



B·Mike



Vol 83
Issue 10
Nov '23

"An Injury to One is an Injury to All"

The Official Publication of Branch 82

Portland, OR

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



Election Season

- David Norton, President

Hello everyone. Welcome to fall, peak season, and this year at Branch 82, the election of officers. Every two years we hold nominations for branch officer positions at the October General Membership Meeting. Those officer positions are President, Vice President, Secretary-Treasurer, Recording Secretary, Editor, Director of Retirees, Sergeant of Arms, Health Plan/MBA Director, four positions for Executive Board At-Large, and five positions for Trustee.

This year several officer positions only had one nominee and ran unopposed. As per our bylaws, those candidates that ran unopposed are elected by acclamation. Those positions were President (me), Secretary-Treasurer (Matt Pierce), Editor (Suzanne Miller), Recording Secretary (Jon Cabral), Director of Retirees (Sam Smith), Sergeant of Arms (Chuck Solomon), and Health Plan/MBA Director (Eric Matras). We are holding elections for the office of Vice President, Executive Board Member At-Large, and Trustee.

I would like to thank everyone who decided to run for these important positions. The job of being a Branch 82 Officer, no matter what position it is, is not a glamorous one. It is a significant time commitment and at its best you must endure some tediously boring meetings while at its worst, you have to make some tough, sometimes unpopular decisions that keep you up at night. These jobs, however, are essential to keeping this union running.

As one of those officers who was elected by acclamation, I want to thank the membership for trusting me with another term as your president. I am honored to serve you and this great union. This will be my fourth term as president, and every year brings some new challenges that we must deal with. When I first became president of Branch 82 we were just entering the COVID-19 pandemic and were faced with a massive staffing shortage. Through a lot of hard work and a little bit of luck, we are finally seeing some sort of semblance of the way things used to be. Unfortunately, while the effects of the pandemic may be tapering off (or changing, or just ignored) we are working at an organization that is in the middle of a moment of change. Route adjustments, increased parcel delivery, increased dependence on the handheld scanner, and countless other workplace modifications are altering the way we do our jobs. Bigger changes are still on the horizon with the establishment of new Sorting and Delivery Centers (S&DCs). Around the country, the Postal Service is combining offices into new large facilities, S&DCs. This is part of the DeJoy 10-year plan. While this hasn't come to our area yet, you can be sure that it eventually will. I have heard mixed results from these changes, but you can bet that it is going to cause a firestorm of issues here locally. Change is hard, and certainly when it isn't welcome, but we will do what we always do and meet these challenges head on, together. I am proud to serve as your president while we do it.

As I said before, we run elections every two years. If you were in

attendance at the last meeting you saw several members running for a few different branch offices. In this issue of the B-Mike, you'll see campaign ads from different candidates. The National Association of Letter Carriers is different from many other unions in that we elect all our officers, and those running for office must be either an active letter carrier or a retired letter carrier (many unions don't allow retirees to be members, run for office, or take part in elections). This is an important aspect of our union and one that sets us apart from others. We are completely democratic in our election process, and the member you vote for will be a letter carrier, either active or retired. I encourage everyone to take part in this important democratic process and vote.

You may not know who all of the candidates are, and it may be hard to figure out who to vote for. For those of you who are used to branch elections or know the candidates, you have more than likely already made up your mind. For everyone else who is unsure, or may not know any of the candidates, you may have to do a little investigative work. You don't always get much from a campaign ad. What candidates put down in an ad may not even be accurate. Ask around. Maybe talk to your casing partner or your co-workers on break. See if they have experience with any of the candidates. I realize that many of the members who will be voting on officers may be new to something like this. It may be your first union election. Please do the best you can to make an informed decision. There are several different positions that multiple candidates are vying for. You may not even know what these positions do. I won't speak directly on the individuals running for office, but I will do my best to spell out for you the contested positions and what they do for the branch and you as a member.

Vice President

The office of vice president of Branch 82 is a full-time job. The vice president is very often the voice you hear on the other line when you call the office. The duties of Branch 82 vice president as defined in our bylaws read:

The Vice President will be employed on a full-time basis. The Vice President shall perform the duties of the Vice President, per the National Constitution Article 6, Section 2. The Vice President shall work under the direction of the President to investigate and assist in handling grievances, arbitrations, unfair labor practices and other matters pertaining to the good of the Membership.

Article 6, Section 2 of the NALC Constitution simply states: *Any regular Branch member in good standing shall be eligible for any office of this Association; provided, however, that the Association may provide in its by-laws for the election of Executive Board Members by District, with each District electing its own Executive Board member.*

Every person that I have known previously as vice president of Branch 82 has come to the job differently, but they are always

required to assist with grievances, new hire orientations, retirements, and station/labor-management meetings. They are the one who answers questions and deals with a lot of the problems as they come up. The vice president also maintains the grievance database and enters new grievances into the computer. The vice president position also sits on the Branch 82 Executive Board. It is a very important position and one that I as president rely heavily on.

Executive Board Member at Large

This is one of the positions that we have quite a few members running for. There are four at large positions on the Branch 82 Executive Board. The full executive board is made up of the president, vice president, secretary-treasurer, recording secretary, editor, director of retirees, and those four at large members. The Branch 82 Bylaws state:

C. Executive Board Members shall be assigned duties and shall assist the President as they may direct.

D. The Executive Board, as the Editorial Committee of the Branch publication, shall enforce without prejudice Branch policy.

E. The Executive Board shall screen all requests for money and/or any request for policy change. Such requests must be submitted to the Board prior to Branch meeting. The Executive Board shall bring their recommendations to the Branch for action. The Executive Board shall take no action binding the Branch to any policy or major expenditure which has not previously been outlined by the Branch.

