



B·Mike



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"An Injury to One is an Injury to All"

The Official Publication of Branch 82 *Portland, OR*

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New Year, New Contract

NALC Veterans Group

How We Did Pandemic Peak



We Aren't Out of This Yet

-David Norton, President

Hello everyone and welcome to 2021. Happy New Year. I think I can speak for the entire world in saying that we are all happy to shed the hardships of last year and move on to something new. The new year always brings with it hope and possibility. 2021 offers more than any other in generations, an opportunity to dig out of the nightmare of the COVID-19 pandemic and start repairing our lives, the economy, society and the world as a whole. I am ready to get started. While this year offers us hope, and we do have some things to look forward to, nothing is going to change immediately, and we still have to stay vigilant.

The Vaccine

People are getting vaccinated right now, starting with healthcare workers. We will, at some point, also be getting the vaccine. This is going to change everything. I know there have been talks of letter carriers getting lumped in with other first responders (civil servants: firefighters, police, etc.) in the order in which the vaccine is distributed. First being healthcare workers, the elderly and people at high risk, then us. We should at least be receiving the vaccine with other essential employees. Until we can get vaccinated and a large majority of Oregonians can be vaccinated, we are still going to be dealing with the dangers of COVID, and in regards to work, we are going to be dealing with all of the struggles that come with dealing with the pandemic. Things will get closer and closer to back to normal as 2021 progresses, but it is going to take some time.

Staffing

We are still hiring new CCA carriers, and we are still having multiple classes to try and fill our staffing shortages. Nothing is going to immediately change after the new year in this regard. It is our hope that the insane amount of hours that carriers have been forced to work will back off after peak season. This generally happens. However, due to the sheer number of parcels we have been delivering and the amount of online orders that have been backed up, letter carriers may be delivering peak season parcels well into January. After that, things should get better with staffing if management keeps up hiring at the current rate. Our hopes are that we will have enough newly trained CCAs on the rolls this spring to help during the prime AL months in the summer. Of course, after the vast majority of us are vaccinated things are going to change again. When we can start holding larger training classes at the CCA Carrier Academy we will be able to get CCAs hired on quicker and with greater numbers. It all hinges on management keeping up the hiring, something that Branch 82 is constantly pushing for.

The Contract

As many people know, NALC National and the USPS have reached a tentative agreement for a new contract. You can read about all the specifics at www.nalc.org, find a link to it on our website, www.nalcbranch82.org, and we will have some of the printed highlights in this issue of the B-Mike. It is a 44 month contract that contains for regular carriers four regular cost of living allowances (COLAs), four pay raises (the first two COLAs and raises coming retroactively), and maintains the no layoff clause as well as the no contracting out clause. There will also be an additional pay step in the creation of a Step P. This pay step will be \$444.00 dollars higher than the current highest pay step, Step O. The new tentative agreement also has an automatic conversion to career for CCA employees who have been in a non-career status for two years, and new CCAs will be starting at a higher pay step, 50 cents more than the current start rate. They will be eliminating MSPs and there are some other notable increases/changes, and there are numerous committees that are being created to deal with a host of different issues that we as letter carriers have. In my opinion, this is a good contract that was negotiated during some difficult circumstances and is achieving some pretty important gains for letter carriers. Certainly, more than what other postal unions settled for. Now, this isn't the revolutionary contract that I was hoping for. There are numerous issues that affect carriers on a day-to-day basis that have been left up to committees to hash out at a later date. Staffing, route adjustments, and Article 8 issues are things we constantly fight over locally that I would really like to see defined in our National Agreement.

The two-year cap on CCAs cannot be understated. I meet almost every new CCA in the entire Portland District (the Portland District encompasses all of Oregon and SW Washington) and I sign up almost every one of them to this union. Many of those new CCAs are going to work in small installations with limited routes, and per the old rules, limited opportunities for advancement into a career status. There are CCAs in Branch 82, working in Associate Offices, that have to wait twice as long to convert to career than the CCAs working in Portland. As much as I would like immediate elimination of CCAs in our contract, a two-year cap starts us down the road to eliminating the non-career workforce in our craft and really, in all postal crafts. I would be surprised if the other postal unions don't take advantage and see a cap in their own non-career positions in their next contracts. We have to start somewhere. The "trends" that arbitrators like to follow in postal crafts need to start moving in a positive direction. This tentative agreement does that.



You, as a member, can choose to ratify this contract or send it back to arbitration. Ballots should be going out the third week in January and should be arriving soon thereafter. I was asked by National to serve on the Ballot Committee, and I accepted the position. This means that I will be involved with witnessing the ballots being processed, sent out and received from the third-party mailing service that is handling the vote. I guess we will see how that goes.

On another contract front, the memos negotiated with the USPS concerning COVID and its different effects in the workplace have been extended. As I write this, the Families First Act has NOT been extended into 2021, and I don't see negotiations on it in the next stimulus bill. This is going to change the way people get paid leave for COVID. We will have to see how things get worked out after the first of the year.

