



B·Mike



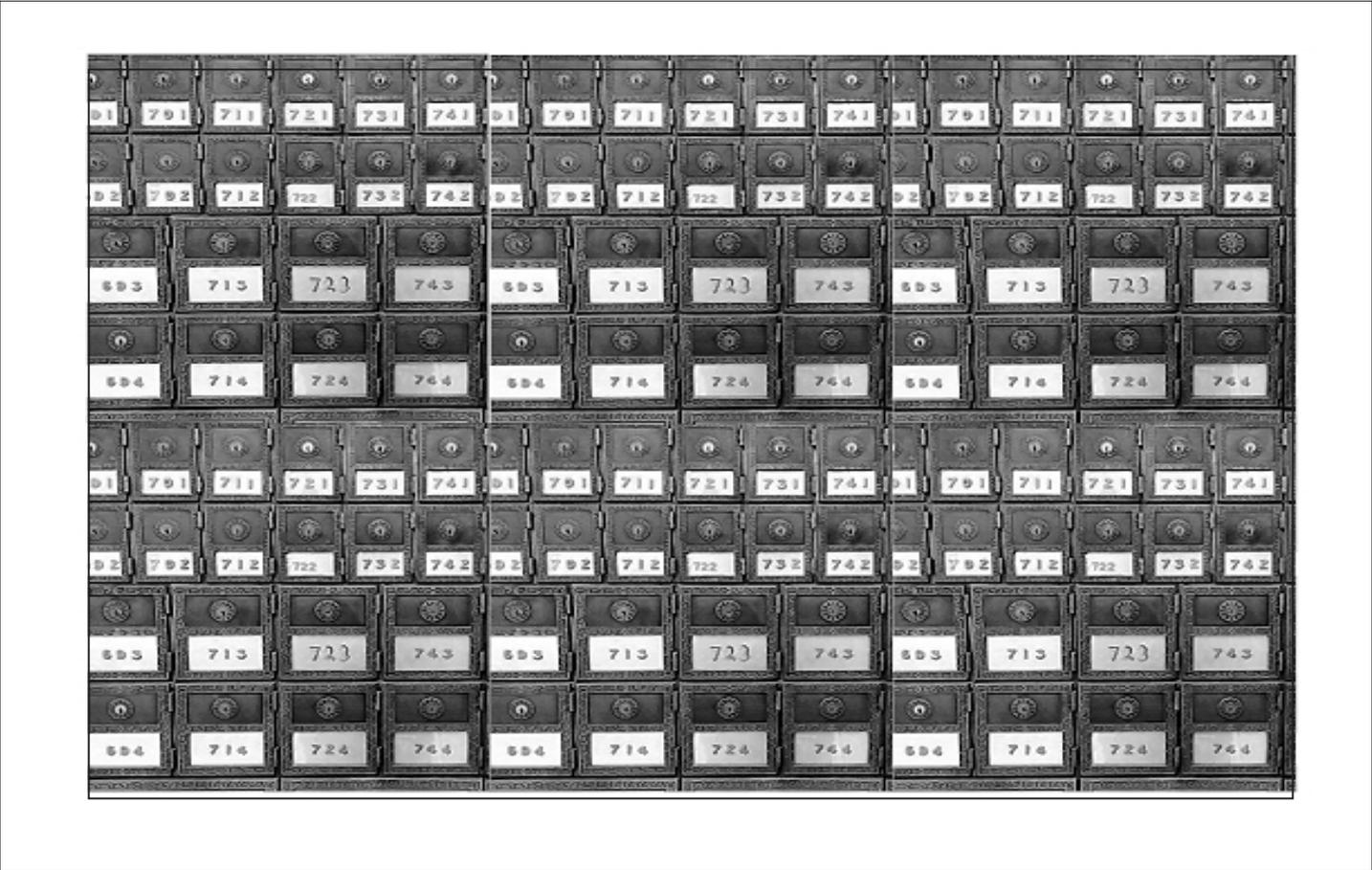
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"An Injury to One is an Injury to All"

The Official Publication of Branch 82 *Portland, OR*

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



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Last Punch Bunch

Cindy Gallegos - Lents

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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, 6PM

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 (CLC), 5265 NE 42nd Avenue, Portland, Oregon 97218. Phone 503-493-5903. Office hours: M-F 8:00am-5pm, Sat 8:00-11:00am.

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



Cupid's Lament

-David Norton, President

Valentine's Day is upon us and love is in the air! Here is hoping that some fat little cherub graces you with an arrow this season, and you are met with true love! Just don't look for Cupid to be lurking around the aisle of cases at your station. He is not there. In fact, there hasn't been much love in many of our offices for quite a while now, let alone a harbinger of it. Of course, there is a myriad of different reasons for that, and it may depend on where you are working. A lot of it is because of a lack of staffing that leads to drafting and mandatory overtime. A lot of it is the relationship between your supervisor and/or manager and craft employees, and a lot of it is the continued heavy volume of parcels that everyone is still delivering well after peak. Whatever it is in your office, and whatever the reason for it, it has pushed letter carriers to the brink, and Branch 82 has had to deal with the aftermath of it when things turn ugly.

A lot of it started this last peak season. Branch 82 saw a rash of frustrations in the work place between craft and management. In some ways this is understandable. It is the busiest time of the year. The mail is heavy and parcels are through the roof. Letter carriers are delivering more than they do all year long, and in the case of this last peak season, they are delivering more than ever before. You throw in some lousy weather, some stupid instructions from your supervisor, and all this coupled with the fatigue and irritation of the season can make for a toxic mix. And there were many instances where carriers lost it on the workroom floor. When this type of instance happens, it is always the hope that cooler heads will prevail and the carrier will step away from the situation that got them so upset. When that doesn't happen, management many times reacts by telling the employee to leave the premises and places them on a 16.7 emergency placement in a no pay status. JCAM Article 16.7 states:

Section 7. Emergency Procedure

An employee may be immediately placed on an off-duty status (without pay) by the Employer, but remain on the rolls where the allegation involves intoxication (use of drugs or alcohol), pilferage, or failure to observe safety rules and regulations, or in cases where retaining the employee on duty may result in damage to U.S. Postal Service property, loss of mail or funds, or where the employee may be injurious to self or others. The employee shall remain on the rolls (non-pay status) until disposition of the case has been had. If it is proposed to suspend such an employee for more than thirty (30) days or discharge the employee, the emergency action taken under this Section may be made the subject of a separate grievance.