It is the job of the executive board to enforce branch policy, discuss and recommend their opinions to the members of any policy changes, and review expenditure recommendations that will then come before the branch members to vote on. At many General Membership Meetings, you will get e-board recommendations on issues that members will then vote on. We hold an Executive Board Meeting once a month and at that meeting, I as president try to inform the e-board about what is going on around the branch and discuss financial matters. It is important to remember that the executive board does not create Branch 82 policy. Branch 82 policy is created by the members. It is the job of the executive board to uphold that policy. It is an important position. An executive board member at large will get a chance to discuss the merits of important issues and financial recommendations prior to the membership vote.

Trustee

There are five trustees that will be elected. The job of the trustees will be to look over the finances of the branch. Our bylaws define the position:

B. The Trustees shall have charge of all property of this Branch

and shall maintain a correct list of said property. They will serve as Finance Committee and examine the monthly expenditures as listed. They may be assigned to assist the President in handling grievances.

C. Trustees shall audit all books quarterly in February, May, August and November and shall report the audit to the membership the first meeting following the audit.

The position of trustee acts as a financial oversight and reports their findings directly to the branch. They meet quarterly to go over the books. This is an important job as it is the trustees who make sure that all funds and property are accounted for. This is also a great position to get to know the inner workings of the branch finances. It isn't always the most exciting part of the job, but it is essential that the branch's money, your money, is being handled properly.

These are the three positions that candidates are running for. Terms for elected officers last for two years. Again, it may be a tough decision, and you may not know many of the candidates, but please take part in this important process and exercise democracy in your union. Vote in this year's Branch 82 election of officers. These are the people that are going to be representing you. Make sure to do the best you can to make an informed choice.



Last Punch Bunch

Tom Gilbert Parkrose



B·Mike

Vice President's Report

- Betty Nash, Vice President

This article should be getting to you just before the Thanksgiving Holiday. It's a day of celebration of our family; however, we may define our family in many ways. Family could be a group of close friends, a blended family, an extended family, or an adopted family. Family consists of people that you care about and people that care about you, that's all we need.

We have our Postal family, the people that we work with, break with, and talk to on a daily basis, sometimes over years. How many of you have people at work who are considered your "work wife" or "work husband"? My friend and I would call each other my sister from another mister or my brother from another mother. These are the people that we look forward to seeing each day. We share our frustrations, our joys, and our lives. After a ten-minute break together over weeks and months, your friends may know you better than some of your relatives do. Your coworkers may talk to you on a more regular basis than your actual brothers and sisters. It's important that we give thanks for them and to them. Sometimes your "work spouse" is the only person who keeps you from walking out the door or understands when you are going through a hard time.

What do you think management would do if they heard letter carriers compliment each other every day? As you are getting your scanner, say to someone "I carried your route the other day, and you keep it so beautiful" or "your route is perfect, I never find any mistakes." "You're always at work on time, even when you don't feel well," "You look like you get your uniform dry cleaned, it looks so good." Just think of anything, compliment their shoes, just get in the habit of being positive with each other. We get enough crap from management, so give your fellow carrier something to be proud of. Positive vibes go a long way, especially during these long and hard work days. Kindness is free.

Maybe we'll have a Christmas miracle and management will start to appreciate the hard work that city letter carriers do. That may be too much to ask for, so let's take the time to give a few words of encouragement to each other, especially to the new carriers in your office. A positive word from a seasoned carrier goes a long way. You know that all carriers will be working their butts off during peak season. The new people will need your help to try and stay sane.

So, this year when you're sitting down with your family to have dinner, don't squander the opportunity to let them know that you care about them. Tell your loved ones that they're important to you, tell them that you are grateful to have them in your life. It isn't necessary to get all gushy and sloppy about it, just take a minute to ask them how they are doing, at work and in general. Let them know that you are there if they need you. A few simple words can go a long way, and again don't forget your work family, they especially need an encouraging word.

In previous articles, I have said that this is my favorite holiday, and I still feel that way, only this year the reason for giving thanks is more evident and meaningful to me. I am thankful and grateful for all that I have. How many of us have made bad choices in our lives? I know that I think about some of the stupid, immature things I did in my teens and twenties, and I wonder how am I still alive. I took way too many chances with my safety. I trusted the wrong people and just basically made questionable decisions that fortunately didn't get me hurt too badly.

So, this Thanksgiving let's do our best to be a little less cynical and a lot more positive. We really do have a lot to be grateful for, especially your family, however you define it.

Be safe.

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



Walk the Line

- Jon Cabral, Chief Steward & Recording Secretary

When I visit stations across our branch, just before the start time of those offices, I often see carriers waiting around, off the clock, with scanners already in hand. While it may seem insignificant, the time it takes to pick up your scanner, scan your badge, and get the scanner set up for the day is time you should be paid for. You should not be touching your scanner before Begin Tour under any circumstances.

When a carrier grabs their scanner and scans their badge to clock in, the scanner will back-date their clock in time to that point, not to when they finished going through each of the prompts. This creates a problem for carriers who scan their badge immediately after they have grabbed their scanner, then sit and wait around for the actual start time. If you do this, you would now have time worked outside of your normal eight hours.

Recently, we have repeatedly seen cases of management editing clock rings without carriers' knowledge to remove this time, and/or recording excess time as "unauthorized overtime". This time would then go into an unauthorized overtime log, and if you accrue enough occurrences of "unauthorized overtime," you could be disciplined. Management could also record this time as "disallowed time," which is also recorded in a log but unlike unauthorized overtime, **you will not be paid for it.** By taking away your time, management is taking money out of your pocket. If you see this happen, talk to your steward ASAP!

what is considered a Line 21 function and how to record it. The following excerpt from the NALC Route Protection Program discusses picking up and setting up a scanner. It states:

3. PICK UP SCANNER. Depending on your office you may pick up your scanner immediately after inspecting your vehicle. You begin this function at 7:05, just as you finish your vehicle inspection. You finish two minutes later.