Politics

Speaking of the stimulus package... We were still hoping for some direct funding to the USPS in the next stimulus package. All signs point to us getting payback relief of the 10 billion dollar loan that we received in the first package. That's it. What we were looking for was 25 billion in aid that would help us with the extra cost that the USPS incurred from all of the COVID leave used as well as all of the additional overtime costs due to the massive increase in parcel volume. The USPS may be making some extra money from the increase in package delivery, but it is nowhere near what we need to revitalize this organization and put it on a stable financial footing for the future. In 2021 we are still going to need to push for some meaningful postal reform that will work for us, the organization, and the American people.

2020 was a year like no other. We all had struggles, both in our jobs and in our personal lives. Many people lost loved ones due to COVID-19. 2021 is going to be the year that the threat of this pandemic slowly dissipates. Then the healing can begin. And this country is going to need to heal. We won't be out of the woods any time soon however. Even though we have a vaccine, and even though people are getting vaccinated, getting to a majority of Americans vaccinated may take a while. Many projections, even the best case scenario, are placing this into late summer or early fall. Until then we all need to focus on the end game. Do what you need to keep you, your family, and your co-workers safe, and maybe 2021's peak season will be the regular holiday rush we have become accustomed to.



Last Punch Bunch

Hueling Chang- Creston



Congratulations, Hueling! That's a great way to start out the New Year!



Thank You

- Jim Baxter, Vice President

I hope you know that letter carriers did a more than stellar job this past year. Far and above what should have been expected. You worked horrendously long hours. Thank you. You worked more days and more hours than anytime in my postal memory, but that only dates back to 1981. You came to work through COVID and smoke without congress providing much-deserved hazard pay (and by the way that has to come from congress, it can't be negotiated), and you did it with grace and professionalism. Thank you.

In my humble opinion, letter carriers specifically and the post office in general may have saved our democracy. You delivered two voters' pamphlets, an unbelievable amount of political mail, and delivered and picked up a record amount of ballots. This was done under more scrutiny than we have seen since Oregon started having mail-in ballots back in the 1980s. I find it very insulting that anyone would accuse letter carriers of being behind some nefarious scheme to steal the presidential election. You should be proud of the job you all did. Thank you. I find it interesting that some politicians can yell and scream (I am actually surprised that some of them haven't been throwing their shoes) that the presidential election was stolen by vote by mail but that the results of their own elections were fair and honest.

You all know the reason for the ungodly hours; yes, it's staffing. We all want the post office to hire more people. Believe it or not, Portland postal management wants the same thing. They have tried to hire. As many of you know that were hired the past couple of years the process is unnecessarily difficult and time consuming. Brad, our office manager, has kept track of the number of people that were hired this year and then quit. That number is about 120. Almost ten new people quit every month since the first of the year. Not let go in probation but left service. The problem isn't hiring, it is retention.

So why are they quitting? Some quit because the job just isn't for them. No one can change that. I talk to a lot of new CCAs and they tell me that the hours are tough and not having regular days off is tough, but they don't quit because of that. They quit because of the way they are treated by management. We use the grievance procedure to fight back against management's bad behavior, disrespect, and other treatment that can cause CCAs to quit. That can help some, but the only way to stop management's ill treatment towards new employees, is to send them back to craft. There isn't a simple mechanism for that. Errant management has legal rights to fight going back to craft through MSPB, and upper management needs the will to fight that. In many cases we see that they would rather not bother. That's only happened once in the last five years that I can

remember. The manager lost their job through an MSPB ruling and then went to court to try to get the decision overturned. Happily, that attempt failed.

If you can grow a thick skin and make it through your CCA time, being a letter carrier can be a really good job. Most people have to do that, and I remember when I had to do that. "You have to do better, that's not acceptable, I expect you to be done by 5:00, I will be out watching you, or the best one, you are letting everyone else down." Whatever. As long as you are doing the best you can that is all that can be expected. You can go home each night knowing you did a good job for the American people. After you start as a letter carrier, you won't have to fill out another job application for the next thirty or forty years.

There is a reason that career carriers rarely quit. It's because they realize that they have a union job with union won benefits and retirement. I know most of you have looked at the highlights of the new proposed contract. I know that you will hear a lot in the coming weeks about the contract. Some will say "vote no" and others will say "vote yes." Don't make up your mind until you get the new contract in your hands. Read it. The national union will mail you a copy of the proposed contract and a ballot. If you have recently moved, make sure they have your correct address. If you are getting your Postal Record magazine, they have your correct address.

There are a lot of good things in the contract and a lot of just average things. Some will argue that we have a two tier wage system. This is untrue. We have a pay system for CCAs, and when you make career you will reach the same top pay as everyone else. This is not true in the clerk contract. There have always been numerous steps to reach top pay. When I started it was eight years. Just prior to my hire date it was 20 years. It's been about 12 years since 1984.

