



B·Mike



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"An Injury to One is an Injury to All"

The Official Publication of Branch 82

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



A Tribute to Jim Baxter in Downtown Portland

On the south wall of 360 W Burnside (next to Dante's night club) is a beautiful three-story mural of Branch 82's own James Baxter. It can be viewed from SW Ankeny St. between 3rd and 4th Avenues.

The mural was designed and painted by Baxter's son Ray and commissioned by the building's owner, James Atwood. Look for a full feature in the March B-Mike.

You Are the Only Standard

- David Norton, President

I did a bunch of odd jobs to make money when I was a kid. I would mow lawns, weed flower beds, and prune hedges for everyone in my neighborhood. I was pretty much “open for business” for any laborious work that would put a few dollars in my pocket. One of my neighbors, Jeff, was doing an extensive remodel of the house. He asked me to come over and help him with some of the work.

First, he was doing some concrete work and building a deck in the backyard. I got there bright and early. There were about four other guys there with a rented cement mixer, bags of cement, and all of the other materials to do the job. Being (maybe) only 15 at the time and having never done any concrete work before, I just tried to do everything Jeff and the other guys told me to do. I worked as hard as I could, and I found myself figuring out how to do the job. The next morning, I showed up bright and early again to do the finishing work and get started on the deck, but this time it was just Jeff and me. I asked him where all of the other guys were. He told me “We don’t need those guys, you did all of the work. I’m not going to pay them to stand around and watch you work. We can finish everything ourselves.”

Jeff and I proceeded to build his deck. Having never done this either, I tried to do everything Jeff told me to do, and I figured out how to do that job as well. Jeff was patient with me. When I messed up cutting a board or I stripped a screw, he would show me what I did wrong and we would try it again. I did several other jobs for Jeff, including insulating and sheet rocking his entire upstairs attic space. He showed me what to do, and I did most of it myself. I did all of the mudding and taping... it was a lot of work. When I was done, he asked me what I had learned from the experience. I told him that I learned how to put in insulation and hang sheetrock, etc. and he told me, “No, the lesson is that when you are older, you need to get a good job so you can pay someone else to do all of this work.”

Jeff was my first experience with a pretty good boss. Now, this might have been because he realized that he had hit the jackpot and found the cheapest unskilled laborer in northeast Portland, and looking back I probably should have been paid more money and who knows if any of it was safe for a kid to do all of that work, but, at the time I felt that I was paid pretty good. I enjoyed working with him, I was learning something new, and even though it was Jeff’s house, it was going to raise the value of his home, and he was going to enjoy the fruits of my labor with his family, I felt a sense of accomplishment. He praised my work and always gave me credit when I did a good job. I appreciated him and took that lesson into adulthood, not the one to pay someone else to do the work for you, but to learn from the people around you.

When I was in high school, I got a job working at the local Fred

Meyer in the grocery department. It was my first union job. One of my first tasks there was to “face” all of the products in the grocery store aisles. You would stock the shelves, pull everything forward and then make sure that the labels were facing out so the customers could see them. I would go in and do this after I got done with school and work until after the store closed. It was maybe my second day there, and I was doing this task when my boss came up to me, he yelled at me, “What are you doing?! You should be on the next aisle by now! You need to go faster!” I had no idea that I wasn’t doing a good enough job, in fact, I thought I was doing a good job. I definitely felt I was going faster than all of the other teenagers working around me. That evening I asked my boss if there was some kind of standard for facing the shelves. Was it a certain time per shelf, or per aisle, or all of the aisles in such amount of time? The answer I got was “YOU JUST NEED TO GO FASTER.” This was one of my first examples of working for a bad boss. At the time I just wanted to do a good job, do it correctly, and feel some sort of accomplishment for it. What I got was a vague order to go faster with no actual set of expectations for me to follow. I eventually figured out how to achieve the goals my boss was looking for, and that was to cut corners, make it appear that the work was done and generally do a half-assed job. No sense of accomplishment there.

I have had many bosses over the years, and they all had different expectations and standards for me. My parents had them when I was a kid doing chores. In my examples above, my neighbor Jeff expected me to do a good job on his home remodeling, but he knew that I was young and inexperienced, so it was going to take time and training to meet the standards he wanted. My boss at Fred Meyer didn’t care about the quality of my work. His real expectation of me was to go as fast as I could with very few standards. Every job and every company has standards and expectations for workers to follow. UPS drivers just won a big contract in their last bargaining session which included a sizable raise. Have you ever seen the standards that those drivers are supposed to meet every day? They have a tight schedule to meet with a certain number of packages that they are required to deliver in a definitive amount of time. They are timed on everything and have little to no control over very busy days.

I hear a lot from postal management on what their expectations are of carriers and of the standards that they expect from them. You probably have heard this in your office as well. Maybe you have heard that you are supposed to be out of the office in no more than 60 minutes, or that it is only supposed to take you 22 minutes to load your vehicle. It hasn’t always been this way. Since when were these standards implemented for letter carriers? The answer is, regardless of what your supervisor, manager, or postmaster says, those standards don’t actually exist, and carriers are not required to meet those standards. Do you know

what standards that letter carriers are supposed to attain? A fair day's work for a fair day's pay.

Article 34 states:

The principle of a fair day's work for a fair day's pay is recognized by all parties to this Agreement.

What that means is, that as a letter carrier, the expectation is that you will do your best. That is basically it. Our national contract recognizes, above everything else, that letter carriers have to do a fair day's work for a fair day's pay. If you think about it, it is one of the most revolutionary statements in any labor contract around. Remember when I talked about what the UPS drivers have to do? It's not "do your best." They have serious job requirements that their employment depends on. Not so for letter carriers. Letter carriers are required to give their employer fair, honest work every day. As long we are doing our jobs, management cannot discipline us for failing to meet any of their "standards." Now, I realize that if you talk to your supervisor or manager, they will make it seem like your job depends on you getting out of the office in 60 minutes or that you need to get your route done in eight hours or else, but that simply is not the case. Our contract states that management cannot discipline a carrier for failing to make any standard.

M-39 Section 242.332 states:

No carrier shall be disciplined for failure to meet standards, except in cases of unsatisfactory effort which must be based on documented, unacceptable conduct that led to the carrier's failure to meet office standards.