Actual time entry-Line 21. Picking up and activating your scanner is an actual time entry covered by Line 21. Write your beginning time of 7:05 and when you finish enter the ending time of 7:07. Write 2 minutes in the elapsed time column and write "21a" to the left because this is the first Line 21 entry.

Comment-Line 21. When you make any Line 21 actual time entry, you must describe the activity in the Comments of the 1838-C Worksheet. Write this note in the Comments section: "21a. Pick up scanner."

Just as before when we all lined up to clock in at the time clock, now we should all line up at the scanner dock. Once the start time comes around, the line moves forward, everyone grabs their scanner and scans their badge. If this process takes up to five minutes to complete, all workers will fall under the Five-Minute Leeway Rule (below) which will still pay you for 8 hours even though the process took a handful of minutes, where you technically had to wait to clock in.

13. Insured Receipts Turned In									
Enter Line Number in Explanation Column		DPS Volume Pieces: (7a) To be added in line 7a on PS Form 1838		21a		E 7:07		2	
Registered-Certified-COD-Customs Postage Due-Form 3869-signing for, returning funds and receipts.		Comments		19		B 7:05		5	
Withdrawal of mail		21a Pick up scanner		Begin Here		B 7:00		TOTAL	
Sequencing and collating By-Pass Mail						E			
Actual Strapping out time						R			
Break (local option)						L			
Vehicle inspection						B			
Office Work not covered by form (work functions must be identified and approved as being necessary and of a continuing nature) (use Comments Section)						E			
Waiting for mail (office) and other office activities not performed on a continuing basis which are excluded in computing the net office time (Use Comment section)						R			
Counting mail and filling out form 1838 worksheet						L			
Signature of Carrier(or Examiner)						B 07:00			
I certify the above information recorded by me is correct.						Lunch			
						From		To	

432.46 Five-Minute Leeway Rule

432.461 Explanation

Although each employee at installations with time recording devices is required to clock in and clock out on time, congestion at time clocks or other conditions can sometimes cause clock time to vary slightly from the established work schedule. Therefore, a deviation may be allowed from the scheduled time for each clock ring up to 0.08 hour (5 minutes). However, the sum of the deviations for the scheduled tour must not exceed 0.08 hour (5 minutes).

During an office count, either management or the carrier will complete PS Form 1838c, by recording how long it takes the carrier to perform each of their assigned duties. Setting up one's scanner falls under a category known as Line 21.

Line 21 functions are different types of office work that occur on a regular basis, but also have no set amount of time attributed to them, as we don't know how long that function will take on a given day until it is actually completed. The above form states

Management is trying to restrict our office time and the work we do in the office. We have seen it when they push 60 minutes of office time, we've seen it with pushing carriers to take their office break out on the street, we've seen it with the lack of stand ups and now here as well with them allowing carriers to perform work functions off the clock.

Protect your route, protect your office time, and don't work off the clock!



How Far We Have Come

- Matt Pierce, Secretary-Treasurer

Hello again from the desk of your Secretary-Treasurer. I hope and trust that this finds you well. One of the things that I truly love about the NALC is how democratic we are. We vote on our national officers, our contract, as well as all of your local officers. When you read this, we will be in the middle of our biennial election cycle. Branch 82 will be voting on three contested offices: Vice President, E-board, and Trustees. As is required by our bylaws, all eligible members will be mailed a ballot to their last known address. Please make sure that you've updated your mailing address with the branch if you've moved recently.

I hope that everyone will take the time to learn a little about the candidates and actually vote. Honestly, it's a little disheartening how abysmal the turnout for our NALC elections can be. Always below 50% and in some elections closer to 20%. As an NALC union member, you have a right and I think therefore a little bit of a responsibility to vote. As active officers while at work, none of us can advise you how to vote, but please talk to your current or former coworkers. How you vote after familiarizing yourself with the candidates is up to you, but there is really NO excuse for not voting.

And now a little reminder of how far we have come. I suppose it's natural for every generation of letter carriers to believe that they are living through some of the worst times at the USPS. With everything that the USPS is trying right now, from agenda-based route inspections to the completely screwball "new" programs, it's fully understandable to see why. That's why it's always important to have an awareness and perspective on other historical trials that our brothers and sisters faced. It shows that the history of the USPS's horrible unilateral ideas is nothing new, and it shows that with a strong union on our side, we have successfully continued to win the day. For those of you who haven't read it, please get yourself a copy of *Carriers in a Common Cause*. It's the NALC's official history of the struggle by letter carriers starting at the birth of the Postal Service in 1775 to today. You can download it at the NALC website for free.

One of the worst and most infamous examples of the Postal Service's bad ideas happened right here in Branch 82 at Rose City Park Station. Almost as soon as the Postal strike of 1970 was over and carriers had finally secured themselves a reasonable wage, the USPS upper management freaked out about their budgets. Upper management wanted cost-cutting across the Postal Service and ordered local postal management to raise productivity. Sound familiar?

Managers soon put carriers under unprecedented pressure to deliver their routes at break-neck speed, but management was still not content with productivity. In April 1974, postal management announced it would begin a pilot work measurement system called the Letter Carrier Route Evaluation System (LCRES) to be fully tested at Rose City Park. By the time it was done, 38

letter carriers had been tested for eight months. Nine carriers had transferred, three had retired, two were disabled and one had died. In all, close to half of the original workforce at Rose City was gone in less than a year. The plan was also tested as a short-term pilot program at South Kokomo station in Kokomo, Indiana, thus LCRES soon came to be known as the "Kokomo Plan". Its first full-scale rollout nationwide though was at Rose City Park. If it were then judged a success by management, it would be rolled out to stations everywhere. Sound familiar?