One good thing in the contract is there will continue to be no contracting out. Many of you may not know what that is. Contracting out is when the post office sells territory- like for example your route, though in the past it was new delivery areas, like new condos or new residential areas. The people that buy the territory do not get health care, TSP, retirement, vacations, or holidays, and they have to renew the contract every year.

They tried this at Evergreen Station in Beaverton in 2005. The post office sold some new territory to the lowest bidder. Our Branch 82 President, LC Hansen was not going to accept this for letter carriers during her watch. Under her leadership we did all kinds of things. She had the branch



MDA Report

-Abe RedCloud, MDA Rep

mail an Express mail to each of the new residences. I don't know how she knew this would happen but they were all delivered untimely. Then she sent retirees to each of the new residents to explain about the Express and that they were not getting good service to which they were entitled. She organized a march around the Beaverton main office. Hundreds of letter carriers from our Branch came to march. Yes hundreds. We all went out after work. She sent press packets to the media. We were on all the local news stations and in the newspapers. President Hansen knew that the decision maker for contracting out our jobs was not in Washington DC but in Portland. Our district manager had the power to make the change. President Hansen was able to negotiate the return of the territory to the Evergreen carriers. Management in this area has not attempted to contract out our work in this area since then.

When you get your contract, read it. If you don't understand something, ask. Call the office. If the contract is ratified we will get back pay and raises. If it is voted down it will go to an arbitrator. The arbitrator will look at what the other unions settled on and that's what we will get. The main thing in our contract that I know we won't get at arbitration is the automatic conversion of CCAs at two years. I was hoping for one year but at two years my guess is that several thousand CCAs will be converted to career jobs with pensions, raises and more stability.

Thank you for the work you've done and will continue to do.

Good luck,
Jim

TO 2021 AND BEYOND!!!

That's right everyone, a new year has started. This gives us a clean slate to plan new and exciting events and of course have old events like the RAFFLE, LABOR BOWL and FILL THE SATCHEL. As for right now, we haven't made a solid plan for our 2021 events, but we are thinking of a scavenger hunt in August or so. Then the Labor Bowl either in September or November. Fill The Satchel will keep its same time in October. We are planning for later in the year with hopes that by then we can have large gatherings to be able to run these events. I'd say to expect a raffle from March/April - June/July or so. Hopefully I'll have an update on that next month.

Like I promised you last month, I need to update you on how much money we raised for MDA in 2020. We raised a total of \$11,020 for MDA in 2020! That's excellent for only having one raffle and Fill The Satchel! We had raised \$8,020, and then the Executive Board passed a motion to donate \$3,000 to MDA! This was partly from the account we use to run and buy prizes for events, and since we really didn't have that many events, we used that money as a donation....and doubled it for the \$3,000 donation from branch 82.

Well that's all for now. Hope you are all doing well and staying safe out there in these crazy times.

Take care!
In solidarity,
Abe RedCloud

In Memoriam

David McFarland

Lee Bouchard



B-Mike

Branch 82 Non-Members

Neville Chambers, Beaverton
Steve Dean, Beaverton
Steven Eldridge, Beaverton
Robert Gardner, Beaverton
Michael Porschien, Beaverton
Kristyann Stafford, Canby
Keith Wray, Canby
Rex Paschall, East Portland
Richard Roberts, Evergreen
Terry Spivey, Evergreen
Wei Wu, Evergreen
Thomas Breadon, Forest Grove
Emilia Brodeur, Forest Grove
Daniel Ford, Forest Grove
Sheila Root, Forest Grove
Mary Bobnick, Gresham
Marc Detweiler, Gresham
Melita Clark - Hillsboro
De Bui, Lake Grove
Stephan Block, Lake Oswego
Ronnie Lewis, Lents
Jeffrey Smith, Lents
Christian Strong, Lents
Elizabeth Krieger, McMinnville
Riley Sticka, McMinnville
Connor Swift, McMinnville
Mikka Vironen, McMinnville
Brandy Bosnar, Newberg
Robert Kahl, Newberg
Benjamin Siefken, Newberg
Kenneth Boettcher, Oak Grove
Jared White, Oak Grove
Shawn Graham, Oregon City
Mona Zirkle, Oregon City
Sadia Wahl - Piedmont
Robert Hawkins, West Linn
David Rheaume, West Linn
Patrick Dyche, West Slope

INJURED AT WORK?

Call BRANCH 82 OWCP REP
Mike O'Connor

Wednesdays and Thursdays
503 493-5903

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And Employees in

Matters of Collective Bargaining

And Civil Rights

(Law Firm retained by NALC Branch 82)

Branch 82 Monthly Meetings

General Membership 2nd Wednesday, 7:00PM

Retiree Luncheon 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. 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.