Whether or not we believe this is warranted, if it happens, you may have to go without pay until we can grieve this and get you put back into a pay status.

In many cases, management will send in a threat assessment team to investigate whether the carrier involved is dangerous to their co-workers or not. While these provisions are necessary when there is credible evidence to suggest that an employee may be dangerous or when an incident is so egregious that employees are in legitimate risk, it is a lengthy and unnecessary process for a carrier that was simply upset and was blowing off some steam. In either case, discipline to the carrier always follows. Several carriers were in this scenario over the holidays and there are a couple that are still dealing with it as we speak. I know many of you don't want to hear this, but you can't just scream f**k you at the boss and have nothing come of it. They are going to hold you accountable, and it may not be pretty.

But, that is what is happening, and all of this can be avoided by simply keeping your cool when things get tense or you feel yourself getting frustrated. I know it isn't always easy, but I would like to remind everyone that management is not thought police and they certainly aren't recruiting mind readers into their ranks. You can think anything you want about them. You should try it. You can't be put on a 16.7 for your thoughts. Believe me, if you could, I would have been. My supervisor for many years lived to get under carriers' skin. He got a rise out of it, and he was good at it. He would keep click click clicking his pen while he took your morning estimate and when, inevitably, he didn't agree with your times, he would use his version of "math" to try and tell you when you should return to the office. He never did it in a nice way. It was always in a condescending way. He was terrible.

I learned quickly that I was going to get myself into trouble if I told him what I really wanted to, but hey, I could think whatever I wanted to. It got to the point where it was kind of fun. I would listen to all of his nonsense and say nothing to him while in my head I was saying all kinds of things that would be inappropriate to tell your boss. It may sound silly, but ultimately you need to do what you have to in order to get by in this organization. If you don't, this job can make you crazy. I have said it before but it bears repeating, you have to become a seasoned, old, jaded letter carrier as quickly as possible. Let all of the negativity come in one ear and out of the other. Throughout your career there are going to be good times and bad times. Good staffing and bad staffing. Bad management and...well, you see where I'm going. Focus on just doing your job and doing a good job and you will be a successful letter carrier.

Honestly, we also push the issue when it comes to management conduct. Here at Branch 82 we are actively trying to hold management accountable for their behavior. When a supervisor or manager's behavior ventures into the realm of abuse, we want to know about it and act on it. Just be careful not to let your frustrations spill over and get the better of you. Management is going to try and hold you accountable. **Let's keep the finger pointed at them.**





HEY!

Be Careful and Smart
- Jim Baxter, Vice President

I've written a couple of times about my life as a McDonald's worker, but I've never told the whole story. I got fired from McDonald's. It's kind of a funny story, and I'm not sure why I was fired. At this point my old manager Steve had moved on, and we got a new guy. I'd worked there awhile, and I thought they were pretty happy with my work. They made me the weekend janitor and had given me a key to the building. As you would guess, there was a lot of mopping in that job. There was a lot of grease at McDonald's. In the owner's wisdom he decided to change floor cleaners because the new stuff was cheaper. But the new stuff wouldn't cut the grease off the floor. I must have been complaining at home because I remember my mom telling me to add a cup of laundry soap to the mop water. She was right- it worked like a charm.

The boss thought someone was stealing the laundry soap. I told him I was using it to mop the floors. He got mad and accused me of not scrubbing hard enough. He told me that he would show me how to do it. He filled the mop bucket with water and put in the correct amount of the new soap. We went outside and he proceeded to show me. He scrubbed and scrubbed. As hard as he scrubbed, he couldn't get the grease off the outside walk. He handed me the mop and walked away. A couple of weeks later the morning supervisor asked me to scrub the tile baseboards. Okay, I'm the janitor. No big deal. Then he told me that he wanted me to use Ajax cleanser. I was just a teenager but not stupid. I told the guy that I wouldn't use the cleanser because it would leave a white residue on the tile grout that we would never be able to get out. Then I cleaned the baseboards with the regular stuff. Later that day, the manager called me into his office. I could tell he was mad. He asked me why I wasn't following the instructions of my supervisor. I told him about the cleanser. Of course the supervisor had left that part out when he attempted to get me in trouble. The manager looked down at his paperwork and told me to get to work.

A couple of weeks after that I was working the grill cooking burgers. One of the crew people ran from the back of the building, jumped over the counter and ran out the lobby door. Evidently, three employees that were not working that night had come into the building. They told the kid that they were going to beat him up. So he ran. Mind you, I am standing there working. The next day they fired me. There was a Secret Shopper in the store at the time and had seen the whole thing. He told the manager that he had to fire

someone. So he fired me. I didn't have a union. There was no one to protest to so I went home. About two weeks later, the manager called me and offered me my job back with a raise. I was a teenager with a car. I needed a job, so I went back to work.

You need to be careful and work smart. Lately, we have had a lot of carriers miss the times of Express Mail delivery, be accused of working unauthorized overtime, having minor vehicle accidents and getting hurt. Some of the injuries have been quite serious. I know you are put under a lot of pressure to go fast. Please don't succumb to that pressure at the expense of properly delivering the mail and your own personal safety. No one gets in trouble for not going fast enough. If you find that you are not able to complete the work you have been assigned in the expected time, call or text management before you work the overtime. They have to tell you what to do.

We are really lucky. We have a union. The manager just can't fire us on a whim. We have all kinds of rights that people without unions don't have. We have the right guaranteed by the United States Supreme Court under Weingarten to have a shop steward in the office with us if we are going to be questioned about something we've done that could lead to discipline. Make sure you take advantage of that guaranteed right. We have the right to explain what happened. Take advantage of that right. Please don't guess when giving an answer, and don't make stuff up. If you don't understand a question, you can caucus with your shop steward away from management. Get your side of the story written down. You would be surprised or maybe not, when someone gets a letter of discipline they are quoted in the letter as the basis for that discipline. Then when the written record is checked, they hadn't said anything close to what they are being accused of saying.

If you are given a letter of warning or worse, you must tell your steward. Management doesn't do that for you. You and your steward have 14 days to file a protest. Recently, we have been seeing 7 and 14 days suspensions that cite letters of warning that were never grieved because the steward was not told that the carriers had been disciplined. Don't be that person. Tell your steward. Your job may depend on that communication.