There are certain criteria that the parties have agreed to for the purposes of route evaluations like casing 18 letters a minute and 8 flats a minute. Most letter carriers know the 18 and 8 casing standard. I have heard postal supervisors many times tell me that they want to discipline carriers for failing to meet that standard. Guess what, they can't.

Step 4 M-00386 memo from 1977, states:

Management may not charge or impose discipline upon a carrier merely for failing to meet the 18 and 8 casing standards. Any such charge is insufficient. Under the Memorandum of Understanding September 3, 1976, the only proper charge for disciplining a carrier is "unsatisfactory effort". Such a charge must be based on documented, unacceptable conduct which led to the carrier's failure to meet the 18 and 8 criteria. In such circumstances, management has the burden of proving that the carrier was making an "unsatisfactory effort" to establish just cause for any discipline imposed.

Postal management likes to go out with carriers on a 3999 and then try to use that time as their demonstrated performance. I'm sure many of you have heard "you got done early yesterday, you

should be getting back at the same time every day." Well, that is not how it works.

Another Step 4 agreement, M-00829 from 1986 states:

The parties agree that a one day count and inspection may not be used as the sole basis to establish a standard against which a carrier's performance may be measured for disciplinary purposes.

M-00111 states:

a one day count of mail should be utilized for the purposes intended by the M-39 Handbook and local officials are to ensure that one (1) day counts are not used for the purpose of harassment

What about those dreaded "numbers"? Management may ask you when you think you are coming back at the end of the day, but many times their mind is already made up on what that time should be. They have "performance" tools like DOIS that estimate when you should be returning on any given day. Management cannot use any of these tools to set a standard for you or use those tools as a means of discipline.

M-01664 states:

The Delivery Operations Information System (DOIS) is a management tool for estimating a carrier's daily workload. The use of DOIS does not change the letter carrier's reporting requirements outlined in section 131.4 of Handbook M-41, the supervisor's scheduling responsibilities outlined in section 122 of Handbook M-39, or the letter carrier's and supervisor's responsibilities contained in Section 28 of Handbook M-41. DOIS projections are not the sole determinant of a carrier's leaving or return time, or daily workload. As such, the projections cannot be used as the sole basis for corrective action.

And of course, everyone must hear about how they are too slow. Postal management seemingly expects all letter carriers to be youthful, at the height of physical fitness, and with big, long legs that can go faster than the average athlete. The truth is, your speed out on the route does not set a performance standard for you to meet, and management cannot give you a set pace in which to walk.

M-00379 states:

The union's request that the number of paces per minute be used as an observation and not as a specific criterion or standard of performance by the grievant is sustained.

There is nothing that states that you have to be out of the office in 60 minutes. There is nothing that says that you need to load your vehicle in 22 minutes. Those are arbitrary standards that carriers cannot be held to. If it happens, then great! Sometimes it doesn't take that long to case your route or load your vehicle,



The Starlight Parade Needs You!

but if it is a busy day and it doesn't happen, you cannot get in trouble for it.

Postal management, like every other employer, has expectations, but our contract spells out exactly what they can and cannot expect from us. They cannot unrealistically place standards on us that we cannot achieve. They try to do it all of the time. We just had a terrible route adjustment in our Piedmont Station. Most routes received adds that they shouldn't have and now those carriers are struggling to get them done. Management thinks that they can make up new numbers, impose them on carriers, and we are supposed to meet those numbers. Not so. Your route takes what it takes.

Ultimately, every route is adjusted to the regular carrier on it. That means that every route is going to be different. With such a diverse workforce, no route is ever going to be the same. Some carriers are taller or shorter than others, some are younger or older. News flash- every human is different, and their abilities are going to be different. Theoretically, you should be able to bid onto a route when you become a regular, have that route adjusted to you when you are young and new in your career, and then stay on that same route for the next 30 years and have that route readjusted to meet your changing ability as you age. It kills me when I hear carriers talk trash about their fellow co-workers, "I can get that route done early, why can't they?" Like it or not, there is a different standard for everyone.

The only standard that you as a letter carrier need to meet is to do the job that you know how to do. A fair day's work for a fair day's pay is not an unrealistic expectation. Letter carriers care about their jobs, work hard to get their routes done, and do that work in varying conditions. Being a letter carrier is not easy. I consider myself, like many letter carriers out there, a goal-oriented person. I don't mind working hard, and I like to feel accomplished in my work. Often it is difficult to get that from postal management. Not every supervisor in the USPS is the same. I have worked for terrible bosses in this organization, and I have also worked for some pretty good ones. I have also worked for a lot of them whose hands were tied by their superiors. That is where many of these arbitrary time standards come from. Either way, letter carriers should not be fooled into believing that all of management's "goals" or "standards" are something that we must achieve and that our jobs depend on it. Letter carriers are contractually required to be efficient and show satisfactory effort. I believe that every letter carrier should try and meet those goals every day even if sometimes it doesn't meet management's standards.

I always received a sense of satisfaction as a carrier; it usually came from delivering to my customers, and I always appreciated the wages and benefits that come with this job. At the end of the day, isn't that what it's all about?

We here at Branch 82 are once again starting to plan for the Rose Festival Starlight Parade. Each year we get off work and brighten everyone's night by marching in the kickoff parade of the Rose Festival. We dress in fun costumes and make a brightly lit float, and that's where we need your help.

We need volunteers to meet and come up with a plan for this year: themes, costumes and everything that will need to happen before the big night. We need help from you to plan out what we are going to do and then execute that plan before the **Starlight Parade kicks off on Saturday, June 1st**. We all work long hours, but if enough of us do a little bit each week, then it's amazing what we can accomplish together.

We will be having our first planning meeting on Sunday, February 25th at noon. We hope to see you there and hear your ideas. After that we will be having regular meetings at the hall to build the float and costumes. Any time you can spare will be greatly appreciated. But should you not be able to make it to any of these, we hope then to see you march in the parade come June. We always need letter carriers to march with us and join in all the fun.

Please join us for the Starlight Parade planning meeting!

Nepo 42
5403 NE 42nd Ave
Portland, OR 97218
February 25th at noon.
Just a block away from the union hall.

