**For more information: go to
www.portlandpride.org
or www.pridenw.org**

**Updates posted in real time the day
of the event for meet up locations on
“PDX Letter Carriers” Facebook Page**



GUEST COLUMNIST

Originally printed in the Northwest Labor Press

Reproductive Justice is a Labor Issue

Graham Trainor, Oregon AFL-CIO president



As the Supreme Court prepares to upend nearly 50 years of legal precedent in overturning *Roe v. Wade*, it's important to take stock in what is really transpiring on our highest court and how it connects to the labor movement's never-ending struggle for economic justice and freedom.

First of all, reproductive rights are workers' rights. Period. The single biggest determinant of a woman's economic future is when and if she becomes pregnant. This choice impacts her financial well-being, job security, participation in the workforce and educational attainment, to name just a few.

Second, this imminent elimination of women's rights that have been federally protected since 1973 will particularly impact communities of color, LGBTQ+ individuals, and people just struggling to get by because it will embolden over half of U.S. states that are currently poised to ban or criminalize abortion. Without *Roe*, a future Congress and president could pass a nationwide ban, or restrictions that apply in every state. Too many people today already struggle to access the full suite of reproductive healthcare, and this rollback will make that reality, and the economic dangers it entails, so much worse. The history of our country has already shown us that legislators or judges cannot ban abortion, they can only make it inaccessible and more dangerous for those who cannot afford it.

Now, let's look at what this means for the bodily autonomy and personal liberty of more than half of the U.S. population. For a moment, assume that we are all grounded with the facts about pregnancy being such a major determinant of the economic future of those who can get pregnant.

And then let's imagine that the federal government all of a sudden changes course after five decades and takes away the choice you've always had about your own reproductive options, which they are now poised to do. This is clearly about power and control, and in each of the states who have already passed bans and on the Supreme Court itself, we see these efforts led by those who CANNOT become pregnant. Do the math about what's really happening, and who the winners and the losers are.

After working in coalition with unions and community partners to defend access to reproductive healthcare on the ballot and expand reproductive healthcare for working people in the Oregon Legislature, I was proud to see the delegates of the 2022 Oregon AFL-CIO Convention unanimously pass Resolution 17 titled "Reproductive Justice and Reproductive Rights Are Workers' Rights" in March. By affirming these truths and calling the Oregon labor movement to action in this resolution, we are rightly and specifically helping to educate union members about the interconnectedness and inseparability between reproductive, economic, and workplace rights. This is just one step, but a significant and important one for our movement. And while the recent leaked draft overturning *Roe* came as no surprise, it surely reminds us of the economic stakes and devastating impacts at play.

We must never lose sight of the ways in which our struggles for economic, social, and racial justice are interconnected – or the ways in which the wealthy and well-connected aim to divide us. The same ideologues and extremists leading the effort to overturn *Roe* are the ones fighting to bust unions and suppress the right to vote in the South.

The beauty of the labor movement is the through line of solidarity. And when women, people of color, our unions, immigrants, workers, or the LGBTQ+ community are under attack, it's our responsibility to STAND UP and FIGHT BACK. See you in the streets!



Banking on Sick Leave

- Betty Nash, Vice President

To the most important people in the post office, that's right city letter carriers. As city letter carriers, we earn 13 days of sick leave a year. Yes, we earn this leave and we have to make sure that we protect it and use it wisely.

I have heard that some employees feel that because they have leave on the books, they should use it immediately. Just because you have 16 hours of sick leave on the books, doesn't mean that you should call in sick to give yourself a long weekend. First of all, it's wrong to call in sick if you are not ill or injured. You open yourself up to possible discipline or termination if anyone finds out that you have lied. You are also making life more difficult for your fellow carriers that came to work. Now instead of planning on working only on their own route, they may need to carry a section off of your route. Perhaps they wanted to get off work early so that they could catch part of their kid's ball game, and now they will miss it entirely. They might need to call the babysitter and ask if they can care for their child longer. Of course, they must pay a premium for that additional time. In many offices, there is a lack of help- CCAs, ODL'rs, Reserves, PTFs, so everyone is already overworked. Don't add to their load unnecessarily.