You may have done what management says you did. That does not mean you shouldn't protest their actions through our grievance procedure. Management has seven hoops that they have to jump through before they can successfully issue discipline, and let's face it, much of the discipline management issues is punitive. We need to make them do their jobs. Remember, we need to be timely, that's the most important thing, so talk to your shop stewards. Tell them if you were formally disciplined. Sign for the thing. Remember, we have 14 days from when we knew or should have known. The signature does not show guilt. It just gives a clear start to our time limits. Be smart and work safe. Good Luck, Jim





Happy new year my fellow carriers and retirees. I want to take a quick moment to introduce myself. I was recently appointed by President David Norton to be Branch 82's Letter Carrier Political Fund Representative. A little about me. I started working for the post office in November of 2015 as a CCA at River District. I had the pleasure of working with Jim Baxter right before he retired. I got active with the union after my first year as a CCA and spent the next year as an alternate steward and again the following year. I converted early in 2017 and later in the year successfully bid on what I truly consider my dream route in Tigard. Park and loop, retirement community, I love it. Best customers ever. Anyway I chose to continue my union work and put my hat in the ring for alternate steward at Tigard and was elected for 2018. In 2019 and again this year I ran for Steward along with Josh Chambers unopposed. I have recently began observing the "innovative" postal disaster that is the consolidated casing initiative at Kenton station. These carriers are doing their best at the cost of personal time and daily exposure to potentially hazardous workplace situations. I hope this all ends soon.

Back to the original reason for the article! Being your new LCPF rep, I have some ideas for events sometime through the year to set up and talk to our members about the LCPF and get members signed up. Stay tuned. I mentioned I was a CCA not long ago. I myself had multiple issues getting and staying signed up for the LCPF. The post office kept canceling my allotment, but I still kept re-submitting my information to donate. I liken donating to the LCPF to paying insurance. I love my job, my benefits, my union representation. All of these things can be taken away by members of congress. That's why it's important that we have allies on both sides of the aisle in Washington. The LCPF supports members of both parties that support our legislative initiatives. We currently have reached super majority

support for house bill 2382 which aims to eliminate the pre-funding mandate on the Postal Service. The fact that we currently have over 290 cosponsors in the house for HR 2382 speaks to the effectiveness of the LCPF. When was the last time that many lawmakers agreed on anything? This piece of legislation is extremely important to our members as pre funding is what is actually robbing the post office. Our chances of getting better wage increases with the next contract will probably be directly correlated to eliminating this mandate.

If you live in Oregon, you get a \$100 tax credit for donations to any political action committee (PAC), so if you donate \$4.00 a pay period, you only really pay \$4.00. \$5.00 puts you at \$30 for the year. Not bad for an insurance policy that is currently producing results for our members. If you see me at a branch meeting and you want more info or have questions, please say hello. I'll answer to the best of my ability, and if your interested in signing up I can help you with that too.

Good luck and blessings in this new year!
In Solidarity,
Joe Fruichantie
Branch 82 LCPF Representative.

Hello, Branch 82 family. I would like to thank our outgoing editor, Tom Richardson, for his six years of dedication and excellence. Tom and other editors before him worked tirelessly in service to our union which has resulted in this outstanding product we lovingly call the B-Mike. I am grateful and excited to continue that work, and I thank you all for this opportunity.

-Suzanne Miller, Editor



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From the desk of the Chief Steward...

- John Kunz, Chief Steward

2019 has come to a close, and every station has had elections for new stewards for 2020. I would like to take this opportunity to thank all of our stewards from 2019. They are the back bone of this union, without them we would not be successful. As we start 2020 we have many new stewards in the stations who have volunteered to step up. I would like to thank every single one of you, and I look forward to working with you and seeing you at stewards council. For the old stewards who have volunteered again for another year, thank you for helping to mentor our future stewards.

The New Year has already brought issues we are experiencing in the stations. Unauthorized overtime has shown its ugly head again. This issue is simple. If you request overtime from management, they have three options to give you. These are:

- 1) Approve the overtime (meaning you carry the amount requested).
- 2) Hand it off or send you help in the form of auxiliary assistance (meaning someone else carries the overtime that you requested).
- 3) Bring it back to the office (when told to take it out or if you requested OT on the street).

These are management's options, no others. From time to time we are informed that management has given instructions to get the route done in 8 hours and refuses to give you options on what to do. This is improper. If this happens to you, call this office. If you cannot get a hold of us, do as you are told. If they refuse to approve your overtime request, do not carry the overtime. Tell management you will follow their instruction and not go into overtime. At that point, get your route done in 8 hours and bring the rest back.

An important part of authorized overtime is the P.S. Form 3996. If you request overtime in the morning, management should give you this form. They may give you this form as approval to carry the overtime, or they may give you this form to hand off to someone. Either way you fill this form out and submit it to management. If they approve your overtime on this form, you carry the amount that is approved. If they approve it for someone else, you hand off to that person. If they deny the overtime for any reason, you ask management what they want you to do.

Sometimes they may tell you to call by a certain time to update them on your day. If this happens, they have the 3 options I talked about above.

If you find yourself behind on your route and did not request overtime in the morning or you are farther behind then what you thought in the morning, call management for instructions on what you should do. They have the three options I talked about above. If they approve your new or updated request for overtime in the PM, fill out your 3996 when you get back to the office. To help management know who approved your overtime, write the supervisor or manager's name who gave you approval in the remarks/reason box. I know this process can be a pain in the butt- I experienced this same routine every day of my 20 year career. Remember, we don't make decisions, that is management's job. That is why they get paid the big bucks. Until next month.....

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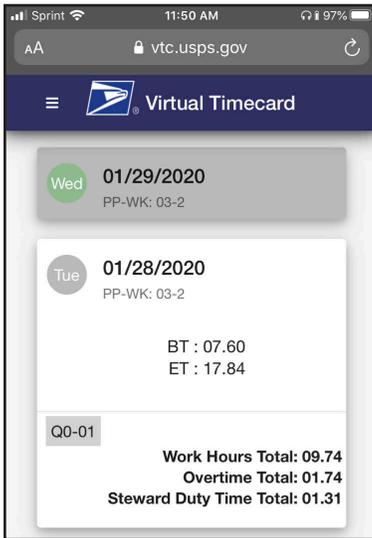
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Virtual Timecard ?