The "Kokomo Plan" involved establishing work and time standards for every single letter carrier function. These would be put into a computer which would then determine an eight-hour route for each individual carrier. The "efficiency experts" measured and timed with stopwatches every "necessary" movement a carrier made, including how far a carrier walked to and from the time clock. The distance the carrier's arm moves in casing a letter was noted. They even measured to the split second the time it took for the carrier to move their eyes from the letter to the case and back to the next letter. Time for everything from sneezing to taking a sip of coffee was eliminated. The time standard of the fastest carriers was fed into a computer after eliminating anything considered to be "wasted time," and it generated new routes. Sound familiar?

The NALC demanded arbitration of the LCRES dispute in September 1975, right after the USPS announced it was converting LCRES from a test to a permanent program at Rose City Park station. A Memorandum of Understanding which the postal unions had negotiated with the Postal Service during 1975 bargaining clearly permitted the union to delay any attempt by postal management to implement as a permanent program new national work and time standards until an arbitrator had determined that the standards themselves were "fair, reasonable and equitable." The arbitration hearings in front of national Arbitrator Sylvester Garrett began in November 1976. NALC argued that by adopting predetermined time standards for each work function, the Postal Service had unilaterally increased the workload of letter carriers, thereby violating the National Agreement. The arbitrator heard how the Kokomo plan was based upon something called Method-time Studies that did not take human stamina or physical differences between employees into account. Moreover, the system itself placed carriers under unbearable physical burdens. Arbitrator Garrett went to Portland to hear from letter carriers from Rose City Station who testified that they were forced to work 10 hours or more a day, six days a week, and that this was having a seriously detrimental effect on their health and family lives.

The arbitrator issued an interim decision on July 8, 1976, prohibiting management at the Rose City Park Station from forcing carriers to work overtime. One month later the full award was announced. The arbitrator ruled that LCRES was in violation of the National Agreement. The ruling stated that the plan was a forced

work speed-up in violation of the union's collective bargaining agreement. It also permanently cemented that the only time standard for letter carriers is the principle of a fair day's work for a fair day's pay. This is now the first sentence of Article 34 of our national agreement. Within weeks of the decision, all the routes at Rose City were restored to their previous configuration.

The ruling was such a big deal that the Oregonian even ran an article about it under the headline "Mail Carrier plan to die at Rose City." The NALC had won using the same tools that we use to win today: hard work, solidarity, and contractual knowledge. Today we also have a view of the arbitration and settlement history of the last 50 years of our union. We can go back and see the long history of horrible ideas that the USPS has had. We can see what utter failures they were, how we succeeded in putting them down, and how we as a union often came out stronger on the other side. This is also a lesson that I really wish that the post office would learn.

Until next time I remain yours in solidarity, Matt.

ACTIVE DUTY

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

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

Greg Gerard, son of George Gerard (Beaverton)
Navy, Virginia Beach

Casey James (Waterfront) Army, Jordan

Roberto Jimenez (Creston) Army, Qatar

Samuel Kunz, son of John Kunz (Parkrose), Navy

Christopher Manivanh, son of Simang Manivanh
(Hillsboro), Army, Iraq

Zachary Padaca, son of Eleanor Padaca (River District) Navy

Bill Quigley Jr., grandson of Ken Quigley (Gold Card
Member) Army, Iraq

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

Dean Schuchardt, son of Patricia Schuchardt (Multnomah)
Army

Corey A. Thompson, son of Georgina Thompson
(Rose City Park), Navy, Norfolk, VA

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



Sellwood Station takes inclement weather preparation seriously! Rowan Sonberg, Eddie Cavelli, and Austin Brooks got some merch off the peak season preparedness display.



Retiree Luncheon

November 15

IHOP

4931 SE 82nd Avenue

Portland, OR 97266

NOON

(third Wednesday of each month)



B-Mike

Health Benefits Report

- Eric Matras, Health Benefits/ MBA Representative

Greetings, Sisters and Brothers.

We are once again in the midst of Open Season which runs from November 13 to December 11. This is your opportunity to make changes to your Federal Health Benefits Plan. This past October I attended the 36th Bi-Annual NALC Health Benefits Seminar in Las Vegas. Our union owned plan has been operating since 1960. The plan has always been designed by and for letter carriers. The conference was overseen by our National Director Stephanie Stewart. Stewart began her career as a letter carrier in 1995 in Des Moines, IA. She has been director since 2018. President Brian Renfroe was on hand along with our distinguished Board of Trustees; Larry Brown, Sandy Laemmel and Charlie Heege.

Director Stewart wanted all of us to understand that she is always open to suggestions from the membership to make our plan better. We have tailored our options with letter carriers in mind. It's one reason in 2024 we will now cover two pairs of custom orthotics, expanded hearing aids, one annual A1C screening, expanded infertility treatment, expanded gender affirmation services, a broad vaccine network and the New Silverscript Prescription Drug Plan.

Local News: The Portland PD&C is hosting a Health Fair on November 16 from 7 till 2pm in the breakroom area of the main airport processing and training facility. Additionally, it is my goal to have Branch 82 take part in an NALC virtual health plan event some time in November. Stay tuned for more information on that. At this writing I am unable to confirm a date and time slot with National. Current active carriers can enroll in the NALC Health Benefit Plan by going to : Access LiteBlue at <https://liteblue.usps.gov>.