Brothers and sisters, please understand that sick leave doesn't go bad, it doesn't spoil, it doesn't rot; it's not a "use it or lose it" situation.

If you are truly sick or injured, then absolutely take care of yourself. Don't come to work sick and expose your fellow carriers to the flu, cold for COVID.

Sick leave is there if and when you need it. There are some carriers that may say, well I am very healthy and I won't need it. The sick leave that you earn can be used to care for others in your family. This is dependent sick leave, in case your child or your spouse is sick and needs care, you can be there for them. If your spouse needs surgery and requires someone to care for them you can be there. Dependent Sick Leave regulations can be found in the ELM 515.2

I personally have used dependent sick leave many times. Once my brother Sal, who was a letter carrier at East Portland, and I used sick leave/FMLA to relieve our mother's caretaker, and we took care of our mother who was suffering from Alzheimer's Disease. WE were able to take 3 weeks off of work to care for her and we used our sick leave to do it. I have used it to take care of my husband when he needed different procedures and to take care of our daughters when they were sick and needed to stay home from school. I used my sick leave.

Sick leave can be versatile and used in conjunction with FMLA and it can also be used when taking Bereavement Leave ELM 510.

Of course, being a letter carrier can have long-term effects on your body that you are not thinking of right now. I am sure that there are senior carriers in your office that are having shoulder, knee, or back issues. Those carriers may need physical therapy or surgery and hopefully, they have banked the sick leave needed to ensure that they will receive a full paycheck even though they are unable to work.

If you are injured off the job, your sick leave will give you the security of knowing that you will still have an income and not need to worry about your car or house payment.

If you have run out of sick leave, please review the ELM 515.511, which describes the process to request advanced sick leave up to 240 hours. The request must be made to the installation head.

There are many carriers that retire with a large bank of sick leave hours. If you call the union hall, you may hear "Brad Melland, Branch 82." Well, Brad retired with over 3,000 hours of sick leave. He did not lose his sick leave when he retired; it was computed to determine his annuity.

There are no lump sum payments for accumulated sick leave at retirement. However, accumulated sick leave is used to determine a retiree's years of service to compute the amount of the annuity. Sick leave is not used in determining years of service for the purpose of eligibility to retire. Postal Service regulations regarding credit for unused sick leave toward retirement are found in ELM 513.821 and 562.4.

Sick leave is value, sick leave is security, sick leave is guaranteed income, sick leave is computed toward your annuity, sick leave is versatile. Don't abuse or misuse it. Sick leave will be there for you if you don't abuse it.

In Memoriam

Richard Thomson
Tim Wilson



B-Mike

Hello Again From The Office Of Your Secretary-Treasurer

- Matt Pierce, Secretary-Treasurer

I hope and trust this prime-time vacation season finds you well. I've been very encouraged as of late to see some new faces at our monthly branch meetings. As I've stated in previous articles, for many people, getting involved in the union starts with the branch meeting. It occurred to me after meeting and talking to many of them that they had little idea what to expect. Since it is my sincere wish that everyone reading this article pledge at least one Wednesday evening in the following year to attend a branch meeting and be involved with the business of their local branch, I figured a brief guide is in order.

Branch 82 meetings will be called to order by the branch president or fill in chairperson if necessary at 7 pm on the 2nd Wednesday of every month except August. Our branch, like all NALC branches, follows some version of the normal order of business spelled out in our National Constitution for the Government of Subordinate and Federal Branches.

1. Pledge of Allegiance and if unfortunately necessary, a moment of respectful silence for any newly deceased branch members.

2. Roll Call. This is for all elected officers of your branch. For first-time attendees, the branch will give you a special welcome and introduction.

3. Reading of Minutes of Previous Meeting. This almost never happens since they are printed in the B-Mike and a member rises and makes a motion to dispense with the reading of the minutes.

4. Reading of Communications, Notices, Bills, etc. All of the important correspondence concerning branch business that has been received in the past month.

5. Membership report. How many members we have that are active, retired, life members, CCAs, and new or canceled members.