-Casey English, Rose City Park

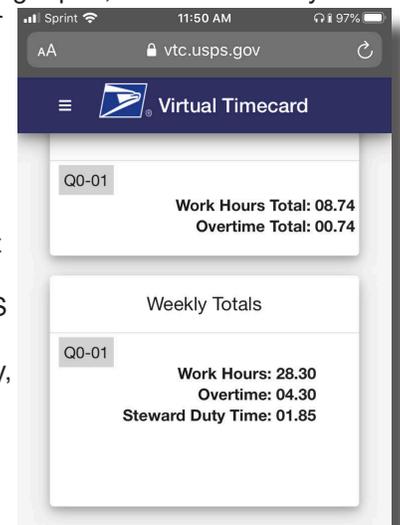


Recently, the Postal Service debuted a new feature on Lite-Blue: the “Virtual Timecard” or VTC. Created (I assume) in response to the numerous instances of timecard fraud throughout the Service, the Virtual Timecard allows employees to check and verify their hours themselves. Overall, it’s a pretty useful feature, offering a near real-time look at the hours logged into TACS. But it’s not perfect, and

while it’s mostly a straight-forward tool, I’ve gotten some questions about a few things, so I thought I’d write this to help anyone who might be having similar questions. First, let’s talk about the daily entries. These entries are broken into two parts, the top part lists (from left to right): the day of the week, the date, the pay period, the Begin Tour time, an Out to Lunch punch (if any), an In from Lunch punch (if any) and the End Tour time, all in hundredths. Note that it won’t show any punches that don’t yet exist (obviously). The bottom part of an entry will show up after you clock out for the day, and it shows, from top to bottom: The Rate Schedule Code and level of the work (remember, City Carriers are RSC Q, and we only have grades 1 and 2), the total work hours for the day (052 hours, if you’re familiar with TACS codes) at that level, followed by any overtime/penalty overtime, leave, night differential, etc. for the day. If you had any Steward Time that day, it’ll list your 613 time here, as well. Pretty straightforward, right? Well, it can get a little more complex if part of your day was spent at another level for some reason; then it will display your grade 1 hours, and below that will list your grade 2 hours. It’s also important to remember that (for most carriers, at least) we don’t do physical Lunch punches, and that TACS just automatically subtracts 30 minutes (0.5 hours) from our work hours once we go over 6 in a day. This means the VTC won’t show an OL and IL punch for most of us. If you took a no-lunch on a specific day, there won’t be a special entry, so make sure to check the actual math for Work Hours to ensure it was entered in correctly. Next is the “Weekly” entry, and yes, I put it in quotes for a reason. The VTC will only show the most recent week of TACS entries. Once TACS rolls up, the previous week’s

entries will be cleared and won’t be visible anymore. The problem is TACS doesn’t always roll up right away. Many supervisors will put holds on TACS through Saturday or Sunday, to give them time to correct any problems from Friday. And if a week in TACS is held open, it will show up in the VTC, meaning it can potentially show entries from multiple weeks. Unfortunately, there isn’t a separate weekly entry for each week the VTC displays, it all just lumps it into the “Weekly Totals” entry, which can cause confusion if your supervisor held TACS open, or if a holiday is coming up, since they’ll usually enter holiday leave into TACS about a week early. So, make sure to double check that only a single week’s worth of entries is being displayed in the VTC before you rely on the Weekly entry to give you an accurate display of what is going to show up on your check. For example, I’m writing this on Saturday, December 21st, and my station’s TACS is still open for last week, and the Christmas Holiday Leave has already been entered, so the “Weekly” entry is lumping it all together, so I need to mentally subtract that 8 hours of Holiday Leave in order to get an accurate picture for last week’s hours. And again, if you spent some of the week at a different level, it’ll separate out what’s being paid at grade 1 vs grade 2. Now, with all that said, is the VTC useful? In my opinion, unequivocally yes. It makes it easy to catch errors (whether legitimate or... otherwise) in your hours before they roll up (and then can only be fixed by a pay adjustment). It is by no means a replacement for logging and keeping track of your hours yourself, though, either the old-fashioned way on a notepad, or with the NALC’s Hours Tracker app. The VTC is just a simplified display of your TACS entries, and it won’t show any manual edits that were made to them, so if you think something on there doesn’t look right, print it out and show it to your shop steward. They will be able to request your Employee Everything report, which will list any manual entries made to your TACS hours.

Hopefully that clears up some questions (or hesitations) you might have about the Virtual Timecard, and you put it into your bag of tools to combat erroneous TACS entries and fraud. Remember, it’s your money, and only you can look out for it, because they certainly won’t.



Celebrating Black History Month

-Chris Lopez, Rose City Park

February is Black History Month in the U.S. February was chosen because it contains the birthdays of both Frederick Douglass (Feb. 14) and Abraham Lincoln (Feb. 12). Most of us remember it from school as a curriculum to remember important people and events in the history of the African diaspora. This being the case, it can be difficult to relate it to our daily lives when February comes around each year. Especially in Portland- generally acknowledged as one of the whitest cities in America.

I'm here to tell you that Black History Month is a celebration meant for all of us! It's a great way to recognize and rejoice in the accomplishments & achievements of the black people in our lives and community. It's also the perfect time to seek out opportunities to give back to the black communities around us. One of the best ways to do that is by supporting black owned businesses.

Now, everybody's got to eat! Iloveblackfood.com makes it easy to do just that. It is a website featuring a comprehensive list of black owned restaurants in the Portland Metro area. Do yourself a favor and check it out today!

Another great way to celebrate Black History Month is to consume black culture.

Read:

Colson Whitehead, Pulitzer Prize winning novelist for *The Underground Railroad* had a powerful new novel out in 2019: *The Nickel Boys*.

Ta-Nehisi Coates, the great African American essayist, published his first novel this past year: *The Water Dancer*. It's an especially strong debut. You can also check out his collected essays from the past several years in the tome *We Were 8 Years in Power*.

Tressie McMillan Cottom- activist, sociologist & award winning author of 2017's *Lower Ed* also had a new book out this fall. *Thick: and Other Essays* is a collection of her recent writings. Wicked sharp commentary on race & privilege delivered through stories from her own life experience.