Enrollment Codes	Self Only	Self Plus One	Self and Family
High Option	321	323	322
CDHP	324	326	325

Interestingly, this season I get an enormous amount of questions from NALC members who use Blue Cross Blue Shield, Kaiser Permanente, and other health plans. Please understand folks, my role as HBR for Branch 82 is to promote the NALC Health Benefit Plan and to bring over and sign as many union members into our Union Owned and Operated Plan! It is unethical and illegal for me to comment on other plans in the FEHB Network. If you want to compare and contrast plans go to www.opm.gov/health-



National Health Benefits Director Stephanie Stewart and Branch 82 Health Benefits/MBA Rep. Eric Matras at the Health Benefits Seminar in Las Vegas in October.

care-insurance and follow the links there to do so. My job would be to inspire all of you who are not currently members to join the union worker owned plan. My role is not to help you with your personal claims or to give you advice in regard to any retirement decisions you may be facing like whether or not to sign up for Medicare Part B. Many of our retirees and those close to retirement are asking questions about Medicare Integration. I would encourage all retired members who have not already enrolled into Medicare Part B to do their own due diligence on the matter. As I understand it, you will want to weigh the cost of paying your monthly Part B Premiums against the cost of paying your own co-pays out-of-pocket. If you choose to

opt out of Part B when you are first eligible and later decide you want it, you'll be subject to a 10% late penalty for every year that you could have been enrolled in Part B.

On April 1, 2024 there will be a Special Enrollment Period that will run for six months. If you sign up during this period the Postal service will pick up the penalty cost. Any of us with serious questions can contact the plan directly at 888-636-6252 or go to www.nalchbp.org for better information. President Renfroe mentioned that he felt Medicare Integration should in the long run save the USPS tens of millions of dollars. It should benefit our plan in particular by shifting costs from the plan to Medicare.

The High Option Plan is also offering enhanced benefits for annuitants and eligible dependents who have Medicare Parts A and B as their primary payor through Aetna Medicare Advantage. Enrollment is voluntary and members may opt in at any time. Opting in does not affect your NALC High option enrollment. If you change your mind, you can opt out and switch back to your High Option coverage with original Medicare. To learn more you can visit www.nalchbp.org/Annuitant or go to www.AetnaRetireeHealth.com/NALC or call 866-241-0262.

Finally, Everyone should be advised that in 2025 we will all be moved to a new subset of FEHB specific to USPS employees (Postal Service Employee Health Benefits). President Renfroe says to be advised that in February of 2024 NALC Headquarters will be sending us all information on this new subset plan specific to Postal Employees. Lots of changes are planned. We all need to read our Postal Record more closely in the coming year.

Sincerely in Solidarity
Eric Matras, HBR/MBA rep

Thanksgiving

- Bruce Hall, Veterans Representative

Thanksgiving is on November 23, 2023. We often talk about thanking veterans for what they have done and for what they are doing. I would like to include veterans in the act of being thankful. Everyone should be thankful for many things:

Freedom-- We should thank veterans for providing our freedom through their great sacrifices.

Families-- We should be thankful for our great heritage and the benefits of having those who will love and support us.

Faith-- We should be thankful for being allowed to practice our beliefs in greater powers, for we know that there is a need for assistance from powers greater than our mortal selves.

Friends-- We should be thankful for our network of friends who give us additional love, support, and fellowship.

Fairness-- We should be thankful that we live in a country that provides the provisions for all to be treated fairly. Unions were created to assist in this process.

Food-- We should be thankful for a country that has an abundance of food, plus we have programs to assist those who lack food. We can show thanks by sharing.

Fun-- We should be thankful for all the things provided for us to enjoy life. We should be thankful for things to do, places to go, and sights to see in our great country.

Future-- We should be thankful for the future that we have in our great country. But we need to also remember that the future depends on us, and we can affect our future by the decisions we make, the things we do, and the plans we make.

So, let's all BE THANKFUL and remember that many of these things are possible because of the freedom provided by veterans.

Remember veterans on Veterans Day, November 11, 2023.

This year, THE PORTLAND VETERANS DAY PARADE will be on Saturday, November 11, 2023. I have submitted an entry for VFW Post 1325, NALC Branch 82, and Aerie 3426. We will be staging at 8:30-8:45am between NE MLK and 14th Ave.

If you want to march in the parade, meet us there. The parade will start at 10 am and proceed north on MLK Blvd. to NE Alberta St. There will be a brief ceremony in the parking lot behind DHS, 5325 NE MLK Blvd., at about 11am. If you can't join us in the parade, I encourage you to remember the veterans that you know and thank them for their service.

Veterans can find several businesses and restaurants that offer specials and discounts that day. Check out 2023 Veterans Day Deals, Discounts and Freebies | Military.com on the internet. Enjoy the day as we honor veterans.

HAVE A GOOD VETERANS DAY!!

Retiree's Report

- Sam Smith, Director of Retirees

First of all, a big shout out and thank you to everyone that helped to make Branch 82's Retiree Banquet a success.

Branch 82 held a retiree banquet on September 9, 2023, for the first time since before the pandemic. The banquet was well attended and included a visit from NALC President Brian Renfroe.

The banquet was MC'd by Director of Retirees Sammy Smith and President David Norton. Several Gold Cards were presented to NALC members celebrating 50 years of NALC membership. I personally again wish to thank them for their continued dedication and commitment to this great union that I love so much.

Among the many award recipients of the evening, most noteworthy were NALC retiree Paul Swenson who received recognition for his 80 years of membership and Eldon Ashmore who was presented with his plaque recognizing his 75 years of NALC membership. Although they are well up in years, both Ashmore and Swenson were in attendance, and we were extremely delighted and grateful to be able to honor them.

Last but not least, past NALC Vice President and Branch 82 member Jimmy Williams was in attendance and was presented his Gold Card honoring his 50 years of NALC membership. Dave McGann was also among those receiving recognition for 55 years of membership.

