



B·Mike



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"An Injury to One is an Injury to All"

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



In This Back to School Issue:

- Matt Duncan Receives Hero Award
- National Convention Review
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- Summer Vacation Pics

I Know What You Didn't Do Last Summer

- David Norton, President



I don't know if you have noticed this, but upper Postal Service management are not the most creative people. I know... shocking. Instead of coming up with new, innovative ideas to grow service and enhance customer experience while engaging with employees, management instead focuses on arbitrary time standards, unrealistic goals, and completely out

of touch ideas that do nothing but make every one's jobs harder. They are ideas that are designed for everyone to fail at.

That includes the supervisors, managers, and postmasters that are supposed to try and reach these goals. Many of whom, behind closed doors, know these are stupid ideas.

We have all become used to it: you should have more under-time, that doesn't take as long, you can only make one motion to the box, loading time should be no more than 20 minutes, it doesn't matter that you still have to walk the entire route with less mail volume, and you have to work your entire personal life around the needs of your station's staffing. It is all old news that seasoned letter carriers shrug their shoulders at and go out to do the job that they do every day. It is also the kind of pressure that drives new, inexperienced carriers to anxiety-filled dread and worry about making these inane standards.

One of the latest ill-conceived ideas management has rolled out is that carriers should have only 60 minutes of office time per day. Management will tell you this is just a goal, and yes, goals are fine, but certain supervisors at certain stations are acting like this is a requirement and are treating carriers accordingly. Letter carriers are left to feel the constant pressure every morning to complete this arbitrary "goal" created by management. It is not a requirement to get out of the office in 60 minutes or less.

Routes that we carry today are all adjusted to have 43 minutes of fixed office time (except for East Portland Station which has 33 minutes because of a lack of office break). That means that when you walk into the office and start your day, your route is adjusted to have 43 minutes of stuff to do every morning that does NOT

include casing the mail. The amount of time you get for casing up mail is based on 18 letters per minute, 8 flats per minute. So that means, outside of the fixed office time that your route is adjusted to, your office time is going to vary from day to day based on the amount of case-able volume you have. You throw in a daily stand-up, and all of a sudden, it becomes impossible to get out of the office in 60 minutes. Are you going to case up your mail in 7 minutes? Management will tell you that there isn't any mail to case up right now, and it is true that many stations see a dip in volume during the summertime, but still, 60 minutes is not much time to get everything done. Management will also tell you that it shouldn't take carriers as much time to do their morning duties as they get credited for. Right now, carriers get a minimum of:

6 minutes to deal with your accountable mail

5 minutes for the withdraw of mail. That means getting mail out of tubs, removing plastic, etc. This also includes time you spend withdrawing mail from both the throwback and hot cases. The M-39 states that, "two withdrawals of letter mail and one of papers for each trip, with a final pull just prior to leaving time, generally are sufficient."

3 minutes for vehicle inspection

5 minutes of personal time. This includes things like going to get your rain gear out of your locker, as an example

9 minutes minimum for other recurring office work. This can include all sorts of things like: returning empty equipment, retrieving hampers, checking for sleepers or a host of other things you do every day in the morning. Dealing with your redbook would be under this category.

You also get time for Sequencing and Collating Mail, and strapping time- which means cutting the straps off of your bundled mail.

These are all things that, contractually, you would be timed and notated for if you were going through a route count and adjustment, and this is why most carrier routes are adjusted to have 43 minutes of fixed office time.

By trying to reach their "goal" of all carriers out of the office in a mere 60 minutes, management is creating an arbitrary rule in conflict and violation of M-39 Section 122.21 by establishing a leaving schedule without taking into account necessary office time, such as fixed office time. M-39 states:

122.21 Establishing Leaving Schedule c. Necessary Office Time. Time required to case this mail, withdraw, tray or strap out mail, obtain parcel post, and complete other required office duties...

This is nothing new. Management has tried to create arbitrary time standards for office and street performance for years now. It started with the Delivery Unit Volume Recording System (DUVRS). DUVRS was an early tool used to project office time for letter carriers. Then it was the Delivery Operations Information System (DOIS). Most recently it was the Performance Engagement Tool (PET). All of these management “tools” to measure performance ended up in mutual settlements between the parties stating things like, “will not constitute the basis for disciplinary action,” or that the program “will not constitute the sole basis for a carrier’s leaving time.” Ultimately, carriers are held to the standard of a fair day's work for a fair day's wage and are protected under Section 242.332 of Handbook M-39, which 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.

When is management going to stop creating arbitrary standards for carriers that are not contractual, not pertinent to the real problems facing today’s Postal Service and in many, many cases completely unrealistic and unreachable?