From the Desk of the Chief Steward

-John Kunz, Chief Steward

2020 has come to a close and every station has had elections for new stewards for 2021. I would like to take this opportunity to thank all of our stewards from 2020. They are the backbone of this union; without them we would not be successful. As we start 2021 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 zoom meetings. For the old stewards who have volunteered again for another year, thank you for helping to mentor our future stewards.

As I look back on 2020, I can't believe what we have been through. COVID-19, fires, air quality, package volume, and elections have dominated every aspect of our lives and jobs. The good news is we have vaccinations coming out as I write this article. The bad news is we have a long wait until everyone is vaccinated, which means COVID-19 will continue until fall or winter of 2021. This will only end if people get vaccinated. I, like everyone else, want this to end and return our lives to normal. I look forward to the time when it is my turn to get vaccinated.

The New Year is going to bring issues into the stations. I'm sure unauthorized overtime will show its ugly head again. This issue is simple. If you request overtime from management, they have three options to give you. The three options are the following:

- 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 request OT on the street).

These are management's options, no other. From time to time we are informed that management has given instructions to get the route done in eight 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 eight 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 three options I talked about above.

If you find yourself behind on your route and did not request overtime in the morning or you are further behind than 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.

I'm sure undertime will be an issue too. Undertime is simple: if you have it, give it. If you don't, then your reporting requirements referenced above are required.

Until next month.....
JKunz



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EDITORIAL

We Are Owed More Than Their Table Scraps – VOTE NO ON THE TENTATIVE CONTRACT

Submitted by Chandler Hull, Waterfront

Yesterday, coming home from a 14 hour shift I found a letter from the Teamsters for A Democratic Union. It was in regards to a donation I had made several months ago when the pandemic didn't feel like the miserable norm, but a terrible brief fever dream. They were thanking me, and expressing the gains they have won fighting their bosses in cooperation with other unions. PPE gains, the first Bill of Rights of Essential Workers ordinance in Philadelphia, and fighting the good fight for essential workers of all trades to receive the hazard pay they, we, are owed. It made me wonder, what is our union doing to fight for what we have earned through COVID-19.

Looking at the newest tentative contract, awaiting our vote, I am disappointed with what our union is doing. A pittance. A handful of change. An insult. In the middle of the worst crisis in over a generation we have continued to work in questionably safe and overwhelming conditions -We are exhausted and overworked – and THE PUBLIC LOVES US MORE THAN EVER! We are viewed with a kind of reverence in the direct contrast of the comedic stereotypes of the 90s, and we need to use it!

It is clear that not only is the pay raise minuscule and does not meet the rising cost of living, but we continue to watch our working conditions decline with the application of a SPLIT WORKFORCE! CCAs are some of the worst treated employees at the Post Office, put in dangerous situations constantly, and significantly more likely to quit rather than stay on for career. Our hiring is abysmally low, and the reason is the CCAs are leaving in DROVES! I should know, I was one not that long ago, and I questioned quitting constantly, I was not alone in this. Every other CCA felt this way. A few stayed on to regular, a lot quit. We are bleeding the future of the USPS to our exploitative competitors in Amazon. It is critical that we oppose the split tier workforce in every way, and this contract maintains that ruinous paradigm.

Below, is the call to action by the PDX Rank & File Carriers:

VOTE NO on **NALC/USPS** tentative agreement
BECAUSE – We demand a substantial raise.

We demand an all-career workforce.
We demand an end to understaffing, excessive overtime, and overburdened routes.
We demand hazard pay.
We demand Sunday staffing.
No concessions on health insurance payments.

VOTING NO WILL NOT result in the arbitrator giving less than what the members rejected. Rejecting the contract will show that workers are unsatisfied.

Some may say that we should support the contract, because “Hey, it’s still a pay raise.” or “CCAs get converted in a maximum of two years.” or as a joke “No more MSPs!”. I get those sentiments, and I agree these are all good improvements to quality of work for ourselves and our coworkers. However, this is besides the point. At the very least, SHOULD WE VOTE NO, an arbitrator will decide the terms of our contract, and I understand there are whispers that “They could make it worse.”, but I will call that as it is, Management trying to scare us from outcry, and union higher-ups trying to obscure the fact, that they brought us this contract – Propaganda! What you see is what you get with this contract, but we should let management, politicians, national leadership, and everyone in the USA know, WE ARE MAD AS HELL AND WE ARE NOT GONNA TAKE IT ANYMORE!

In Solidarity,
Chandler Hull, Waterfront



EDITORIAL

“Should I Vote Yes to Ratify the Contract?”

Submitted by Jon Cabral, Parkrose

This is the question that all active carriers will be asking themselves in the coming weeks. Each of us will receive our ballots, cast our vote and take part in the democratic process that will determine the future of not only our careers, but also all of those we work with and those who will come after. In this regard it is very important to look toward the future and to not risk what we can gain for what we might gain.