McGann and Williams now share the distinction of being Gold Card members who have also been named the Oregon State Association "Letter Carrier of the Year." Much love and respect to them both and to all NALC retirees.

Remember you do not have to be retired to attend our monthly retiree luncheon held on the third Wednesday each month from 12-2 at the IHOP, 4931 SE 82nd Ave. Each month, one lucky person gets their lunch paid for. Our next lunch is November 15th.



Big smiles for Christmas!

Are you in the market for a new or used vehicle?

For each vehicle sold through Auto Solution and financed with NWPCU, we will purchase a bike for a child currently in Foster Care that they will receive Christmas morning.

Now, if you are not in the market for a new vehicle but would like to bring a smile to a child's face; **NWPCU will match every bike purchased by a member.** *Together, let's make this holiday season one to remember.*



OUR #1 PRIORITY IS YOU!

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PORTLAND P&DC | VANCOUVER

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www.nwprioritycu.org

*All credit is subject to approval. Promotion is effective October 1 through December 14, 2023.





JON CABRAL
BRANCH 82 CHIEF STEWARD AND
RECORDING SECRETARY

JON CABRAL ENDORSES THE FOLLOWING
CANDIDATES:

BETTY NASH*

FOR VICE PRESIDENT

DON CADWELL*, RANDALL HOXIE*, JANELLE
LEE*, ERIC POTTENGER, AND ABE REDCLOUD*

FOR EXECUTIVE BOARD AT LARGE

MIRANDA LAYTON, RYAN MILLS, JENNIFER
MCGEORGE, AND CASEY ENGLISH*

FOR TRUSTEE

* = INCUMBENT

THESE ARE CANDIDATES THAT WILL WORK HARD FOR YOU,
AS THEY ALREADY DO! EACH CANDIDATE I'VE ENDORSED IS
EITHER CURRENTLY SERVING AS A STEWARD, OR HAS MANY
YEARS EXPERIENCE AS A STEWARD

Deliver For You.

Samuel C 4 NALC Trustee!!

Choose experience. Choose commitment.
Choose financial savvy—Choose Samuel C 4 Trustee!

Samuel's strategic vision includes a plan to increase interest
payments on bank deposits of YOUR DUES, ultimately boosting
the union's financial resources!

Samuel isn't just a bystander; he actively participates in union
meetings, ensuring the concerns of fellow postal workers are
heard.

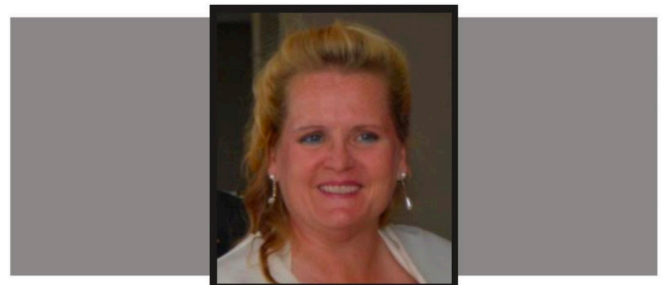
With your support, he will ensure that every member is
represented and their needs addressed.

Authorized by the Committee to Elect Samuel for NALC Trustee.



Re-Elect Lois Brumfield for Trustee

- ★ **23 years Carrier**
- ★ **4 years Trustee**
- ★ **15 years OJI**
- ★ **15 years Steward**
- ★ **4 years Carrier Academy Instructor**



*I may be retired but service to this union
will always be a priority to me.*



B·Mike



Ryan Mills
(Holladay Park)

Jennifer McGeorge
(Sellwood)

Casey English
(Rose City Park)

Miranda Layton
(East Portland)

**Meadow
Layton**

Four Stewards You Can Trust(ee)

Vote Ryan Mills, Jennifer McGeorge, Casey English, and Miranda Layton for trustee



Don Cadwell for 2024 Executive Board

Endorsed by NALC Branch 82 President David Norton

Dedicated. Experienced.

Accessible.



As a Branch Safety Officer and Co-Chair of the District Safety Task Force and Chair of the District EAP Committee, I work hard to make safety a priority in our demanding workplace.

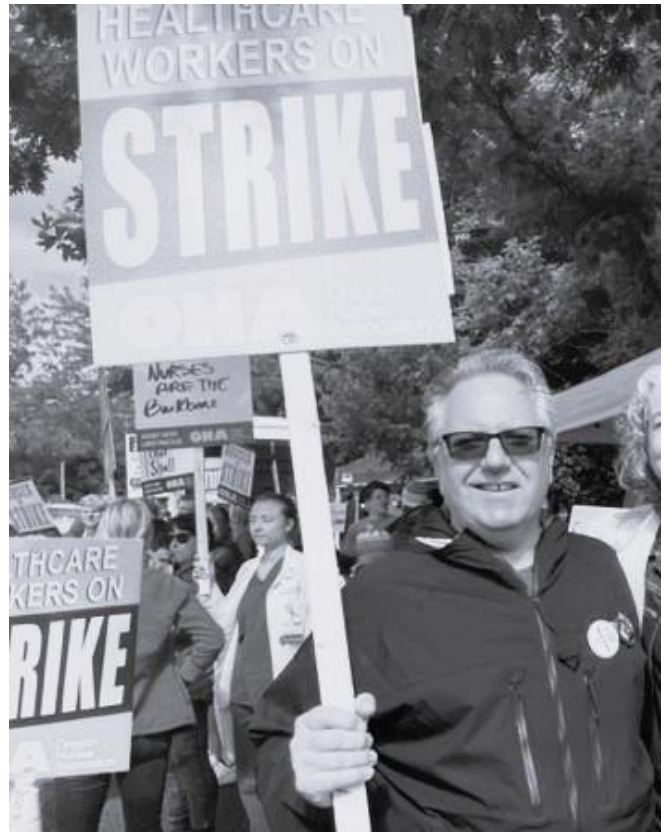


As an OJI and CCA Academy Trainer, I am privileged to train new carriers. It's an opportunity to introduce best practices and encourage our new hires. I am also honored to work our Job Fairs to improve our staffing levels and tell people about Letter Carrier career opportunities.