6. Secretary-Treasurer's report of expenditures and financial report. Unlike most unions, we hand out a copy of our bank balances and a list of all expenditures every month.

7. Request for new expenditures. Do you want the branch to spend money on something? These items usually need to be included in the yearly budget and brought before the E-Board first, but the money belongs to the membership and they can spend it as they see fit.

8. Reports of Standing and Special Committees. Not always but often there are special committees devoted to a single issue, such as the building improvement, etc...

9. Officer's reports. Such as chief steward, MBA, Health Benefit Plan, etc... Many of these are in the B-mike and therefore aren't

necessarily made unless new or immediate information needs to be conveyed.

10. Unfinished Business. Anything the branch didn't get done or was waiting to get more information about from a previous meeting. Such as waiting to hear back on multiple bids for a building improvement.

11. New Business. Anything for the branch to consider or take action on. Such as resolutions or motions on branch positions or things to be negotiated into the next contract.

12. Good of the Association. Anything for the branch to consider or take action on for the improvement of the branch or the NALC, etc...

13. For the Improvement of the Service. Anything for the branch to consider or take action on for the improvement of the USPS.

14. Adjournment.

Many of these items can go fast or be skipped if deemed unnecessary, so you are unlikely to feel overwhelmed. Often depending on circumstances, there may be additional items. All NALC meetings are run by Robert's Rules of Order. Don't worry, it's less boring and complicated than it sounds. I have a handy one-page cheat sheet that I'd be happy to give you before the meeting that will help you out.

If you have something you'd like to bring up, the best time to do it is during "new business" or "good of the association."

If you want to make a motion—to get the entire branch to take action—do so during "new business." If you just have a question or concern, just raise your hand and say "point of information" or if you forget that just "I have a question." No one is going to laugh at you.

Branch meetings are great sources of information. You'll find out what is happening with other carriers and at other stations in the branch, and you may learn how other carriers are dealing with the same issues you are. You'll find out when there are trainings and conventions, such as classes to help new carriers on the job as well as special classes for shop stewards and other union activists. As well as other union events such as picnics, banquets, MDA fundraisers, etc. You'll also hear about legislation that could affect your job or benefits.

"For tens of thousands of letter carriers, participating in the NALC is simply a great way to help strengthen the one organization dedicated solely to protecting carriers' interests in the workplace and in the halls of Congress." -NALC President Fredric Rolando

I hope to see you some 2nd Wednesday soon.

BRANCH 82 NEW STEWARD TRAINING



left to right, top row:

Chloe Parker- Beaverton, Justin Weaver- Hillsboro, Kossikan Yawo- River District, Secretary-Treasurer Matt Pierce, President David Norton, Rose Bent- Lents, Samuel Hess- West Slope

bottom row:

Mark Weddle- St. Johns, Chief Steward Jon Cabral, Eric Pottinger- Parkrose, Jason Finn- Rose City Park, Justin Wallace- Aloha



left to right:

Paul Murton- Rose City Park, Jack Nelson- West Linn, Barbie Dunham- Troutdale, Randy Kintz- Gresham, Sarah McLaughlin- East Portland, Shad Vanderhoof- Evergreen, Pierce, Norton, Cabral, Rene Vasquez- Parkrose, Kevin Salvatore- Sellwood, Cliff Denny- Forest Park



B-Mike

Maximum Over(time)drive

- Jon Cabral, Chief Steward & Recording Secretary

Currently, most stations in the city, and many of the associate offices (AOs) we represent, are seeing a great deal of mandated off-assignment overtime. Though this issue is not singular to the greater Portland metro, nor are we even close to the worst in the nation, it is still having a big effect on our members' lives. We are in desperate need of more City Carrier Assistants (CCAs), and until the Postal Service can hire enough of them, not only to keep up with the quick conversion turnaround (roughly 7 - 8 months in the city at this time) but to also keep up with the great number of retirements, it seems the issue of mandated off-assignment overtime is not going to be going away in the near future. It is also true that when we get into positions like this, management's job becomes easier, and the pool of available carriers shrinks, which makes for increasingly greater chances that the average carrier will have to be worked off-assignment in order for all of the mail to get delivered. THIS DOES NOT MEAN THAT THE CONTRACT GOES OUT THE WINDOW.