Listen:

Jamila Woods, a wonderful young singer/songwriter & poet dropped a critically acclaimed album this year. *Legacy!* *Legacy!* is an ode to historical black artists that came before her. A sonic celebration of her black heroes.

Rhiannon Giddens of The Carolina Chocolate Drops has a new solo album out. *There Is No Other* takes her traditional folk/Americana sound to Europe, Africa and beyond. It's a stunning new album.

Watch:

So many great Black films out this year. Here is just a sampling:

Harriet, *The Last Black Man in San Francisco*, *Dolemite is My Name*, *13th*, *Queen & Slim*, *Us*, *Just Mercy*, *The Boy Who Harnessed the Wind*, *Don't Let Go*, *See You Yesterday*, *Native Son*, *High Flying Bird*...

I could go on, but this should get you started.

See:

You can catch two great exhibits at Portland Art Museum right now!

Color Line: Black Excellence on the World Stage. This exhibition recreates a W.E.B. Du Bois presentation of African American life circa 1900.

Isaka Shamsud-Din: *Rock of Ages* is a retrospective celebrating a masterful and homegrown Portland artist/muralist.

Or just take a trip uptown. Isaka's murals dot the MLK & Alberta corridors.

Bottom line- there are as many ways to celebrate Black History Month as there are reasons for doing so. We must remember that there is no higher cause for a nation than remembering, and honoring, all of our struggles. Celebrating all our achievements should also come with the bargain.

Dreams

by Langston Hughes

Hold fast to dreams
For if dreams die
Life is a broken-winged bird
That cannot fly.

Hold fast to dreams
For if dreams go
Life is a barren field
Frozen with snow.



Judith Hyde Scholarship Application

THE PURPOSE OF THE JUDITH HYDE SCHOLARSHIP is to reward the child of a Branch 82 letter carrier for community service as exemplified by Judith Hyde.

Judith Hyde came to know and love a little girl born HIV positive who had been adopted by a friend of hers. After the child died, Judith became concerned about the lack of knowledge among young people concerning AIDS/HIV. She was determined to walk across the United States from Portland to Washington, D.C. to raise awareness about this problem. Although her journey ended in Ohio due to her contracting liver cancer, her goal of community service lives on with this scholarship.

This scholarship consists of \$2000.00 per year up to four years to pay for education expenses at an accredited post-secondary school or technical institute.

SUBMIT THE FOLLOWING TO APPLY FOR THE SCHOLARSHIP:

1. What problem in the community has been of concern to you, and what have you done about it?
Please answer in detail up to two typed pages.
2. A short statement of post-secondary education plans/goals,
3. A short letter of recommendation from a friend or family,
4. A short letter of recommendation concerning your community service,
5. Grade point average on the most recent report card.

Each submission will be judged by a group of letter carriers including one parent of a past Judith Hyde Scholarship winner.

DEADLINE - All information must be submitted by April 1st, 2020.

Date _____

I am the child of active/retired/deceased letter carrier _____
of Branch 82, Portland, OR. I am a high school senior in the 2019-2020 school year.

Name of Applicant _____

Home Address _____

City _____ State _____ Zip Code _____

Phone # _____

I certify that the foregoing information is correct to the best of my knowledge and that I have included all required items with this application.

Signature of Applicant _____

Mail to: Branch 82 Scholarship Committee, 5265 NE 42nd Avenue, Portland, OR 97218

President's Day Patriotism

- Bruce Hall, Veterans Rep

Presidents' Day is celebrated on February 17, 2020 this year. This is a day we remember some of the great leaders of our nation, such as George Washington and Abraham Lincoln. Let's also remember our veterans who have served so that we have a democratic nation where we have the freedom to elect these great people to lead us.

Let's show that our patriotism is a fundamental basis for our great democracy. It is the catalyst that drives us to work together to make this a better nation for all. Hopefully, the following acronym on PATRIOTISM will reinforce some of its ideas:

- *Participate with others to help one another
- *Activate your feelings and emotions positively
- *Thank everyone who has had a part in our freedom
- *Remember those who have given so much
- *Idolize those who have paid the price
- *Organize to ensure our freedom
- *Transform apathy into activity
- *Interact with others to maintain our freedom
- *Sacrifice to help others who have sacrificed more
- *Memorialize all who have paid for our freedom

As we think of these various aspects, let's remember what veterans have done to pay for freedom in the past, and let's see how we can help them.

If you are a veteran, consider joining a veterans' organization. Most of them are constantly fighting to protect veterans' rights and benefits. It is a political battle, and they need all the support they can get. They also can help veterans with claims, as well as physical needs. There is strength in numbers! Without the support of veterans, these organizations will eventually disappear. Even if you can't be very active, your participation is essential! If you need more information, give me a call at 503-285-8468.

Since the USPS has a large number of veterans as employees, the NALC has developed an NALC Veterans group as a way to thank letter carrier veterans for their service and provide them with a meaningful forum. If you would like to become a member of the NALC Veterans group and receive a pin, you can send a postcard to:

National Association of Letter Carriers
NALC Veterans Group
100 Indiana Ave. NW
Washington, DC 20001-2144

Include the following information; Name, Address, City, State, Zip, NALC branch number, Branch of service, and indicate if you belong to any of the following; American Legion, Disabled American Veterans, Veterans of Foreign Wars, or any other Veteran related group.

This is a way that the NALC shows that veterans have contributed and are contributing much to our country through their service. Many of these veterans have continued their service by working for the United States Postal Service. We have several Branch 82 members and members of their families who are on Active Duty. We have been printing their names and Branch of service and duty stations for several years now. We appreciate all they have done and are doing to serve our Great Nation.

We would like to get to know the people on this list a little better. We would like members to submit a biographical sketch of these people who are on Active Duty. Let us know when they entered the service, how long they have served, what their Military Occupational Specialty is, where they have served, what they do, what unit they are in, any special needs they might have, or anything of interest. Also include their e-mail or postal address if they would like communications from union members.

Please send these biographies to me at vfwbruce@gmail.com or mail to Bruce Hall, 8017 N. Washburne Ave., Portland, OR, 97217-7251.