While we are at it, I have some goals that I personally would like management to institute that we could grade their performance on:

Supervisors will answer the phone by the third ring

Management will write you a dog letter by the start of the following day of your dog incident

Management will order the supplies you need before you have bugged them about it for the third time

Management will make a schedule on time and stick to it

Management will not change our clock rings to suit their own needs

Management will let you know that you are going to have a section as soon as they are aware of it

Management will respect that you have a life outside the Postal Service

Management will treat you with respect in general

Management will refrain from snarky comments

Management will give you the tools to do your job

Management will perform their jobs with integrity

I think that every letter carrier that reads this could take this list and add to it. These are our standards for you in the performance of your duties, management. The difference is that none of these are arbitrary goals but simply what you are supposed to do daily. Maybe you should try and reach those goals first.

Let’s focus on goals that we can actually attain that will have real benefits for the agency and its service to the customers. No one wants to fail at an arbitrary goal every day. We want to succeed in our mission to deliver the mail to the American public and do so safely, efficiently, contractually, and realistically. Anything outside of that is just a hindrance to letter carriers, the Postal Service, and the customers that we are trying to serve.

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
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Veterans Rep	Bruce Hall	503.285.8468
MDA Rep	Abe RedCloud	503.493.5903

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Randall Hoxie	503.493.5903
Janelle Lee	503.493.5903
Abe Redcloud	503.493.5903

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Casey English	503.493.5903
Dave Esch	503.493.5903
Ted Lulich	503.493.5903
George Wallenstein	503.493.5903



PTF Pop Quiz

- Matt Pierce, Secretary-Treasurer



Hello again from the office of your Secretary-Treasurer.

Just like in the worlds of fashion and art, everything that's old eventually becomes new again.

This also often applies to the USPS. In this instance we're talking about Part-Time Flexibles (PTFs).

Over half of our current letter carrier

work force has been hired after 2013 so for many of you, this is new. But prior to 2008, letter carriers were hired as PTFs and then converted to career. It was a much superior method to the current model of CCAs. Fortunately, the national parties have realized this and through several national memorandums have started to return us to the PTF model. Our most recent contract requires the conversion to PTF of any CCA that completes two terms as a CCA and the new memo M-1985 requires the conversion of 78 CCAs to PTF by 7-30-2022.

The rules for PTF and CCA are in some ways the same but in many ways different, so in keeping with our theme of back to school, we thought we'd have a pop quiz with some of the most common and important differences between CCAs and PTFs. Even more information can be found at nalc.org/news/the-postal-record/2020/april-2020/document/CT.pdf.

CCAs serve a 90-working day or 120-calendar day probation. How long is a PTF's probationary period?

Per JCAM 12.1.A Section 1. Probationary Period

A. The probationary period for a new employee shall be ninety (90) calendar days.

Regular carriers earn the penalty overtime rate when they work in contravention of the restrictions in Article 8.5.F. When do PTFs earn penalty Overtime?

JCAM 8.4.E Excluding December, part-time flexible employees will receive penalty overtime pay for all work in excess of ten (10) hours in a service day or fifty-six (56) hours in a service week.

Do PTFs get a uniform purchasing voucher like CCAs?

No, they get a uniform credit card as a career employee at their uniform anniversary date.

CCAs don't count towards the complement when calculating the number of AL slots. Do PTFs?

Yes, they count. In all of the offices that Branch 82 represents where the number of AL slots for the following year is based upon the current complement, PTFs count towards that complement of career carriers.

CCAs don't get paid court leave to serve on a jury; do PTFs?

Yes. Per JCAM 10-21. Effective September 26, 1987, part-time flexible employees who have completed their probationary period shall be eligible for court leave as defined in Employee and Labor Relations Manual Part 516.1 and Part 516.31.

CCAs get a contractual raise from Step BB to Step AA at 52 weeks. How often do PTFs get contractual pay step increases and how many do they get?

PTFs get step increases every 46 weeks for currently 15, and soon to be 16, steps. They also get the appropriate percentage of Step O COLAs the same as regular carriers.

CCAs get paid for 6 holidays. How many days in a year do PTFs receive holiday pay?

Zero. Kinda. They earn more money per hour instead.

Per JCAM 11.7 A part-time flexible schedule employee shall not receive holiday pay as such. Part-Time Flexible employees other than those in Step AA shall be compensated for the ten (10) holidays by basing the employee's regular straight time hourly rate on the employee's annual rate divided by 2,000 hours.

CCAs cannot request an Article 13 light duty assignment to continue to work while recovering from an off the job injury. Can PTFs?

Per the JCAM, Article 13 includes PTFs among the employees who may submit a written request, accompanied by a medical statement from a licensed physician, for light duty following an off-duty illness or injury from which the carrier has not yet fully recovered.

CCAs are not allowed under Article 25 to request a higher-level position like a carrier technician string. Can PTFs?