See you there!
Cody Harris & Casey English

Retiree Luncheon

February 21
IHOP
4931 SE 82nd Avenue
Portland, OR 97266
NOON
(third Wednesday of each month)



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 decided 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 your 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. The winner should be prepared to offer at least one graduation photo to be used in a branch publication. If the student's school has an award night, we would like that information.

DEADLINE - All information must be submitted by Friday, May 10th, 2024.

Date _____

I am the child of active/retired/deceased letter carrier _____
of Branch 82, Portland, OR. I am a high school senior in the 2023-2024 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



B·Mike

LCPF: One Thousand Donors Needed

- Suzanne Miller, Editor

At the National RAP Session held in New Orleans back in November, many of the attendees were wearing matching shirts that said, "Up Yours." The fine print said, "I upped my LCPF contribution." NALC President Brian Renfroe told the room that the NALC had gone from 11 to 12 percent- 12 percent of our members contribute to the Letter Carrier Political Fund. I have upped my contribution a few times before, in part because I'm a sucker for the swag. The swag works. On this occasion, however, I began to feel a little annoyed that more people aren't contributing. Instead of the same people always having to give more, shouldn't new people start to give?

President Renfroe feels the same way. He said, "I just do not believe that 88 percent of our members have consciously chosen not to participate in the Letter Carrier Political Fund," and I agree with him. I'm certain some members don't want any part of it, but not 88 percent.

I wanted to find out the percentage for Branch 82. How many Branch 82 members contribute to the Letter Carrier Political Fund? I asked John Beaumont for the percentage. Beaumont is the Legislative and Political Organizer for Regions 1,2, and 4. I have been lucky to hear him speak about the LCPF many times, and each time I wonder how anyone could have a hang-up about contributing.

Are you someone who stays completely up to date on what's going on in Congress? Are you aware of the Social Security Fairness Act (H.R. 82) and the Federal Retirement Fairness Act (H.R. 5995)? Do you actively call your legislators, especially about letter carrier issues? If only there was some kind of group who had our best interests as letter carriers in mind and would do all that work. That's the Letter Carrier Political Fund.

The Letter Carrier Political Fund is NALC's Political Action Committee (PAC). It was created in 1975 and was originally called the Committee on Letter Carrier Political Education (COLCPE). It is completely bipartisan and works to support any candidate who supports us, letter carriers and the Postal Service, regardless of their political affiliation. In 2015, COLCPE was renamed the Letter Carrier Political Fund. Because union dues cannot be used to support politicians, NALC relies on member contributions to the LCPF to fight for us on Capitol Hill.

How many of you have made use of the Family and Medical Leave Act? We must all take advantage of FMLA, because even if you're out with a cold for just half a week, that is enough for management to try to issue discipline. Why not use the benefit that is available to us? It was not that way before 1993, but the LCPF helped to make FMLA a reality. It has allowed us to grow stronger while fighting off nearly constant attacks on letter carriers and the Postal Service. FMLA is just one example of an

important win we have gained thanks to our PAC and the people behind it doing the work.

So, what's the magic number? Beaumont was happy to get back to me. As of this writing, 9.02 percent of Branch 82 members contribute to our PAC. That's 188 carriers out of over 2000. We need to do better! I don't expect all of our members to go to union meetings. I don't expect that every one of you would want to be a shop steward. I volunteered for that responsibility, and I was happy to take on that work. However, I did not volunteer to be one of only 188 people out of 2,065 to use my money to support all the rest of us. We all need to do our part, or at least a whole lot more of us. Like a thousand more of us. 1,000. Not joking.

There's no reason we shouldn't have a much higher number of LCPF participants. What if every single household on your route gave you two dollars for a holiday tip in December? What if each person in every household gave you two dollars? That would be a pretty big tip! What if every letter carrier gave just two dollars to the LCPF? That would be a significant increase in the money available to lobby Congress for our issues. That's what we need to do for ourselves for our own job security. Maybe it sounds like I'm being dramatic, but every year the NALC must fend off attacks in Congress that threaten our bargaining rights, our retirement benefits, and our very livelihood. The public loves us, but not everyone in government does. We must always be vigilant to protect what we have fought for and what we deserve.

Let's say you started this career young enough to get your 30 years in (maximum pension years), but you're still too young to draw Social Security. Enter the Social Security Bridge Payment. They will "bridge the gap" from the minimum retirement age until you can collect your Social Security at age 62. That's a pretty good deal. The bridge payment is under constant scrutiny and must be protected.

Until recently, Saturday delivery was still on the chopping block. And remember when I mentioned the Federal Retirement Fairness Act? H.R. 5995 would allow former noncareer employees, CCAs, TEs, and casuals back to Dec. 31, 1988, to buy back their non-career time and have it count toward retirement. This bill alone would have a huge impact on Branch 82 members who started as non-career employees. I intend to buy back the 15 months I spent as a CCA. That's just one of many reasons why I give some of my paycheck to the LCPF.

It's easy to get caught up in what your supervisor said to you this morning, but there are much bigger issues at stake, and they affect every carrier in the country. We spend a lot of time deliberating about local matters, but nationally our union must make sure that we have friends in Congress, on both sides, who

MDA Report

- Abe RedCloud, MDA Rep



are supportive of the Postal Service, its employees, and the future of mail delivery. It wasn't that long ago that we were fighting over the privatization of the Postal Service, and there are still many special interests who would support that. Regardless of who's in charge, DeJoy or someone else, our union must ensure that no future plans involve privatization.

Everything we have can be taken by the stroke of a pen by Congress. Talking about it or holding rallies on hypothetical situations is meaningless if you aren't supporting the PAC whose entire existence it is to fight it. Nobody likes money in politics, nobody thinks it's fair that you have to have a giant lump sum to have your voice heard. But until the system changes, we must be vigilant in the fight for our job security.

We are not allowed to discuss politics on the workroom floor, and I am grateful for that. I can work side by side for years with someone with whom I wholeheartedly disagree politically, and it never gets in the way. We are work friends. We care for each other. It's what we have lost in this country. Because the Letter Carrier Political Fund is political in nature, and because we are asking for money from our fellow coworkers, it feels taboo. But it shouldn't. Remember, the LCPF is always bipartisan and only relates to letter carrier issues. Our job requires constant attention to the fine print. Nationally and locally, we need to find a way and a place to talk about it and get more people involved.