There is still a right way and a wrong way to go off-assignment, from drafting people by juniority on a rotating basis to maximizing all of the available carriers up to their contractual and/or medical limits, and in my opinion, times like these are when management has it the easiest. First, there are typically fewer overtime desired list (ODL) carriers to have to equitably distribute overtime opportunities to (a process that gets increasingly complicated as the number of ODLers goes up). Second, they only need to maximize available carriers to their respective contractual and/or medical limitations, which can happen very quickly, before mandating carriers to work on and/or off assignment overtime. Third, nearly all carriers who can be drafted, have to be drafted to ensure that the mail will get delivered. Even though their jobs are easier in times like these, they still can't seem to follow the rules surrounding these three issues, particularly with the latter two topics, which is what I am going to expand upon.

Management struggles a great deal with the second issue in particular, as they often believe that the only employees they need to maximize before going "off-assignment" are the ODL carriers, which is typically far from the reality of each station. Work Assignment Carriers also have to be maximized up to 10 hours on their assignment, as long as there are ODLers available in the regular overtime rate to relieve any additional work that would have been in penalty, or up to 12 hours on their assignment if it means ODLers would also be working in penalty. Article 8.5.G from pages 8-21 of the JCAM states in part:

"Full-time letter carriers who sign the Work Assignment List are considered to be available for up to 12 hours per day on regularly scheduled days. However ...it is normally in the parties' best interests not to ... require work assignment volunteers to work beyond 10 hours "unless there is no equally prompt and efficient

way to have the work performed." (This does not apply during the December penalty exclusion period.)

Though this issue will impact those work assignment carriers who have overburdened routes, it mostly will impact Carrier Technicians (T-6's) who are also on the work assignment list. Article 8.5.G from pages 8-22 of the JCAM states in part:

"A Carrier Technician who has signed for Work Assignment overtime has both a right and an obligation to work any overtime that occurs on any of the five component routes on a regularly scheduled day," and "When overtime is required on the regularly scheduled day of the route of a carrier who is on the ODL and whose Carrier Technician is on the Work Assignment List, the Carrier Technician is entitled to work the overtime."

Work assignment Carrier Technicians have to work all of the available overtime on any of their five routes, in the same manner a regular work assignment carrier has to work their overtime as described above. For example, if a work assignment carrier technician's string is made up of one ODL carrier, three work assignment carriers, and one 8-hour carrier, the carrier technician would have to carry any overtime from the route they were assigned to that day, any overtime from the ODLers route, and potentially any overtime from the 8-hour carrier's route (if there are no CCAs available to work that overtime in the straight or regular overtime pay status) or any penalty from any of the remaining work assignment carrier routes.

With the third issue, the only thing management needs to do to not violate the contract when working carriers off-assignment is to draft carriers by juniority, on a rotating basis, which starts over at the beginning of each quarter. Article 8.5.D from the JCAM states in part:

"...if the ODL does not provide sufficient qualified full-time regulars for required overtime, Article 8.5.D permits management to move off the list and require non-ODL carriers to work overtime on a rotating basis starting with the junior employee. This rotation begins with the junior employee at the beginning of each calendar quarter."

We have frequently seen management try to draft the same carriers on a daily basis, and although that may be contractually possible, we have to check to make sure that they are actually going through the whole list. On any given day throughout each quarter, you should be able to walk up to management, ask where you are at on the juniority draft list, and get a clear answer. Every day management goes "off-assignment," they should be recording on the juniority list all of the non-ODL carriers used to work off-assignment overtime. If it's the first day of the quarter, and

they have to go “off-assignment,” they have to start with the most junior career carrier and move up to the most senior carrier from there. The next day if they have to go “off-assignment” again, they simply start where they left off from the day previous. If they used all available carriers the day before, then they would start over with the most junior career carrier again. This brings us to the next part of this issue, which is that some management believes that they can’t skip over carriers who aren’t available. Management will frequently say that they have to use so and so because they called in sick yesterday, and that it’s now “their turn to work off-assignment.” This is not true; those carriers are actually supposed to be passed over. Article 8.5.D from the JCAM states in part:

“employees who are absent on a regularly scheduled day (e.g. sick leave or annual leave) when it is necessary to use non-ODL employees on overtime will be passed over in the rotation until the next time their name comes up in the regular rotation.”