We all know there is no perfect contract, as it has been negotiated by humans who are fallible. Each contract, we strive to improve as much as we can and lower our expectations when we have to. Taking small steps forward is better than leaving it in the hands of an arbitrator who may take it two steps back. We are not losing ground in this new contract in regards to the idea of an all-career workforce, and that is the most important detail I am focused on. I too would have given everything else gained in this proposed contract to abolish the CCA position and get back to an all career workforce, but unfortunately that isn't the reality of how the negotiating process works. An all career workforce is just one facet of a multi-faceted struggle where wants and needs that were voted on by the membership at state and national conventions are negotiated concurrently, gaining or losing ground at different rates.

Let's be honest here, if we vote no on ratification we continue with interest arbitration where inevitably both parties lose out. For example, we negotiated a two-year cap on the amount of time an individual can be a CCA. This is a very important detail as no other postal union has done this to date. Two years doesn't mean much in Portland as most of our CCAs convert within two years, but for our Associated Offices or for the carrier who works in a two-route town, it means a lot. The arbitration panel could easily look to the other postal unions for precedent and see that none of them have caps; so instead of keeping what we negotiated, the panel puts us back in line with the other unions and perhaps let's us gain in a different area to make up for it. The NALC putting a two-year cap on CCAs is good for the future of ALL of the postal unions and what it means for their non-career workforces.

My worst experience as a CCA was not working 60-80 hours a week or 42 days in a row. It was being told I was going to convert in six months, and if for whatever reason that didn't happen it would be nine months at the most. When six months comes around, you're disappointed, when nine months comes around, you're frustrated. Every passing month after that continues to add more frustration in addition to anger and uncertainty, knowing you were lied to just to get you in the door and working. Not knowing

when I was going to convert became unbearable, dealing with every other negative aspect of being a CCA was only tolerable when I thought I knew when I was going to become a career employee. Two years is still a very long time to be a CCA, but at least current and future CCAs will know that it will never be for more than two years if the proposed contract is ratified.

I will vote yes to ratify the contract barring no major unannounced changes for the same reason I became a letter carrier and joined the NALC in the first place. I didn't want to bring any more uncertainty into my life than I had to. As it stands, if this contract is ratified, we will know exactly what we are getting. There will be no surprises and no unforeseen consequences, outside of the normal Postal Service hijinks of course. We will be setting ourselves on a trend that moves us closer to an all career workforce and puts us in a better position for negotiating in the next contract. In my opinion, if there is any risk whatsoever on losing the two-year cap, which continuing with arbitration would be, it should not be taken. It is far too important of a milestone to be lost.

I would also recommend not listening to anyone that tells you that they don't believe NALC leadership is representing our best interests with this proposed contract because “they are working with management” or “they are just trying to maintain the status quo,” and yet they trust the same leadership to fight for us during interest arbitration? This is where their logic fails as the contract we get will be a direct result of how good of a case was presented by the NALC to the arbitration panel. Also to believe that arbitrators will break with precedent previously set by another arbitration is naive at best bordering ignorance of the process and how we actually obtain a contract.

As I said before, I will be voting yes to ratify the contract as I can clearly see the future benefit of what was negotiated and the instant relief for thousands of CCAs across the country who will be able to see the light at the end of the tunnel and know what to expect. Regardless of how you feel, or whether or not you will be voting yes or no, please just insure that you DO vote. There is nothing more important in this union than making sure the democratic process is seen through.

Final note: If you do not receive a ballot, please make sure to contact the branch as soon as possible so they can connect you with one.

In Solidarity,
Jon Cabral , Parkrose Steward



B-Mike

Hello Again From The Office Of Your Secretary-Treasurer.

-Matt Pierce, Secretary-Treasurer

Happy New Year! I'm sure I speak for almost all of us that we share a profound hope that this year is better than the last. By the time you read this we will be close to or already voting on whether or not to ratify our National Agreement. I think it's important for everyone to understand that if our tentative agreement is voted down, it would not necessarily cause it to be sent back to negotiation for better provisions. The outcome would be for it to instead be decided by the completion of the national arbitration. The arbitrator would then decide what if any of the other negotiated provisions to include or exclude from the new agreement. As an example, the new provision converting CCAs to PTFs would not necessarily be included by an arbitrator in our new agreement. It's happened before. I thought that now would be the perfect time to talk about the only time our National Agreement tentatively approved by the negotiating parties was ever voted down, why and what the ultimate outcome was.