Hopefully, this information will make us more enlightened as we endeavor to know and support our military. Patriotism will tie us together in a concerted effort to make America strong and help us remember that **FREEDOM IS NOT FREE!!**

ACTIVE DUTY

ROBERTO JIMENEZ, (Creston) Army, Qatar

CASEY JAMES, (Waterfront) Army, Jordan

NOAH DUARTE, son of Ricardo Duarte (St. Helens) Army, South Korea

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

BILL QUIGLEY JR, grandson of Ken Quigley (Gold Card Member) Army, Iraq

CHRISTOPHER MANIVANH, son of Simang Manivanh (Hillsboro) Army, Iraq

GREG GERARD, son of George Gerard (Beaverton) Navy, Virginia Beach

ZACHARY PADACA, son of Eleanor Padaca (River District)) Navy

JARED SZAROLETA, son of Donna Szaroleta (Oak Grove) Marines, Camp Pendleton

DEAN SCHUCHARDT, son of Patricia Schuchardt (Multnomah) Army

TOM TOTTEN, son in law of Lee Travis (retired) Army, S. Korea DMZ

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

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



MDA Report

-Abe Redcloud, MDA Rep

Hello members of the AMAZING, one of a kind, precedent setting and out of this world, NALC BRANCH 82! I hope this reaches you in good times and good health! Last month we talked about our new goals for this year and about switching a few events around to help us make more money for MDA which helps people with multiple muscle diseases to have a better life and find a way to cure Muscular Dystrophy.

MDA RAFFLE:

The first event will be our yearly raffle. It will start on Wednesday, Feb 12th at the general branch meeting. The event will end and the drawing of the winners will be at the general meeting on Wednesday, April 8th. You can buy tickets at the Feb, Mar, and April meetings. You can also stop by the branch anytime they are open to buy some tickets. Also if you are an active carrier, your steward will have a stack of tickets to sell during the active time of the raffle. So as you can see, you will have plenty of chances to buy at least 1 ticket. After all, it only takes 1 ticket to win!!! Here are the details:

Ticket Prices:

\$5 a ticket or for \$20 you get 5 tickets.

Prizes:

1st Place = Go Pro Camera

2nd Place = IPAD mini

3rd Place = \$50 Visa card

So please, everyone buy at least 1 ticket. It's only \$5 and it goes to an amazing cause! ALL money raised during this raffle goes to MDA. We have a separate account at branch 82 to buy prizes, so rest assured that all of your donation will go to MDA! If you aren't interested in any of these prizes and you have ideas of new prizes for our yearly raffle, please let us know so we can possibly make some changes for the prizes next year! And even if you aren't interested in the prizes, please consider grabbing 1 ticket anyway. If you win you can give it away as a gift, or auction it off at a general meeting to raise more money for MDA!!!!

Let's make 2020 a BLAST by raising \$30,000 for MDA! It all comes down to your involvement in our events. And don't forget that ALL of our events are open to EVERYONE! Your family, friends, neighbors, etc. So please spread the word and let's make our first event a HUGE success!

Now let's add to the silly rhyme:

"In 2020, we made the most money. For MDA, let's all say Hooray! Raffle came first, along with this verse. Aiming super high, higher than the sky."

All for now, my fellow Brothers and Sisters.
In solidarity, Abe RedCloud

In Memoriam

Ray "Jerry" Alexander

2020 Job Bid Schedule



Open	Close
City Carrier Schedules	
1/25/2020	2/3/2020
2/8/2020	2/17/2020
2/22/2020	3/2/2020
3/7/2020	3/16/2020
3/21/2020	3/30/2020
4/4/2020	4/13/2020
4/18/2020	4/27/2020
5/2/2020	5/11/2020
5/16/2020	5/25/2020
5/30/2020	6/8/2020
6/13/2020	6/22/2020
6/27/2020	7/6/2020
7/11/2020	7/20/2020
7/25/2020	8/3/2020
8/8/2020	8/17/2020
8/22/2020	8/31/2020
9/5/2020	9/14/2020
9/19/2020	9/28/2020
10/3/2020	10/12/2020
10/17/2020	10/26/2020
10/31/2020	11/9/2020
11/14/2020	11/23/2020
11/28/2020	12/7/2020
12/12/2020	12/21/2020
12/26/2020	1/4/2021

The USPS has gone to a 14 day bid cycle in 2020.

You can see it on the attached schedule. This doesn't change the amount of time that routes are posted but it does increase the number of bid notices per month from 1 to 2. Meaning that, unlike before, these routes are being awarded on Saturday while the 1-25-2020 bid notice is still open. That bid notice will close on 2-3-2020 and the vacancies caused by these awards will be posted on 2-8-2020 and so on.



Ken Wilson, Oak Grove, receives his 35-year service pin.

What's In Your Retirement?

- Matt Pierce, Secretary Treasurer

Hello again and Happy 2020. The beginning of the year is a time for many people to set resolutions for themselves. One of the nice things about being a letter carrier is that for most, the exercise that they get just delivering their route is more than enough. But one resolution a lot of letter carriers I see really need to make is to save more money for retirement.

Americans in general aren't saving enough for retirement. We just aren't. Letter carriers are unfortunately no different. FERS, our current retirement system, unlike the previous retirement system CSRS, is a lot less "show up to work every day, do a good job, and look forward to a financially secure retirement." It's quite possible for two carriers with the same number of years of service and the same life-time income under FERS to have very differently funded retirements.

FERS is in many ways a fantastic retirement system. I once had a conversation with Ernie Kirkland, the former Director of Retirees before Ron Watson. 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, are 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. On the other hand, 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. 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.

It's 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 percent annual return after fees). But if you start at age 25, you'll need to save just \$286 a

just \$286 a month to hit \$1 million by the time you're 65. It's estimated that every dollar you put into your TSP 30 years before you retire is worth the equivalent of 6 dollars, in today's money, when you retire. Trust me, I know it's hard to save. I know you can't afford it. I'm sorry, but you really need to try. I'll tell you the way that worked for me. Go online and increase your TSP contribution by half of every contractual raise, step increase or yearly increase. If you log onto your liteblue account and want to change the amount that you contribute to your TSP, you have 2 options. You can either do a percentage of your base pay or a dollar amount. I always recommend that people do it by dollars. It's easy to figure out how much each raise is or setting a goal of increasing contributions by \$50 a year, etc.