Ready to advocate for our jobs in Congress? There are several ways to do it. Locally, we will host an LCPF sign-up at our upcoming Labor Bowl, Sunday, May 19. Branch 82 LCPF Representative Ryan Mills will be there to assist you. He is also available at our monthly General Membership meetings and can sign you up then. Of course, you can always call the union hall for information, and you can also get questions answered at nalc.org. It's easy to do, it doesn't cost much, and it could save your job.

Tell me you can't throw in two bucks a paycheck to save your own skin, and I'll tell you why you can't afford not to.

Note: By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until canceled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year. Any guideline amount is merely a suggestion, and an individual is free to contribute more or less than the guideline suggests and the union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute.

Happy 2024, everyone! I hope this B-Mike finds you healthy and happy! Ok, let's talk about this year's MDA events.

Labor Bowl:

I have the date of our annual Branch 82 Labor Bowl, but I don't have the times yet. This year we are planning on getting all 32 lanes at the SE KingPins, so start getting those teams together, everyone!! We had AMAZING participation last year, and this year we will have 12 more lanes than last year, so plenty of space!!

Also, don't forget about our silent auction to raise more money for MDA!! Please consider finding a prize to donate to the auction. Here's the pertinent info:

When: Sunday, May 19th

Time: TBD

Where: KingPins, 3550 SE 92nd Ave, Portland, OR, 97266

What: Bowling and Silent Auction

Other Events:

We will, of course, have a raffle too. I just haven't decided if we are doing one before or after the Labor Bowl. And I might throw together a treasure hunt for our branch picnic again this year!

So stay tuned and I'll have more info on everything next month!

In solidarity,
Abe RedCloud



B-Mike

Vice President's Report

- Betty Nash, Vice President

Hopefully you all made it safely through the recent snow and wind during the MLK holiday. We here in the Portland area don't see a lot of snow, and people in other parts of the country think that we are wimps and overreacting. What they don't understand is that it's not just fluffy snow. It's snow then freezing rain, then more snow. There are layers of snow, ice, snow, etc., then combine that with the windy conditions, and the situation becomes more dangerous. Let's hope that the worst is over.

I want to talk today about the role of letter carriers that are not shop stewards or union officials. The everyday hard-working city letter carrier that just wants to do their job and go home. They don't want any unnecessary drama or confrontations at work. Letter carriers who don't want to argue with supervisors about their leaving or return time. They don't want to fight about how much time they need to load their vehicles. No one wants to be at work any longer than they have to, as long as they get their customers taken care of and do a good job. These are the majority of letter carriers; they have a sense of pride in their work and do their very best to provide good customer service, despite management interference.

Sometimes we need to step outside of our comfort zone to speak up or write a statement of something we observed. We need to help our fellow carriers by being a witness to their mistreatment. If we were the one being threatened, bullied, belittled, harassed, or targeted, we would want someone to have our back. It may not be you today, but if management gets away with behavior that is harming our fellow carriers, it emboldens them to continue with this type of conduct.

If you see someone, anyone threaten/bully/intimidate/harass/belittle a fellow carrier, please say something. If you don't feel comfortable saying something, contact your shop steward, offer to write a statement, offer to be interviewed.

If you do write a statement, please don't think that picking up a form 13 and scribbling that you saw supervisor B yell at carrier C is enough. Consider going home and typing out exactly what happened, what you observed or heard.

Did supervisor B get too close to the carrier, did they raise their voice? If so, how loud, could other employees hear it, was the supervisor's face red with anger, did they have spittle coming out of their mouth as they screamed? Did the supervisor tower over the carrier to intimidate them? Was the carrier trying to back away, was there no way to retreat, did they say anything that would warrant profanity? Was the carrier on the verge of crying, or did they look scared? Who else was around, what time of day was it, what were you doing when you witnessed the incident, what got your attention to the situation, would you have been afraid in that same situation? Was this professional behavior? Did the supervi-

sor use personal attacks, such as, *You are a lazy carrier, a slug, everyone knows that you milk this route, you're an idiot, stupid!*, etc.?

These are all terrible things to say to anyone, much less coming from a person of authority, a person who has probably never carried mail or was a carrier just long enough to realize that they weren't very good at it. For your steward to file a grievance, to draw attention to an abusive supervisor, they need your help.

They need letter carriers, clerks, custodians, other supervisors, everyone to assist in painting a picture of what happened. We need to tell a story well enough so that when someone outside of your station reads it, they can see it playing out in their mind, and details matter.

You don't need to be a great writer to write a good statement. Just put down what you observed and don't be stingy with your words. If you need help, tell someone what happened and let their questions guide you. For example, they may ask, *Did anyone else see this happen? Is this supervisor a big guy? Were you embarrassed for the carrier?*

Any statement that you write will be helpful to your steward and very appreciated by your fellow carrier. The knowledge that we have each other's back is powerful. We are not alone in our fight for dignity. It is an uphill battle when confronting management with their terrible treatment of craft employees, but we need that spotlight on them, and you can help. If a grievance is filed and there are several witnesses to the incident, it makes a strong case that upper management cannot ignore. I have heard the arguments from management about an accusation of unprofessional behavior from a supervisor: it's he-said-she-said, or no one else heard it, that carrier is just a whiner, or I don't believe it, and there is no proof.

If you feel uneasy writing a statement, afraid that the supervisor in question will be upset with you, then agree to be interviewed. If you are interviewed, you are just answering questions and being honest about it. This is what management does when they are investigating a carrier, right? They conduct an investigative interview, and we always instruct carriers to tell the truth in an investigative interview.

It's important that we conduct ourselves with integrity, and being a witness to abusive behavior and letting our fellow carriers know that they are not alone is a strength of character we should all strive for. It can be as simple as saying "I saw and heard what happened, and it was wrong."

To put it in very plain language – BE A GOOD PERSON, DO THE RIGHT THING.