In the agreement reached on July 21, 1978, union negotiators settled for three annual wage increases of two, three and five percent each plus a cost-of-living provision which "capped" the payment of the cost-of-living adjustment (COLA) at the amounts payable during the previous contract, regardless of how high inflation might actually rise. The contract also included a number of significant changes in the provisions of the contract pertaining to working conditions, treatment of carriers by supervisors, the guarantee of two 10-minute breaks, which carriers didn't have before, and additional protections in route examination procedures, among other things. But in 1978 the rate of inflation was 7.59% and rising, it would peak at 13.50% in 1980. For comparison, the current inflation rate for the previous 12 months of 2020 is 1.2%. Inflation was running so high that even with a 5% raise included in the contract, with a capped COLA carriers could be earning effectively less, in buying power, by the end of the agreement than they currently were. Given this environment, the membership was dissatisfied by both the pay package and the capped COLA and, for the first time, used the ratification procedure to reject an NALC-negotiated contract.

Because the parties in 1978, unlike now, hadn't yet gone through the required steps of negotiation, and mediation prior to arbitration, the union resumed negotiations with the Postal Service, but the talks quickly deadlocked. The parties set aside all of the other issues and agreements and agreed to bring two issues, the pay package and the no-layoff clause to a hybrid dispute resolution process called mediation-arbitration. At this point there was the

possibility that the parties might still reach a negotiated settlement. Harvard University Professor James J. Healy functioned in this dual capacity of mediator-arbitrator and on September 15, 1978 after less than two weeks of mediation, failed to achieve a settlement among the parties.

Healy assumed the role of impartial arbitrator. In deciding the two issues, he clearly took a middle of the road position. Healy removed the cap on the COLA, increased the annual wage increases slightly, and removed the guaranteed no-layoff clause for career employees to allow the Postal Service to terminate employees with less than six years of service (although also providing lifetime job security for those carriers and other postal employees who were working for the Postal Service when the decision was issued).

While the arbitration award could be viewed now as an improvement over what the parties had originally negotiated, it set aside or threw out many of the side agreements on working conditions, etc... Personally I'm glad that we didn't get stuck with a capped COLA that would have ultimately led to lower and lower effective wages. But what all of the provisions on improving the workroom floor would have done for our jobs we will never know.

In my experience, through the last six or seven? National Agreements, a negotiated agreement is always superior to any results an arbitrated agreement would have attained. Perhaps your opinion is different, which is equally as valid. The union holds dear the concept of one person, one vote and that democracy and disagreement is a strength of our union not a weakness. As an active NALC union member, you have a right and a responsibility to vote on the ratification of this Tentative Agreement. How you vote, after reviewing the terms and conditions of the Agreement is up to you, but there is NO excuse for not voting. It's always so disheartening for me to see the final results on contract ratification and see that less than 50% of members even bothered to vote.

The Union gives all letter carriers an equal democratic voice to determine the actions and goals of the NALC. So if you don't like something about the NALC the one thing you can't do and effect change is resign from it or fail to participate in its democracy.

Until next time I remain yours in solidarity,
Matt



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Find past B-Mike issues
and much more
on the Branch 82 website:
NALCBranch82.org.

The screenshot shows the NALC Branch 82 website. At the top, it says "Find past B-Mike issues and much more on the Branch 82 website: NALCBranch82.org." Below this is a navigation bar with "Home", "About Us", "Contact Us", and "Subscribe". The main content area features a large "BRANCH 82" logo and "THE 2020 B-Mike" magazine cover. The cover displays the months from January to July. Below the cover is a "Subscribe Form" with a "Email Address" field and a "Submit" button. At the bottom, there is a call to action: "Head over to NALCBranch82.org and check out our new website! Once on the Branch 82 website, you will have access to..." followed by a list of resources: "The B-Mike", "Locals and Other Valuable Resources", "Upcoming Events", and "Major NALC and Postal News".