Management is also given broad discretion when it comes to excusing carriers from mandatory overtime. The employee need only notify management of any legitimate reason they aren’t available to work. Article 8.5.D from the JCAM states in part:

“Exceptions to C and D above if requested by the employee may be approved by local management in exceptional cases based on equity (e.g., anniversaries, birthdays, illness, deaths),” and that “Article 8.5.E “reflects an intent to confer relatively broad discretion on local management to excuse employees from overtime work for any one of a number of legitimate reasons ‘based on equity’.” (The four examples given are not an exhaustive list.)

(Note: Management does not have to equitably distribute overtime opportunities to non-ODL carriers, e.g. if one non-ODL carrier is estimating to be done with their route at 3 o’clock and another is estimating to be done at 5 o’clock, management can give them sections to plan on them finishing at the same time, by giving the 3 o’clock carrier a 3-hour section, which is two hours longer than the 1-hour section given to the 5 o’clock carrier.)

Hopefully, this article will have helped everyone understand a little more of what obligations management has when mandating non-ODL carriers to work on and/or off assignment overtime. Of course, for the purposes of the examples provided, situations are oversimplified, so be aware that each individual situation at each station will have

more nuance, but that these are the basic rules which must be followed. We all have to keep an eye out to ensure that management is maximizing ODLers, work assignment carriers and carrier technicians and that any overtime an 8-hour carrier is projecting must go to a CCA who is in the straight or regular overtime pay status before that 8-hour carrier is worked into overtime on their own route. If you have any questions regarding a specific situation, please talk to your shop steward or call the union hall and ask to speak with me.

In solidarity,
Jonathan Cabral
Branch 82 Chief Steward

BRANCH 82 SUMMER PICNIC

Arrrrrr ye ready fer a picnic? Shiver me timbers, that be me likin as well! Maybe ye land lovers be finding me gold while yer there. If yer clever that is!

Burgers and Hot Dogs Provided!



Bring a side dish to share



DETAILS:

When: Sunday July 10th

Time: 11am - 4pm

Where: Cook Park




Bring your family and come join together in solidarity Branch 82!

FREE TREASURE HUNT!

Hunt fer me golden coins! Arrrrr ye clever enough to follow Dem clues?



Details:

Follow Clues to find the treasure! Hard hunts and easy hunts to choose from. Hunts will begin around High Noon! All ages welcome!!



Come for the food! Come for the Hunt! Come for the solidarity! Come for the laughs! Good Times with Good People Guaranteed! Hope to see you there!!!



Last Punch Bunch

Lori Campa - Troutdale
Douglas Clark - River District
Todd Greiser - Clackamas
Maria Ford - Oak Grove
Debra Hansmann - Parkrose
Donald Hobbs - Tigard



Congratulations to Don Hobbs, pictured here signing off from Tigard Station.



PROPOSED RESOLUTIONS AND BY-LAWS

TO BE VOTED ON AT THE JULY MEETING

Resolution on Establishing new Over-time Desired list

Whereas: It is often the case in many offices that the ODL list does not provide sufficient personnel to prevent mandatory off-assignment overtime.

Whereas: It is preferable to have carriers who would wish to work that over-time perform the work rather than a carrier being mandated off-assignment.

Whereas: Many carriers might sign the ODL list except for the fact that for various personal and family reasons they need to have their scheduled days off.

Whereas: Article 8 of the national agreement has been modified in the past to allow various Overtime desired lists.

Therefore, be it resolved: That the NALC attempt through all reasonable means to negotiate additional language into Article 8 of the National agreement that would establish an off-assignment Overtime desired list for regularly scheduled work days. Management would therefore be required to resort to this list after maximizing the available ODLers, prior to mandating off-assignment over-time. Such new list ODLers would be considered normally unavailable for overtime on their non-scheduled days, unless mandated in rotation, and such list would not need to be equalized quarterly.