Forward Thinking

- Dave Esch, Parkrose

Forwarding my mail had been the same since I first moved out of my parents' house in 1984 when I went off to college. I know this because prior to buying my house in 2009 I had moved 32 times! The process was always simple & reliable, but as I've come to realize, it was never really foolproof.

As it turns out, someone in Missouri found out that their mail was being stolen by someone in Florida who had put in a fraudulent forward to redirect all their mail to the criminal's address. When the Postmaster General caught wind of this, he gave his management team 30 days to come up with a new forwarding procedure that would prevent fraud and theft. What resulted can only be described as a complete and utter debacle.

The new forwarding process includes an extra layer of "protection" against fraud whereby the person submitting a forward gets a notification at their new address (or an e-mail) requiring them to show up in person at their local post office to prove they actually moved. When they receive this notification, it includes a barcode that a window clerk at any post office scans after you provide documented proof that you indeed live at the new address. Once you do this your forward is activated. If you do not show up to complete this part of the process, the forward gets automatically deleted from the system after a certain number of days, which means all your mail winds up going back to your old address.

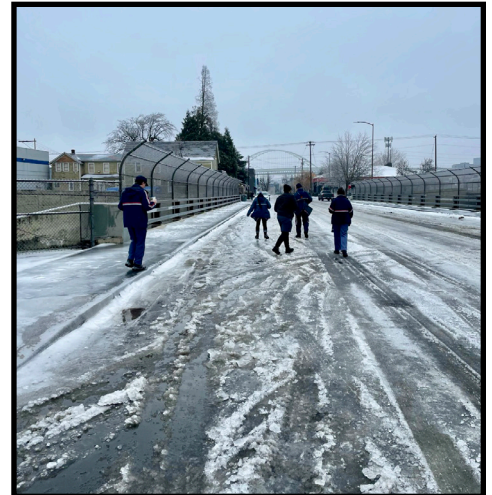
So, while the new process does a good job of preventing theft, it actually creates another problem affecting a far greater number of people than whose mail was being stolen. The root cause of the initial problem was that the couple from Missouri failed to check their mail and/or ignored the Change of Address Confirmation that everyone receives when they put a forward in. Had they opened that confirmation letter, they would have said to themselves "Gee, we didn't put a forward in... let's go down to the post office and put a stop to that." The criminals in Florida would not have been able to use their mail for nefarious purposes. That was the way fraud was prevented in the olden days... it relied on the expectation that people would check their mail. And we all know too well how consistently that gets done on a regular basis.

The new process still requires people to check their mail (or inbox as the case may be with online forwards). But it also requires that people follow instructions. They also must go out of their way to visit the post office all in the middle of moving, which is a very stressful event in someone's life. The folks on my route for whom this process has hit the hardest are the older ones who move, who aren't internet savvy and file a forward using the manual form. While the online process gives you more ways not to screw it up, the "fill it out and mail it in" is more susceptible to failure.

The other problem with the roll out of this new process is the fact that there was no roll out. No red carpet, no fanfare, no smoke signals, no skywriting or parades... even the window clerks that have

to scan the barcode and ask for the new address documentation were caught unaware until that first person showed up to verify their change of address. There was no public relations campaign for the customers and no stand-ups or formal instructions given to postal employees. Here, just change the process that had been in place for years, but don't tell anyone because... well, why was this done so quietly? It would have been so easy to have an ad campaign like they did when they rolled out the Zip Code... with the Zippy mascot and Ethel Merman on the radio and TV singing her Zip Code jingle. No local TV ads, no Facebook, no Instagram, no TikTok... no nothing.

The responsibility falls on us, the carrier... on the front lines of customer service, interacting with our customers on the daily. We know most of our customers who are moving, so we can be the ones to inform them not only of the new process, but also of the informed delivery service and making sure when they move the most important thing is updating their new address with the people they get mail from. Because, let's face it, the forwarding process was never foolproof... it's just a short-term fix that's now even more broken.



Above: Carriers from River District walking back to the office after a coffee break during the snow and ice storm. Below: Carriers Johnny Scaccia and Taylor Bancroft taking the bus to get to work during the storm. Photos by Scaccia



B·Mike

General Post Office

- Jon Cabral, Chief Steward & Recording Secretary

Now that we are in the second month of the year and past all the chaos of that winter weather ice storm, I'd like to go over some of the general rules that apply to carriers in Branch 82. This can act as a reference to show someone who was just hired and/or converted to full-time, and hopefully cue them into some of the more basic rights we all have.

Work Hour Guarantees:

All letter carriers, whether CCA (City Carrier Assistant), PTF (Part-Time Flexible), or FTR (Full-Time Regular) have work hour guarantees. Meaning if you go to work, you are guaranteed certain hours or pay in lieu of those hours. CCAs and PTFs are guaranteed either 2 or 4 hours of work and/or pay depending on the size of their office, and that is if you merely report as scheduled. In the Portland Installation for example, there is a 4-hour guarantee for those carriers. Management cannot send a CCA/PTF home without work and/or pay if they were on the schedule and showed up at that time. FTRs are guaranteed a set schedule and 8 hours/day and 40 hours/week. Remember that these are minimums, management can draft on an as-needed basis (so you could end up with more hours). If an FTR works on their SDO or on a Sunday, they are also guaranteed 8 hours of work and/or pay. Management can't just send an FTR home in the middle of their day off, for lack of work for example. If a PTF or FTR ends their shift and clocks out, then management tells them to clock back in, they are each guaranteed another 4 hours of work and/or pay, regardless if there is that much work or not.

The JCAM, which is what's used by the union and management to help management follow the contract, states this about guarantees:

"Waiving guarantees. The Step 4 settlement H4N-2D-C 40885, November 14, 1988 (M-00879) provides that "Management may not solicit employees to work less than their call-in guarantee, nor may employees be scheduled to work if they are not available to work the entire guarantee. However, an employee may waive a guarantee in case of illness or personal emergency." This procedure is addressed in the ELM Section 432.63."