On the chart you can see what I'm talking about. This theoretical carrier was a CCA that converted to career on March 8th of 2014. They immediately started contributing the 5% of their base pay to the TSP to make sure that they got the full free matching money from the USPS. So they were contributing \$67.68 per pay period. On September 6th of 2014 we got one of several contractual COLAs. Our hypothetical carrier decided to increase their TSP contribution by half of this raise or \$14.40 per pay period. They were now contributing \$82.08 per pay period. If they had just left their contribution at 5%, they would only be contributing \$69.12. As you can see, they continued to contribute half of each raise for the 1st five years of their career. At the end of the five years they were contributing \$400.88 per pay period and again, had still gotten a pay raise at every raise! Trust me, you'll really miss the money when you need it in retirement a lot more than you'll miss half of every raise. If you want, you can do just half of every step increase. Either way, do your future self a favor and resolve to increase it at least a little bit. Until next time I remain yours in solidarity.

Matt



Debbie Romero's last punch.



Type of Raise	Date of Pay Increase	Pay Step	BI-Weekly Base Pay	Amount of Increase per PP	5% of Base Pay	1/2 of pay Increase	Total TSP Contribution Per PP
Conversion to career	3/8/2014	1/A	\$1,353.60	N/a	\$67.68	N/A	67.68
COLA	9/6/2014	1/A	\$1,382.40	\$28.80	\$69.12	\$14.40	\$82.08
Contractual Increase	11/15/2014	1/A	\$1,402.40	\$20.00	\$70.12	\$10.00	\$92.08
Step Increase	1/24/2015	1/B	\$1,464.80	\$62.40	\$73.24	\$31.20	\$123.28
Contractual Increase	11/14/2015	1/B	\$1,479.20	\$14.40	\$73.96	\$7.20	\$130.48
Step Increase	12/12/2015	1/C	\$1,542.40	\$63.20	\$77.12	\$31.60	\$162.08
Step Increase	10/29/2016	1/D	\$1,605.60	\$63.20	\$80.28	\$31.60	\$193.68
Retro Contratual and COLAs	9/2/2017	1/D	\$1,641.60	\$36.00	\$82.08	\$18.00	\$211.68
Step Increase	9/16/2017	1/E	\$1,706.40	\$64.80	\$85.32	\$32.40	\$244.08
Contractual Increase	11/25/2017	1/E	\$1,728.00	\$21.60	\$86.40	\$10.80	\$254.88
COLA	3/3/2018	1/E	\$1,743.20	\$15.20	\$87.16	\$7.60	\$262.48
Step Increase	8/4/2018	1/F	\$1,808.80	\$65.60	\$90.44	\$32.80	\$295.28
COLA	9/1/2018	1/F	\$1,827.20	\$18.40	\$91.36	\$9.20	\$304.48
Contractual Increase	11/24/2018	1/F	\$1,864.00	\$36.80	\$93.20	\$18.40	\$322.88
Step Increase	6/22/2019	1/G	\$1,932.80	\$68.80	\$96.64	\$34.40	\$357.28
COLA	8/14/2019	1/G	\$1,951.20	\$18.40	\$97.56	\$9.20	\$366.48
Step Increase	5/9/2020	1/H	\$2,020.00	\$68.80	\$101.00	\$34.40	\$400.88

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For those with less than perfect credit, we have a loan for you; our **DECLINING AUTO LOAN**. When you pay your loan on time for 12 months, we will **LOWER** your rate by .25%. This will happen yearly until the loan is paid off. This is a great loan to rebuild your credit.



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B-Mike

Resolution: Demand an all-electric vehicle fleet for the US Postal Service

Whereas: the USPS is in the middle of a multi-year process to replace an aging vehicle fleet that has posed numerous safety problems to mail carriers,

Whereas: The USPS is currently preparing to award an estimated \$6 billion in contracts to replace the majority of its vehicle fleet, including some 140,000 Long-Life Vehicles (LLVs),

Whereas: One of the prototypes currently being considered by the USPS is an electric van,

Whereas: Maintenance costs on electric vehicles are considerably lower than internal combustion engines, and can be as little as 1/3 the cost,

Whereas: the Oregon State Association of Letter Carriers passed a resolution in support of the Green New Deal on April 27th, 2019,

Whereas: this Green New Deal resolution described the many dire and imminent threats posed by climate change to hundreds of millions of people around the globe who face drought, flooding, heatwaves, and diminishing water supplies,

Whereas: the current wildfires ravaging Australia are an immediate reminder to our membership that climate change is already here and must be faced immediately,

Whereas: the scientific community is urging the immediate decarbonization of the transportation sector to safeguard the future of the planet, including by transitioning to electric vehicles,

Whereas: mail carriers today provide a universal public service that has a low-carbon footprint, with most deliveries occurring on foot,

Whereas: mail carriers are in a position to expand their tradition of public service in the era of climate breakdown,

Whereas: the exhaust from fossil fuel-powered vehicles today contributes to asthma, heart attacks, cancer, birth defects, and a host of other medical conditions, while slowing reaction times and making other accidents more likely,

Whereas: mail carriers embrace the elements every day in every season, and will not be served if management remains free to invest in technologies that treat their health, and the health of the planet, as disposable,

Whereas: USPS can give a significant boost to the growing market for electric vehicles while reducing health and safety risks for its workers and the communities they work in,

Whereas: USPS can give a significant boost to the growing market for electric vehicles while reducing health and safety risks for its workers and the communities they work in,

Whereas: The Postal Service can further encourage the transition to clean energy by installing solar panels and charging stations at every postal facility, reducing long-term operating costs while providing additional public services that solidify the position of the postal service as a community resource,

Whereas: any additional fossil fuel vehicle purchase by the USPS would lock-in the extraction, shipment, and burning of fossil fuels for the life of that vehicle, despite escalating costs to mail carriers, their families, and the communities they serve,

Therefore be it resolved that: Branch 82 of the National Association of Letter Carriers will advocate for the purchase of an all electric vehicle fleet, with solar panels and charging stations at postal facilities, as part of the full de-carbonization of the U.S. Postal Service,

And finally be it resolved: that this resolution be forwarded to the state and national NALC conventions for their agreement and concurrence.