A Steward for 17 years and a Steward College grad, I have a deep knowledge of our contract. I have filed thousands of grievances to win fair treatment & compensation for carriers. Filling in at the Union Hall for our President and Vice President, I hear, firsthand, your pressing concerns and work for their resolution.

- LETTER CARRIER 18 YEARS
- CO-CHAIR DISTRICT SAFETY TASK FORCE
- BRANCH SAFETY OFFICER • OJI
- CHAIR DISTRICT EAP COMMITTEE



Do you know how rare it is to be able to say, "I love my job!" and to truly mean it? I DO love my job – as a Sellwood letter carrier and as a representative of Branch 82. Please call me if you have questions or have a safety concern. I would be honored to advocate for you on the Branch 82 Executive Board.

Reach out: 971-322-9701



B-Mike

RE-ELECT JANELLE LEE FOR EXECUTIVE BOARD



- CURRENT EXECUTIVE BOARD AT LARGE MEMBER.
- ACTIVE CITY LETTER CARRIER FOR 26 YEARS.
- STEWARD/ADVOCATE FOR 20 YEARS.
- FORMER BRANCH 82 TRUSTEE.
- ENDORSED BY BETTY NASH AND LINDA SMITH.

EXPERIENCE, RELIABILITY, HONESTY, READY FOR THE CHALLENGE.

Eric for executive board Pottenger



I want you to feel empowered and supported. As E-Board member, I will advocate for an energetic union presence at every station; I will encourage greater carrier involvement to strengthen our branch; I will promote Contract education to help all carriers fight for their rights. The success of our Union is predicated on our ability to do this together. Let's get to work!

VOTE RANDALL HOXIE FOR EXECUTIVE BOARD



ELECT RANDALL HOXIE TO THE EXECUTIVE BOARD,
SERVING ALL OF THE GREATER PORTLAND LETTER CARRIERS THROUGH BRANCH 82. WITH THE INTEGRITY WE DESERVE, SIXTEEN (16) YEARS OF DEDICATION AND COMMITMENT TO THE CARRIER CRAFT, NINE (9) YEARS AS A STEWARD, AND TWO (2) YEARS ON THE EXECUTIVE BOARD.

VOTE RANDALL B. HOXIE IV FOR EXECUTIVE BOARD



Elect Abe RedCloud for Executive Board

4 years of experience on the Branch 82 Executive Board

Vice President of your Oregon State Association



Vote for me to continue to serve as one of your prestigious Executive Board Members and I will continue to do the very best I can. I'm always willing to listen to all concerns anyone might have and will bring our voices to the board for positive change.

Experienced on the NALC State Executive Board

Experienced Steward

Cares about Branch 82 and ALL the members

Excels in other Branch 82 positions

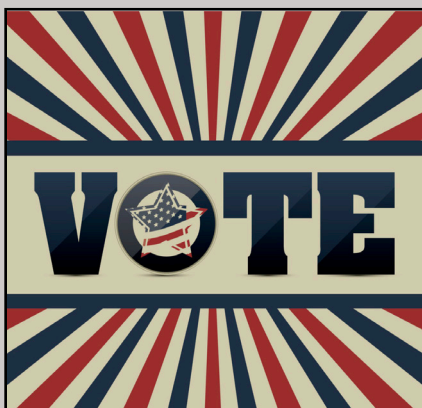
25 years of experience as a Letter Carrier

Ballots will be mailed out by November 21.

If a member has not received their ballot by November 27, please contact the hall at 503.493.5903.

All ballots must be mailed to the union hall and received by Monday, December 11.

The counting of ballots will commence at 6pm on December 11.



Brandon McCabe FOR *E-Board*



Experience

- Steward for 6+ years
- State officer
- Attended Steward College
- Over 1K grievances filed



Call or text me if you'd like to know more about how I will make a difference.

805-340-6786



B-Mike 15

Vote to put your rights first!

Sallie Williamson For Vice President

My qualifications:

- › Served at the union hall
- › Over 10 + years as a steward
- › Completed Steward College
- › 1 Term as a Trustee
- › Endorsed by Jason Drost -
DRT Step B Team



Sallie Williamson for Branch 82 Vice President



RE-ELECT
BETTY NASH
AS BRANCH 82 VICE PRESIDENT

Branch 82 is the largest branch in Oregon. As your Vice President, I am processing almost 4,000 grievances this year alone, signing up new employees at Orientation, giving contractual information at Carrier Academy, answering all types of phone calls, working with the Associate Offices and whatever is needed to support the members of Branch 82.



EXPERIENCE MATTERS

1. Experience processing grievances for a large branch.
2. Experience as a City Letter Carrier for 37 years.
3. Experience as a Shop Steward for over 25 years.
4. Experience as Vice President of Branch 82 for almost 2 years.

FOR EXECUTIVE BOARD I ENDORSE: RANDALL HOXIE & JANELLE LEE





Evergreen steward Abdul Al-Samarie has a sweetie little pooch on his route. No dog spray necessary!

MCKANNA, BISHOP, JOFFE

Attorneys

1635 NW Johnson Street

Portland, Oregon, 97209

Telephone: 503 226-6111

Fax: 503 226-5121

John S. Bishop Elizabeth A. Joffe

Elizabeth A. McKanna

Legal Assistant

Marla R. Menkins

Representing Oregon Unions

And Employees in

Matters of Collective Bargaining

And Civil Rights

(Law Firm retained by NALC Branch 82)

INJURED AT WORK?