Opting:

CCAs, PTFs, and FTRs who are Reserves or Unassigned, are all allowed to opt on temporarily vacant FTR letter carrier assignments, like when a carrier is out on leave or is maybe recovering from an injury. A temporarily vacant assignment can only be an opt if it is going to last for at least five days. Opt sheets, which is where you should be able to find a list of available opts, are supposed to be posted every week and pulled on each Monday so management can make the schedule for the following week. When a carrier starts an opt, they are guaranteed the hours of that opt up to 8 hours/day and 40 hours/week and must carry that route for the entire duration of the opt. The only way an opt can end or be "broken" is when the FTR whose route was being opted on returns to work on their assignment. Once that happens, the opt is over.

Management cannot make a carrier leave, nor could that carrier choose to leave their opt until the FTR works on the route. If a carrier is moved from their opt, they should inform their steward so a grievance can be filed. Improperly "breaking" someone's opt in the Portland Installation currently is grieved for an additional 100% pay for the affected hours. This also means that a carrier cannot be removed from their opt even if they convert and are given an arbitrary assignment by management. Though once given an arbitrary assignment, this is the only time a carrier can voluntarily choose to leave their opt and go to their assigned route. If an FTR is on an opt and they bid a route during the regular bid cycle, they would have to go to their new route if it is awarded to them.

Carrier Technician (aka T-6) Higher Level Detail:

Temporarily vacant Carrier Technician positions (aka strings) are filled much the same way a normal letter carrier assignment is filled. The JCAM has this to say about it:

"For a vacancy of five working days or more, the senior, qualified, eligible, and available volunteer in the immediate work area must be selected. All qualified letter carriers, including part-time flexibles and full-time regular letter carriers with bid positions are eligible to apply for higher level assignments under the provisions of this section."

An employee properly selected for a higher level assignment may voluntarily remain on the assignment as long as they remain eligible, qualified, and available in the immediate work area."

This means CCAs are excluded from volunteering to work as a Carrier Technician and that only career employees are able to do so. Another difference they have from "opts" is that FTR carriers who have routes can also volunteer to work a string while it is vacant. Simply, the most senior qualified career employee would be chosen based on their seniority date, as long as they aren't already a T-6. The vacant Carrier Technician assignments should also be found on the weekly "opt" sheet, so carriers can see a list of available strings. The other difference between vacant routes and strings is that there is no duration clause like opts have, meaning a carrier can end a higher level detail whenever they want (management still cannot end it). Also, any carrier who works as a Carrier Technician, as long as they do so for at least five days, is entitled to be paid a higher level wage as if they were a T-6 themselves. (If management chooses to schedule a CCA as a T-6 each day of the week, then that CCA would be entitled to the same higher level pay, but in this instance management could schedule them on something else to stop the higher pay without consequence).

Working After Dark:

In most of the installations that Branch 82 represents, we have a local practice where carriers are paid \$50 on each day they are worked before sunrise and/or after sunset. Every office that has "After Dark" should have "After Dark Forms" for carriers to fill



out and turn in to their steward for processing. These forms should be turned in to the office where the violation occurred, so if a PTF or CCA is sent to a different office, then they should fill out the After Dark Form there, and make sure to provide their EIN to help that station's steward file the grievance. (In the case of Amazon hubs, carriers should fill out After Dark Forms for whatever office they are delivering parcels for, i.e. a Parkrose PTF working at the Lents Hub delivering Parkrose Parcels should fill out their "After Dark" at Parkrose.)

On The Job Injuries (Workers Comp):

If there is an employee who is injured while in the course of their duties, they have the right to file an on the job injury claim with OWCP. In the case of traumatic injuries, an employee is also entitled to receive Continuation of Pay (COP) for up to 45 calendar days. COP is pay that does not come out of your own leave. Filing a claim can be done electronically on ecomp.dol.gov, which is the best and only option we recommend using. The injured carrier is also entitled to go to a doctor of their choosing to receive medical

care (doctors only, nurses do not qualify). When injured on the job you should immediately inform management once safe to do so, and right after that, inform your shop steward or call the union hall. This is regardless of whether or not you file a worker's comp claim.

The issues listed above are just a few of our most basic rights. When starting with the Postal Service, there are so many new things to learn (on top of all the jargon and acronyms that come with it), that it becomes very easy to miss things or let things slip by. We are all in this together and have all experienced what it is like to be a new letter carrier. Please use your fellow carriers, OJIs, shop stewards, or any of the branch officers at the hall as a resource. We don't want anyone to forgo rights or be worked in a manner that is in violation of the contract, so please reach out anytime if you have questions.

In solidarity,
Jon Cabral

ARE YOU A **MEMBER** OF NW PRIORITY CREDIT UNION? IF YOU ARE NOT, **YOU SHOULD BE.**

NW Priority Credit Union has been serving Postal Workers for 95 years. We started with nine postal workers, \$5 each and a shoe box in 1928. Since that time we have been serving postal families along with other Select Employee Groups.

We are a full-service financial institution and we are ready to serve your financial needs. You can join online at www.nwprioritycu.org. You can click the "Become a Member" link at the very top of the homepage.



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Everybody's Movin', Everybody's Groovin', Baby

- Matt Pierce, Secretary-Treasurer

Hello again, and Happy New Year from the office of your Secretary-Treasurer. It's hard to believe that it's already the year 2024 and that on March 13th I'll have 25 years as a career employee in the USPS. Time really does seem to speed up as you get older.

It is often the case that a letter carrier who wishes to continue their employment with the USPS needs to move to another part of the country due to personal obligations. I wish it was much easier to transfer than it currently is but unfortunately, that's not up to me. I think it's too bad that we have the system we have and that it sometimes takes years for carriers to be able to move from one installation to the other, but understanding the system goes a long way toward helping get your transfer approved when your review comes up.

Portland has become a city of migrants, and many carriers have distant family or relationship obligations that necessitate them moving. So, it makes a lot of sense why so many of our employees might need or want to transfer. This month I'll discuss how to go about putting in for a transfer and how to help get it approved. Next month will be why in some ways it's going to be harder than ever to transfer, and the other way carriers can move around the country that many don't know about or utilize, mutual exchanges.

Employees wishing to transfer to another installation can do so by using eReassign within LiteBlue. Employees will need their employee identification number (EIN) and password to log in. Once the employee logs in, eReassign is accessed by the "My HR" tab at the top of the page and then by clicking on "Access eReassign." Accessing eReassign requires the employee to log in again using their EIN and password.