And be it Finally Resolved: That this resolution be forwarded by NALC Branch 82 to the National Executive Council and National Convention for concurrence.

Submitted by Matt Pierce



ARTICLE V REPRESENTATION AND VOTE

Section 1. Those who shall be entitled to a voice and vote in the meetings of this

Association shall be its Officers and Delegates from Branches.

Section 2. The basis of representation and vote in this Association shall be: One (1)

delegate for each subordinate Branch Charter; One (1) additional delegate for each five (5) members up to 'and including fifty (50); each Branch having fifty (50) or more members shall be entitled to one (1) delegate for each fifteen (15) members or the majority faction thereof for the portion of their membership over and above fifty (50) members.

Would be changed to:

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Association shall be its Officers and Delegates from Branches.

Section 2. The basis of representation and vote in this Association shall be: One (1)

delegate for each subordinate Branch Charter; One (1) additional delegate for each ten (10) members. ~~five (5) members up to 'and including fifty (50); each Branch having fifty (50) or more members shall be entitled to one (1) delegate for each fifteen (15) members or the majority faction thereof. for the portion of their membership over and above fifty (50) members.~~

Submitted by Matt Pierce

Flag Day

- Bruce Hall, Veterans Representative

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

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

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

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

The flag brings out a wide range of emotions in people from love, thankfulness, and patriotism to hate, unthankfulness, and spite. There have been times of controversy over flying our flag. Some people in protest have even mutilated and burnt the flag. I like to remember how the flag has been the symbol of the freedom which veterans have fought to preserve. Remember the pictures of soldiers carrying the colors into battle. One great picture is the raising of the flag on Iwo Jima. Even though there has been some controversy, I like to hope that we will remember the word "INDIVISIBLE" in the Pledge of Allegiance and remember what our flag stands for and how to display it.

Some rules for properly displaying the United States flag:

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

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

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

To make flag disposal easier for people, our VFW Post obtained an old US Postal Service collection box and had it repainted and labeled as a **flag drop box**. Then we located it at the **Ace Hardware**, 7825 N. Lombard St., Portland, OR, on October 13, 2014. Since that time, we have collected 1375 worn out flags. We are planning a **Flag Disposal Ceremony** at Bateman Carroll Funeral Home located at 520 W. Powell Blvd., Gresham, OR. The ceremony will be held on Tuesday, June 14, 2022, at 10am. The public is welcome to attend or watch it virtually online at Bateman Carroll Flag Day Ceremony, 2022. For more information, call 503-665-2128. Our goal is to honor the flag and make it easy for people to have their old flags disposed of properly. Continue to fly the flag properly and with pride!!!

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

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

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



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B-Mike

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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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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 2nd Tuesday, 11:30AM

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

Izzy's EastPort Plaza, 3846 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.

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**NALC Branch 82
Membership Meeting
May 11, 2022**

Call to Order: 7:05

Pledge of Alliance: Bruce Hall

Deceased Members:

Leslye Mathis– Retiree, Cherry Blossom
Richard Thomson– Retiree, Lents

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:

Brumfield, English (excused)

First Time Members:

Paul Kerege, Kenton; Clifford Dibella, East Portland; Nicholas Kamptel, Forest Park; Rebecca Flynn, Sellwood; Ben Thompson, Beaverton

Reading of the Minutes: Cody Harris made a motion to dispense with the reading of the minutes and accept them as printed in the B-Mike. Seconded, Matris. Carried.

Membership Report:

Regular: 1187, CCA: 180, Retiree: 526, Gold Card: 73, Management & Other Crafts: 35, New Members: CCA-25, Total Membership: 2001, Non-Members: 40, Organized: 97.2%

Retired: Lori Campa, Troutdale; Debra Hansmann, Parkrose; Todd Gresier, Clackamas; Donald Hobbs, Tigard; Douglas Clark, River District; Maria Ford, Oak Grove

Canceled: Charles Roemer, Oak Grove

Separated: Chandler Hull, Waterfront

Secretary Treasurer's Report

Financial Transaction Report/

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

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

Executive Board Expenditure

Recommendations: A recommendation to spend up to \$3,000 on hats for organizing new members. Vote of Approval from the Executive Board. Carried.