Call BRANCH 82 OWCP REP

Mike O'Connor

Wednesdays and Thursdays

503 493-5903

Branch 82 Monthly Meetings

General Membership 2nd Wednesday, 7:00PM

Retiree Luncheon 3rd Wednesday, noon

Stewards Council 3rd Wednesday, 7PM

Executive Board 4th Wednesday, 6:30PM

All members are welcome, unless otherwise noted.

All meetings are held at the NALC Branch 82 Office,

5265 NE 42nd Avenue.

Retiree Luncheons are held at

IHOP, 4931 SE 82nd Avenue.

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, October 11, 2023

Call to Order: 7:06

Pledge of Alliance: Bruce Hall

Moment of Silence: President David Norton had a moment of silence for the lives lost during the ongoing Israel-Palestine conflict.

Roll Call of Officers: Officers Absent: Don Cadwell, Ted Lulich, George Wallenstein

First Time Members:
Kael Bacastow- Parkrose
Alexander Buxton- Piedmont
Ian Cunningham- Rose City
Rob Malcolm- East Portland

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, Kollin Luman. Carried.

Communications

Membership Report:
Regular: 1090, PTF: 217, CCA: 114,
Retiree: 514, Gold Card: 83, Management & Other Crafts: 44, New Members: CCA-7, PTF- 13. Total Membership: 2062.
Non-Members: 32, Organized: 97.8%

Retired: Bret Ekenstam- Parkrose,
Thomas Gilbert- Parkrose, Christopher Paulsen, Hillsboro

Canceled: Connie Igisomar- Collections,
Craft Transfer: Justin Thomas- Kenton,
Craft Transfer

Separated: Rebekah Boguhn- Clackamas

Financial Transaction Report/Review:
Willie Groshell made a motion to pay the bills. Seconded: Lois Brumfield. Carried.

Executive Board Expenditure Recommendation: Motion: To spend up to \$2,775 to repair dry-rot damage found on the front porch. Discussion. Carried.

Unfinished Business: Discussion on how to split up costs for delegates to the 2024 state and national conventions. Luman made a motion to split the funds evenly amongst all qualified paid delegates.

Second: Mike O'Connor. Carried.

New Business: Norton opened up nominations for officer positions in the branch for the next term, 2024-2026. The following nominees won by acclamation: President David Norton, Secretary-Treasurer Matt Pierce, Recording Secretary Jonathan Cabral, Sargeant at Arms Chuck Solomon, Editor Suzanne Miller, Director of Retirees Sam Smith, and Health Benefits/MBA Officer Eric Matras. The following positions will be holding an election: vice president, executive board, and trustee. Char Bryce will serve as the Election Chair. All the candidates met immediately after the meeting to discuss election rules.

Trustee's Financial Report

Resolutions and Bylaws: Norton told the membership that one of the printed resolutions from last month was withdrawn.

Health Benefits and MBA Report:
Eric Matras said he will be attending the Health Benefits Convention in Las Vegas in October.

Labor Management Report: Norton reported there are two removals in the branch and more PTFs are converting in a week. PTFs count towards our AL percentage, which means more leave, and more reserve positions. Norton will be attending the Committee of Presidents in Las Vegas later in the month. He also said that attendance discipline is on the rise. Chief Steward Cabral spoke about After Darks and inclement weather.

Health and Safety Report

Legislation Report

MDA Report: Abe RedCloud discussed Fill the Satchel, the October fundraiser through NW Priority Credit Union.

Retiree's Report: Sam Smith invited the membership to attend the retiree luncheon held every third Wednesday at noon at IHOP on 82nd.

Veteran's Report: Bruce Hall talked about Veterans Day and reminded the

membership that the Veterans Day Parade is Saturday, November 11. The parade starts at 10am. More information will be in his article. Dale Thaler announced that he proposed for veterans to receive the honorary citizen fare on Trimet, and he is hopeful that it will pass.

Labor Solidarity Report: Norton discussed the various organizations out on strike right now. Jamie Partridge talked about how the UAW in Beaverton has been on strike for about seven weeks. They are trying to have people there 24/7 and all are welcome to join them on the picket line. The UAW is pitting each of the car manufacturers against each other, and the Canadian autoworkers have settled their contracts. He said the teachers are putting a lot of effort to spread information to parents and the community, that they are trying to counter all of the disinformation that is being put out by school administration.

Good of the Association: Norton thanked Rose Bent for making dinner.

Kitty Award: English won \$126.25.
Jackpot: \$595 went unclaimed by Milton Hoch- Retiree, Cherry Blossom
Treasure Chest: \$260 went unclaimed by James Schramm, Retiree.

Adjourned: 8:20



Jillian Andreason has this little buddy named Mingus to greet her on her Creston route.



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



B·Mike

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The next General Membership meetings
will be held Wednesday, November 8 and
Wednesday, December 13, both at 7pm.
Dinner will be served prior to each meeting.

POSTAL DYSTOPIA DEPT.

THE ALL-SEEING AI-PAD

Clipboards are so 20th century



BY KERRY VALE & TERRY MOPT
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P.R.E.C.O.G.* says you'll instantly find a parking spot at 1600 Broadway,
Mr. Johnson will grab the mail from you at the bottom of his 96 stairs,
the road construction on Irving will be wrapped up at 10:41, no blocked
mounted boxes, no mail for five houses, all the doubtful packages will
actually fit into the receptacles, Mrs. Yakky will be out shopping and
you won't need your rain gear today. Can you give me half an hour, Bob?

**Predictive Reckoning for Efficient Commitment Obligation Gizmo*