Employees can submit a request if they know the installation and craft into which they want to transfer. If they do not know which craft positions are available in offices where they desire to work, eReassign allows them to search by city or state. Be aware that career letter carriers cannot voluntarily transfer to the rural craft, so this craft will not be displayed in the search. Offices may have letter carrier craft employees but a vacant position may not be available at the time of the request. Employees still should request a transfer to that installation, because when a position does become available, all individuals who request a transfer into that installation will be considered in the order in which the requests are made.

Employees may submit an unlimited number of transfer requests but remember, each request expires one year from the date of submission. Once the opportunity for transfer is available and an employee is being considered, they will be placed in review. Employees can check the status of their requests via eReassign. To keep a request active, it must be renewed every year on or before the date of submission. Requests may be renewed up to 90 days prior to the expiration date.

It is also very important to remember that before requesting a transfer, an employee must serve a "lock-in" period. The lock-in period is the time that an employee must work as a career employee (time as a CCA doesn't count) in their current installation before they can request a transfer. For most transfer requests the required lock-in period is 18 months, unless they are defined as "local transfers." A local transfer as defined by Article 12 of the JCAM is a voluntary reassignment to an office within the employee's current or an adjacent district. In this case, the lock-in period is 12 months. There are very rare exceptions to these lock-in periods, mostly involving people transferring back to where they just transferred from, if released. Contrary to what some letter carriers think, "hardship" is not one of them. I wish that it was but it's not. If you think you may qualify for one of these rare exceptions please call the branch, if you haven't yet met your lock-in period, to be sure that your transfer request is not disqualified.

Once a letter carrier is being considered for transfer, management is limited in the criteria that they can consider when determining whether to accept the employee or not. The obligation to accept transfers to vacant assignments can be found in the Transfer Memo incorporated into the National Agreement. It is in Article 12.6, Transfer Memo, 1.B, the national parties' joint understanding of this memo is found on pages 12-49 of the 2022 JCAM. It states:

In evaluating transfer requests managers will give full consideration to the work, attendance, and safety records of all employees who are considered for reassignment. However, local managers may not add additional criteria for accepting transfer requests. For example, a policy of only accepting transfer requests from within the district would be a violation of the memorandum.

Evaluations must be fair, valid, and to the point, with unsatisfactory work records accurately documented. They must be based upon an examination of the totality of an employee's individual work record. Evaluations based on the application of arbitrary standards such as a defined minimum sick leave balance do not meet this standard.

This language makes it clear that management can only make their decision based on those three criteria. They are barred from adding additional aspects or considerations when accepting or denying an employee's transfer request. Fortunately, the denial of transfer is a grievable action, and we at the branch have had some success doing so. Unfortunately, this takes time and even if we are successful, it may just get the person who was passed over put back at the front of the line and forced to wait even longer. That's why it's extra important to remember that if you are hoping for a transfer, you must work safely and get all possible absences covered by FMLA. This goes a long way to avoiding having to fight and wait on your needed transfer. In some cases people have already waited years to get their review.

Until next month I remain yours in solidarity, Matt



Presidents' Day and Patriotism

- Bruce Hall, Veterans Representative

Presidents' Day is celebrated on February 19, 2024, this year. This is a day we remember some of the great leaders of our great 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 men to lead us.

2023 was a year of climbing out of the dismal years of the COVID-19 pandemic. We still have much to do as we deal with the problems of isolation, distress, and a depressed economy. There has been much political unrest, lawlessness, and divisiveness throughout our nation. We have a divided nation on many levels. People seem to blame others for what is happening instead of accepting responsibility for things they have done wrong. Now is the time to self-examine our individual lives and strive to work together to reunify our great nation, respecting one another, while making decisions that are good for improving our nation.

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, please consider joining one of the numerous veterans' organizations available. 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!

Your membership in a veterans' organization will be very helpful in supporting the efforts of these groups to obtain and maintain veterans' rights and benefits. Without the support of veterans, these organizations will eventually disappear. Even if you can't be very active, your support is essential! We need to support these organizations so they can help veterans and their communities. These organizations promote patriotism throughout our nation. If you need information, give me a call at 503-285-8468. Some

members of Branch 82 are already members of veterans' organizations, and I would like to recognize these members who are serving veterans and their communities through these organizations. So, if you are a member of a veterans group, please let me know which organization you are a member of and of things you are doing in these organizations. I recently learned about one member of Branch 82: Dale Thaler, who retired from the Forest Grove Post Office. He is a Vietnam Veteran who served in the US Air Force in the years of 1971-1983. He now serves as Sr. Vice Commander of American Legion Post 2 in Forest Grove. Thank you, Dale, for your service and all that you do for veterans and your community.

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!!



B·Mike

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Branch 82 Officers

President	David Norton	503-493-5903
Vice- President	Betty Nash	503-493-5903
Secretary- Treasurer	Matt Pierce	503-493-5903
Chief Steward	Jon Cabral	503-493-5903
Editor	Suzanne Miller	503-493-5903
Recording Secretary	Jon Cabral	503-493-5903
Sergeant At Arms	Chuck Solomon	503-493-5903
Safety Officer	Don Cadwell	503-493-5903
Dir. of Retirees	Sam Smith	503-493-5903
Health Benefits	Eric Matras	503-493-5903
LCPF Rep	Ryan Mills	503-493-5903
Veterans Rep	Bruce Hall	503-285-8468
MDA Rep	Abe RedCloud	503-493-5903

Executive Board At Large

Don Cadwell	971-322-9701
Randall Hoxie	503-493-5903
Janelle Lee	503-493-5903
Abe Redcloud	503-493-5903

Trustees

Lois Brumfield	503-493-5903
Casey English	503-493-5903
Miranda Layton	503-493-5903
Jennifer McGeorge	503-493-5903
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Representing Oregon Unions

And Employees in

Matters of Collective Bargaining

And Civil Rights

(Law Firm retained by NALC Branch 82)

Branch 82 Monthly Meetings

General Membership second Wednesday, 7:00PM

Retiree Luncheon third Wednesday, noon

Stewards Council third Wednesday, 7:00PM

Executive Board fourth Wednesday, 6:30PM

All members are welcome, unless otherwise noted.
All meetings are held at the NALC Branch 82 Office,

5265 NE 42nd Avenue, 97213.

Retiree Luncheons are held at
IHOP, 4931 SE 82nd Avenue, 97266.