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How We Got Through



Kevin Salvatore, Sellwood



Katrina Sanders, Rose City Park



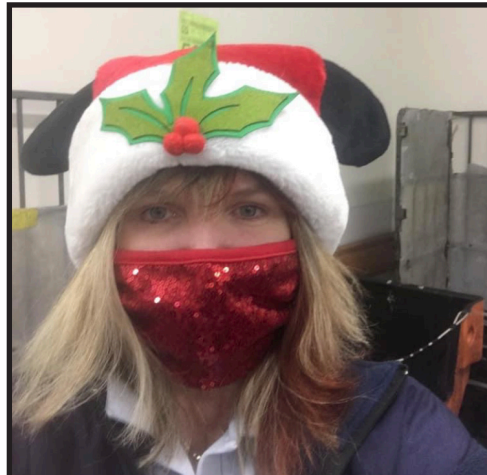
Abe RedCloud, Kenton



Bruno Matulich, Don Cadwell, Ben Morrow, Sellwood



Katrina Quezada, Oak Grove

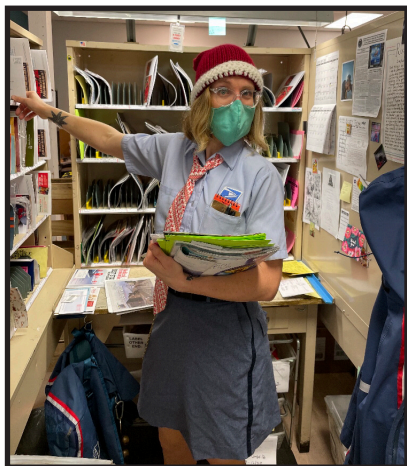


Bobbi Harrison, Waterfront



Tom Arvin, Kenton

Pandemic Peak 2020



Phoebe Ferguson, Sellwood



Theresa Dumas, East Portland



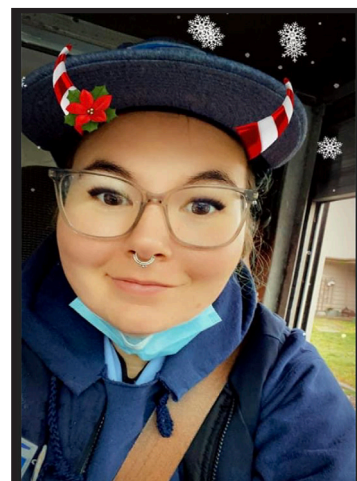
Matt Rivas, Beaverton



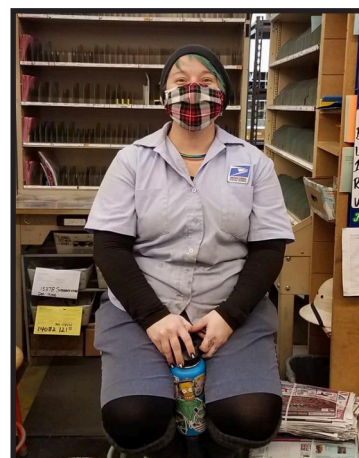
Carol Hamley, Holladay Park (newly retired)



Mykla Anderson, Kenton



Alexis Foxhall, Oak Grove



Caitlin Drake, Tigard



A Challenging New Year

-Bruce Hall, Veterans Representative

The beginning of a New Year is a time of reflection and also a time of anticipation. Our nation is in a state of flux. Many things have changed, many things are changing, and many things will change. We will face many challenges in this New Year. Hopefully, we will overcome these challenges and have a GOOD year.

The year 2020, with the COVID-19 pandemic and other events (such as protests, a divisive presidential election, along with many political events) brought about many challenges which we will have to deal with in 2021. Each of us will face different challenges on an individual basis as well as society created challenges. I can speak about an individual challenge that I'm facing this year because I had a stroke on 11/1/20 and carotid artery surgery on 11/4/20. I spent November 7-18 in RIO (Rehabilitation Institute of Oregon) at Good Samaritan Hospital. After my release on November 18, I've been rehabilitating at home. I do have occupational therapy and physical therapy at Kaiser each week. I was very fortunate because my main disability is loss of sensation in my left fingers. It could take several months to regain full sensation. It is quite frustrating at times, and this event has given me some insight on how people can get depressed. We just have to think positive and do our best to look to the future and be thankful for our friends and family who are constantly helping and encouraging us, and the good Lord looking over us. Hopefully, I'll be able to meet this challenge in 2021.

As we look back over the past few years, we see a time of war and turmoil. We had the horrific event of 9/11/2001, which started our Global War on Terrorism. We went to war in Afghanistan, followed by war in Iraq 2003-2011, then a renewed conflict in Afghanistan which ended at the end of 2014. Supposedly these wars ended, but we still have a few thousand troops in Iraq and Afghanistan as supporters and trainers to those countries' armies. So we are not out of Iraq and Afghanistan! Please continue to support our troops. They are still in harm's way. Our troops continue to perform extraordinarily and give much in the fight to provide freedom. Only time will tell how effective their efforts have been. Freedom is not free! War has been a part of this world since the beginning of civilization. We need to look at history and realize that war should be the last resort in our country's foreign relations, and we should seek peace and reconciliation wherever possible. But we need to exercise wisdom and reservations in immediately withdrawing troops and assistance in areas where we have been involved. War is bad, but if it wasn't for war, we wouldn't have our freedom. Freedom is not free! There are still forces in

the world that need to be dealt with. We need to keep a military force ready to deal with them. I feel that there are resources available to assist veterans. We need to continue to take advantage of these resources.

Over the past several years, the military has experienced several challenges related to war: excessive deployments, separation from family and friends, severe injuries, and many deaths. As our involvement in the war was decreased, the military was faced with different challenges such as reduction in force, which forced many troops out of the service, resulting in unemployment and readjusting to civilian life- having to find housing, medical coverage, schools, jobs, and ways to meet everyday needs. This has been tough in our depressed economy. We need to ensure that these veterans receive the support and benefits for their dedication and sacrificial service for freedom!