Submitted by Stephen Quirke, Chandler Hull, Benjamin Stutz, Omar Ortega, Tom Richardson, David Medford & Jamie Partridge

Resolution for the Use of Gender-Neutral Pronouns (Revised)

Whereas: Branch 82 has a long history of inclusiveness and equality; and

Whereas: An increasingly large group of people do not fit into a binary gender-identity for which traditional gender-specific pronouns are suitable; therefore, be it

Resolved: That it shall be the policy of Branch 82 to use gender-neutral pronouns in all publications, communications, and policy documents; and be it further

Resolved: That the Resolutions and By-Laws Committee shall be empowered and directed to edit any proposed resolutions to eliminate gender-specific pronouns before submitting them for publication or presenting them to the Membership for discussion or vote; and be it further

Resolved: That the Resolutions and By-Laws Committee shall be empowered and directed to edit any proposed amendments to the Branch 82 By-Laws to eliminate gender-specific pronouns before submitting them for publication or presenting them to the Membership for discussion or vote.

Submitted by Casy English, Rose City Park



NALC Branch 82 Membership Meeting

January 8, 2020

Call to Order: 7:06 PM

Retired Member Deceased:
Ray "Jerry" Alexander-Creston

Officers Absent: Brumfield and
Canfield.

Members Excused: Jon Cabral

First Time Members Present: Jason
Loos-Creston, Nick Mast-Creston,
Jesse Mancilla-Forest Park, Claudia
Pimentel-Creston and Phillip Stick-
ney-Midway.

Membership Report: Active Carriers:
Regular- 1,119, CCA- 206. Manage-
ment or other crafts- 42. Retired- 517.
Gold Card- 73. Total Membership-
1957 (97.57% Organized). Non-Mem-
bers: 33. New Members: 5 CCAs,
2 career. Newly Retired: Cindy Gal-
legos-Lents. Cancelled: Alyssa Rad-
cliff-Forest Park-Management. Sepa-
rated: Stephanie Beasley-Creston

Secretary-Treasurer's Report: The
reports were passed out to the mem-
bers. Judith Hyde Scholarship fund
filling up thanks to the T-Mobile rent.

Budget Report: Motion to pay bills.
MSC (motion, second, carried). Motion
passed

Unfinished Business: The branch
received a challenge to the election of
Executive Board. The election commit-
tee will meet to discuss the merits of
the challenge and make a recommen-
dation to the Executive Board.

Resolutions and Bylaws: Nash
reported there were two resolutions to
vote on this month, which were printed
in last month's B-Mike. The first reso-
lution the members would be voting on
was the Family Obligations resolution.
The committee recommended approv-
al of the resolution.
There was discussion about the reso-
lution. There was a vote and division
was called. Votes counted were 29

members agreed with the committee's
recommendation, 17 opposed it. The
resolution passed. Nash read the
second resolution, about the use of
gender neutral pronouns in all branch
publications, communications and pol-
icy documents. Nash stated the com-
mittee recommended approval of the
resolution. Because of confusion on
the intent of the language, there was a
motion to send the resolution back to
the maker to clarify the resolution. The
motion passed. Nash read the next
bylaw change concerning retiree dues.
She said the committee recommend-
ed approval. English pointed out this
was just clarifying language and not a
dues increase. The members voted on
the committee's recommendation of
approval, and it passed. Lastly, Nash
read a resolution printed in the B-Mike
concerning the unionization of Ama-
zon workers. The vote will come next
month.

Labor-Management Report: Current-
ly one removal in the branch, two have
been settled recently. The Parkrose
scheduled route counts have been
canceled.

Norton reported the staffing is not
good in Portland, not as bad in AO's.
Carriers are being drafted off as-
signment and on days off, and now
Sundays have become a problem with
some carriers drafted to work. Nor-
ton said clerk staffing is also a major
problem. Recently had a settlement
for opting violations grievance with a
remedy increase from 50% to 100%
for violations. No word on the national
arbitration on Consolidated Casing
yet. Joe Fruichantie is the new nation-
al observer at Kenton Station. Cabral
has been working for national.

Health and Safety Report: Cadwell
reported problems with vehicles get-
ting repaired. If you write one up, don't
drive it! Carriers are tired from all of
the hours they are working.
Norton said properly staffing would
cure all of these problems.

Legislation Report: HR 2382 has
reached critical mass. Senate bill 2965
was just introduced in the Senate.

MDA Report: Red Cloud reported we
will be holding the Bowl-a-thon at the
Kellogg Bowl in Milwaukie, on May 17,
2020. There will be a raffle in starting
in February and going through April.
The winners will be picked at the April
General Membership Meeting.

LCPF Report: Canfield spends part of
the year in Hawaii, so we decided to
get her some help with the LCPF. Joe
Fruichantie has stepped up to help.
Labor Solidarity Report: Norton re-
ported the Grand Central Bakers have
union. Oregon Women Labor Leaders
workshop this weekend at the IBEW
union hall. Representative Earl Blu-
menauer will be hosting a community
forum about mail delivery in the 97217
zip code.

Hospitality Committee Report:
Thanks to Bryce and Fildes for this
evening's meal.

Good of the Association: Melland
urged members with Kaiser insurance
to check on their dental coverage,
people have been being dropped.

For the Betterment of the Service:

Kitty Award: Miranda Martin won
\$63.00.

Jackpot: \$535.00 was unclaimed by
Oregon City Retiree, Fred Watson.

Treasure Chest: \$305.00 was
unclaimed by Creston Retiree Mike
Salladay.

Adjourned: 8:51 PM



B-Mike

15

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



Non-Profit
 U.S. Postage Paid
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 Permit No. 4
 ADDRESS SERVICE REQUESTED



GENERAL MEMBERSHIP MEETING

6:15pm dinner, 7pm meeting
 Second Wednesday of the month
 February 12th
 March 11th
 April 8th

THE FUTURE THAT NEVER WAS



BY KERRY WHITE & TERRY KNOTT
 © 2020 I LOVE THE POST OFFICE.COM
 #18285 PUSHING THE ENVELOPE

Can you guess why this vision of a kinder, greener delivery system failed miserably?

- 1) no protection from elements for carrier, or
- 2) unforeseen mega-shipper Amazon would need two more trailers, minimum, or
- 3) entire rig easily hijacked, or
- 4) carriers prone to public ridicule, or
- 5) no cup holder, or
- 6) subject to annihilation by Big Brown, or
- 7) routes would require charging stations

Answer: None of the above. In fact, the scheme failed because attached consolidated street case plans weren't considered.