Unfinished Business:

Norton talked about the 2022 State Convention, the first one since 2019, at which Linda Smith was awarded Letter Carrier of the Year. He informed the branch about the events surrounding our submitted by-law proposal at the 2019 State Convention, and how State President Wille Groshell ruled the by-law proposal out of order. Branch 82 Executive Board has voted to appeal that decision.

Trustee's Financial Report: Lulich informed the membership they are caught up until the end of the year. They did inventory and will be doing another audit in June.

Resolutions and Bylaws:

Fildes read aloud the proposed By-Law Changes. Recommendation: Resolutions and Bylaws committee recommendation is that of approval for the Article 6.1.E proposed By-Law change. Carried.

Motion: Kollin Luman made a motion to read only the proposed By-Law change and not the old language. Seconded: Lee. Carried.

Recommendation: Resolutions and Bylaws committee recommendation is that of approval for the Article 6.2.C through 6.11.C and Article 7.1, 7.2 proposed By-Law changes. Carried.

Fildes read a proposed resolution for establishing a new Overtime Desired List to be printed in the next B-Mike.

Judith Hyde Scholarship Report: We have received five applications. Lulich spoke on the voting process for the scholarship.

Pride Parade Report: Dave Esch spoke on the upcoming event which will take place on Father's Day.

Labor Management Report: Norton informed the membership that we are down to 0 removals, we are still converting CCAs, and we have one carrier in Canby converting to PTF. We have a newly agreed upon route adjustment process from the national parties. All memos related to COVID have expired. If you get COVID you can still file a workman's comp claim.

Norton explained the issues we are having with the recent bid cycle and how management has decided to postpone it for two weeks. We are filing a grievance on the issue. Carriers in our AO's are being forced to carry rural routes and even being forced to go to other installations to carry rural routes. Staffing is poor in the rural craft and the RCA and ARC positions are terrible and hard to fill.

Health and Safety Report: Cadwell spoke on how it will be up to individuals to maintain safety levels regarding COVID.

Legislation Report: Partridge spoke about a bill that was introduced to block the postal vehicle contract with Oshkosh Defense, and that 75% electric vehicles must be produced.

Starlight Parade: RedCloud said there will be work parties every Sunday. We are hoping to get at least three carriers from each station to walk in the parade on June 4th.

Labor Solidarity Report: Norton said that Amazon has organized a warehouse in New York, and there are Starbucks all across the country that are organizing.

Retiree's Report: Smith informed everyone to retire when they can.

Veteran's Report: Hall spoke about how he has buddy poppies to sell, donations are going to surviving veterans. He also mentioned how Flag Day is coming up in June, and that if anyone has any flags that need to be disposed of to turn them in to him and that the ceremony is open to anyone to attend.

Labor Solidarity Report: Norton informed the membership that Biden was in Portland, and he specifically mentioned the importance of unionized labor being a part of new infrastructure. Providence nurses have approved a strike that will be happening within the next month.

Good of the Association: Lulich said that LERC is going to have a summer school this year. It will take place at the same time as the the National Convention.

Motion: Pierce made a motion to support reproductive rights for all workers. Second: Partridge, Carried unanimously.

Kitty Award: Kollin Luman, Tigard won \$104. Jackpot: \$595 unclaimed by Daud Ibrahim, Parkrose. Treasure Chest: \$375 unclaimed by Quan Banh, East Portland.

Adjourned: 8:53

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The next General Membership meetings will be held
Wednesday, June 8 and Wednesday, July 13, both at 7pm.
These will be in-person meetings at the Branch 82 Union Hall.
We are following CDC guidelines and state and local restrictions
regarding COVID. All meetings are subject to change.

**WHAT
BRAINIAC
EXECUTIVE
THOUGHT
WORKING
FROM
HOME
WAS
A
GOOD
IDEA?**



BR 82'S
PUSHING THE ENVELOPE BY KERRY WAITE
& TERRY KNOTT
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