INJURED AT WORK?

Call BRANCH 82 OWCP REP

Mike O'Connor

Wednesdays and Thursdays

503 493-5903

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

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



NALC Branch 82 Membership Meeting, January 10, 2024

Call to Order: 7:05

Pledge of Alliance: Bruce Hall

Deceased Members: Deborah Burbank-Retiree; Meredith Enriquez- Retiree; Kevin Stewart- Lents

Moment of Silence

Roll Call of Officers

Officers Absent: Betty Nash

First Time Members: Gabriel Davis-Piedmont; William Hume- Parkrose; Marsha Ober- Kenton; Matthew Ramirez-Rose City Park

Visitors: Diane Amaya- Medford
Michelle Smarcz- Lebanon
Rachelle Tripoli- Prineville

Reading of the Minutes:

Casey English made a motion to dispense with the reading of the minutes and accept them as printed in the B-Mike. Seconded, Rick Banton. Carried.

Communications

Membership Report:

Regular: 1169, PTF: 177, CCA: 70, Retiree: 515, Gold Card: 83, Management & Other Crafts: 51, New Members: CCA-8, PTF- 16. Total Membership: 2065. Non-Members: 35, Organized: 97.6%

Retired: Lisa Arboleda- Midway, Kathleen Cassidy- Rose City Park, Tiffany Dailee- West Slope, Ann Scheehan-Creston, Scott Smith- Aloha

Canceled: Steven Brisbois, Gresham-Craft Transfer; Brian Emerson, Beaverton- mgmt; Erik Pina-Garcia, Rose City Park- mgmt

Separated: Valori Akers- Piedmont; Erin Aswani- Newberg; Camien Cole-Burch-Lake Oswego; Eric Eason- Waterfront; Emily Johnston- Oak Grove; Brek Jonsrud- West Linn; Joshua Philippi-Piedmont; Renato Ramos- Creston

Secretary-Treasurer's Report:

Cody Harris made a motion to pay the bills. Seconded, English. Carried.

Unfinished Business: President David Norton announced that there are Branch

82 window clings for sale, two for \$5, and funds raised from the clings will go towards the organizing budget.

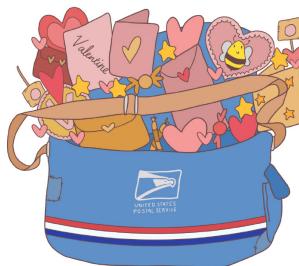
New Business: Norton said Steward College, years one and four, are coming up over the next few months.

Trustee's Financial Report: English said they have gone over the books for September, October, November, and December, and everything was in order. He thanked George Wallenstein and Ted Lulich for all their years of service as trustees.

Resolutions and Bylaws: Resolutions and Bylaws committee chairperson Jim Falvey read the By-Law change to add Stewards Council attendance towards number of meetings needed to qualify for conventions. Recommendation: The committee's recommendation was one of disapproval. Discussion. Carried: Yes. The By-law change failed.

Pride Parade Report

Labor Management Report: Norton said there is still no contract update. There are two removals in the Branch, and those cases are at Step B. Portland conversions are still happening quickly. The TIAREAP memo was renewed through May, and Julius Fildes, our District Lead, will no longer continue in that position. He thanked him for his work, and said that he worked with one of the worst people possible in mgmt as his counterpart. That person was finally removed, but that meant Fildes had to go as well. Fildes said he wrote an article for the B-Mike that explains what happened over the time of his involvement. Norton added that we need route adjustments and an effective route adjustment process which they are trying to get with the new contract. Chief Steward Jon Cabral discussed scanning integrity failures.



Health and Safety Report: Don Cadwell said that all stations should have their winter supplies like chains, ice cleats, deicer, etc. Lulich talked about postal parking zones for carriers.

Legislation Report

MDA Report: Abe RedCloud said we will have a date in May for all lanes at King-Pins for the Labor Bowl.

Starlight Parade: RedCloud said that English and Harris have taken over the Starlight parade.

Retiree's Report: Sam Smith said the retiree luncheon is held every third Wednesday at noon at the IHOP on 82nd. Retired and active carriers are welcome.

Veteran's Report: Hall reminded us that he collects old flags for disposal, and he got about 200 over the last year. He received a call from someone asking if he wanted a flag that was flown over the USS Arizona, and it will now be displayed at his local VFW.

Labor Solidarity Report: Norton said that 2023 was a really important year for strikes and the labor movement, and we hope it carries over into this year. Jamie Partridge added there were over a million workers who received a 10% wage increase last year, and hopefully the auto workers can start organizing the southern state plants.

Good of the Association: Norton thanked Janet Barlow for making dinner and Lois Brumfield for helping. He also thanked Lulich for everything he has contributed to this union over the years. Norton said that Lulich is slowly handing off all his responsibilities and duties and asked for everyone to give him a Letter Carrier cheer.

Kitty Award: Mark Weddle, St. Johns, won \$75.

Jackpot: \$595 went unclaimed by Stephen Feldman, Multnomah

Treasure Chest: \$130 went unclaimed by Tika Hooper, Multnomah

Adjourned: 8:41



NATIONAL ASSOCIATION OF LETTER CARRIERS
Branch 82
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Portland, Oregon 97218



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The next General Membership meetings will be held
Wednesday, February 14 and Wednesday, March 13,
both at 7 pm. Dinner will be served prior to each meeting.

**THE BEST OF
BOTH WORLDS**

JUNK MAIL FOOD

While everyone may not like junk mail, everyone loves junk food! So in these times of financial pain, the Post Office plans to enhance revenue and make glad advertisers' hearts by allowing for a variety of tasty add-ons! Yes, along with your Red Plum or your Bi-Mart circular, don't be surprised if the mailer has included a pepperoni pizza or a DQ Blizzard or even large fries with that!



PHOTO: PUSHING THE ENVELOPE BY KERRY MAITE & TERRY RANOTT
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