Of course, benefits and assistance due veterans is controlled by congress, so we need to continually inform and hopefully influence our political leaders to make the right decisions in regard to veterans. This will take a continuous effort from us, to contact our representatives and senators. If you would like to receive a weekly update of veterans issues and legislative actions, please send your name, e-mail, and zip code to me via mail: Bruce Hall, 8017 N. Washburne Ave., Portland, OR, 97217, or email to: vfwbruce@gmail.com. I can get you signed up for the VFW Action Corps Weekly. It is available to anyone who desires it.

Hopefully, we can meet the challenges to support and assist our veterans during this New Year!!

ACTIVE DUTY

ROBERTO JIMENEZ, (Creston) Army, Qatar

CASEY JAMES, (Waterfront) Army, Jordan

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

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

DEAN SCHUCHARDT, son of Patricia Schuchardt (Multnomah) Army

TOM TOTTON, 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

NALC Veterans Group?

-Casey English, Rose City Park

Every November, as we celebrate Veterans Day, The Postal Record (NALC's national newsletter), publishes a list of every member who has joined the NALC Veterans Group. The first thing I did when I got my copy was flip to Branch 82 and see how many members of our branch had signed up. The answer was a little disappointing. Only 55 of our roughly 1,900 members had signed up (about 3%). Compare that to the estimate that about 20% of NALC's membership are veterans, and it is obvious there are a lot of Branch 82 veterans that are not in the Veterans Group. At least some of that is probably due to lack of knowledge about the group, so I decided to write this to help inform as many of our members as possible.

So then, what is the NALC Veterans Group? It is a group open to all NALC members with current or former military service. Joining the group is free, and once you join, in addition to a neat lapel pin, you get a copy of the NALC Veteran's Guide (also available online), which spells out all the rights and benefits that are specific to veterans in the Postal Service. The guide walks you through the process of buying back your military time so you can retire early (or with a larger pension), as well as gives you detailed information on things like Wounded Warrior Leave, or MSPB rights (how many of you knew that management must go through extra hoops to try and remove a veteran from the Postal Service?).

You of course do not need to join the NALC Veterans Group to gain any of those benefits; you earned them with your military service! But joining the NALC Veterans Group makes it easier to tell you about those benefits. And if Congress changes any of those benefits (or creates new

ones), being a member of the Veterans Group will make it easy to tell you about that, as well. The Veterans Group is also a powerful tool for doing some good in the world and giving back to our veterans. During the 2018 National Convention in Detroit, members of the NALC Veterans Group assembled and distributed 2,000 care kits to homeless veterans in the Detroit area.

- Begin Abuyen
- Charles Adams
- Charles Ainsworth
- Dustin Allen
- Dean Anderson
- Robert Bailey
- Gary Baker
- Johnny Barker
- Francis Batsch
- Wendy Berger Wood
- Shawn Bunkers
- Kenneth Campen
- Sue Canfield
- Ronald Carver
- Min Chong
- Damien Cole-Burch
- Thomas Crews
- Casey English
- James Falvey Jr.
- Steven Felix
- Dean Femrite Jr.
- Bruce Hall
- Wesley Hubbard
- Chester Johnson
- Dale Johnson
- Francis Kahoun
- James Killinger
- Jeffrey Kincaid
- Shawn Langworthy
- John Lee
- Stephen Lemm
- Michael Lord-Koen
- Michael McCracken
- Jacob Nelson
- Jacobo Nuno
- Terri Palmer
- Willie Paradise
- Steven Percell
- Larry Rilling
- Kevin Savage
- Allan Scroggins
- Ian Simon
- Deverne Sisbach
- Anthony Smith
- Daniel Smith
- Sammy Smith
- Charles Solomon Jr.
- Rosalie Stirling
- Garrett Strait
- Paul Swenson
- H. Thaler
- George Wallenstein
- Franklin West
- Brance Wilson
- Kevin Wrede



**You continue to serve your country—
THANK YOU!**

NALC Veterans Group

**Complete this form and mail it to:
NALC Veterans Group, c/o NALC,
100 Indiana Ave., N.W., Washington, DC 20001-2144**

NAME: _____

ADDRESS: _____

CITY, STATE, ZIP: _____

NALC BRANCH NUMBER: _____ BRANCH OF SERVICE: _____

I BELONG TO THE FOLLOWING VETERAN GROUP(S):

AMERICAN LEGION DISABLED AMERICAN VETERANS VETERANS OF FOREIGN WARS

OTHER: _____

Joining the NALC Veterans group is easy. You can simply fill out the postcard and mail it to the address on the card, or you can send an email to veteransgroup@nalc.org with the following information:

- Name
- Address
- Branch number
- Military branch you served in
- Any military groups (such as the VFA or the American Legion) that you may be a member of

If you are a veteran, hopefully this will convince you to sign up for the Veterans Group. If you know of a veteran in your office and their name was not in the November Postal Record, try talking to them about signing up.

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The January General Membership meeting is canceled.



THE WAKE OF THE GREAT PARCEL CALYPSE OF 2020



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

A tip o' the pith to Suzanne Miller for the help!