Yes they can. The provisions of Article 25 apply to all career carriers including PTFs. Employees who are detailed to carrier technician positions under the provisions of Article 25.4 are entitled to higher level pay as if promoted to the position.

As a PTF who is not currently on an opt, can I be involuntarily sent to work and/or permanently reassigned to work at another station?

Yes PTFs are available to work in any station in their assigned



installation and can be permanently reassigned, if not on an opt, at managements' discretion.

As a PTF who is not currently on an opt, can I be involuntarily sent to work at another installation?

No Per national settlement M-1470. PTF employees who agree may be temporarily detailed or "loaned" from one post office (installation) to another. If a PTF does not agree to be temporarily detailed or loaned to another post office, management may involuntarily detail or loan the employee in accordance with Article 12 of the JCAM which includes 60 days advance notice among other restrictions.

CCAs are not allowed to put in for transfer to another installation they just have to apply there. Can PTFs go on E-reassign and put in a request to transfer?

Yes. But they still have to first serve the career lock-in period in their current installation before being eligible to transfer. Local transfers (within the district to which the employee is currently assigned or to an adjacent district) require an 18-month lock-in period while all other transfer requests require a 12-month lock-in period.

CCAs don't get matching contributions and can't contribute to the TSP. How much do PTFs get?

They get the full 5% match and are now automatically enrolled in the TSP to contribute 5% of their base pay upon conversion. The default fund the money starts going into is the "age-appropriate" L fund.

If a Reserve, an unassigned regular, a PTF and a CCA all opt on the same position at the same time, who gets it?

It is decided based upon the seniority of the first three categories of career employee.

CCAs cannot receive out of schedule pay; can PTFs?

No. Per JCAM 8-4 Only full-time regular and full-time flexible letter carriers may receive out-of-schedule pay. However, this rule does not preclude part-time employees from receiving a monetary remedy for contractual scheduling violations when warranted by fact circumstances, such as being removed from an opt.

CCAs are contractually limited to working 11.5 hour per day. How many hours per day are PTFs limited to?

11.5 hours per day 7 days a week, the same as CCAs

CCAs earn one hour of annual leave for every 20 hours per pay period in a pay status. How do PTFs accrue leave, or is it fronted to them like regulars?

They earn it the same as CCAs. Earning it as they work throughout the year based upon the number of hours in a pay status. See ELM 512.312

Do PTFs have their earned leave cashed out like CCAs when they convert to regular?

No. They continue to roll over that leave balance and get fronted the pro-rated amount for the remainder of the year.

A PTF works 42 hours from Saturday through Wednesday and calls in sick for Thursday and Friday. How much sick leave are they paid? How about if they request and are granted Annual Leave for those days instead?

None. Per ELM 512.523 A part-time flexible employee who has been credited with 40 hours or more of paid service (work, leave, or a combination of work and leave) in a service week is not granted paid annual or sick leave during the remainder of that service week. Absences in such cases are treated as nonduty time, not chargeable to paid leave of any kind.

On the Holiday pecking order for scheduling employees to work on a holiday or designated holiday, when are PTFs drafted?

In all of the installations that Branch 82 represents PTFs must be scheduled first on a holiday schedule prior to anyone else including volunteers. Management must also plan on using them into overtime, I.E. 10 hours, prior to drafting any regular carriers to cover vacant routes.

CCAs are not allowed to put in for a mutual exchange of positions; can PTFs?

Yes but only with another PTF in another installation. Per JCAM 12-52 Mutual Exchange exclusions. Part-time flexible employees may not exchange positions with full-time employees, or bargaining unit employees with non-bargaining employees, or nonsupervisory employees with supervisory employees.

Under the rules on maximation, how long does a PTF have to work continuously for management to be required to create a Full-Time position? Is the PTF who did the work the one converted?

Per JCAM 7-24. Where a part-time flexible has performed letter carrier duties in an installation at least 40 hours a week, 5 days a week, over a period of 6 months (excluding the duration of seasonal periods on seasonal routes, defined in Article 41, Section 3.R of the National Agreement), the senior part-time flexible shall be converted to full-time carrier status. NOTE: This criteria only applies to larger postal installations with 125 or more work years of employment.

Do PTFs receive credit towards their retirement annuity and access to the federal life insurance (FEGLI)?

Yes, they have access to sign-up for federal life insurance upon conversion to PTF. They also get credit for all of their PTF time towards their FERS retirement and will have 4.4% of their base wage withheld from their pay check upon conversion to cover their portion of the annuity contribution.



HERO AWARD



President Norton and letter carrier Matt Duncan are pictured here after Duncan was awarded an NALC Hero Award. Norton wrote the following for the Postal Record.

I recently had the honor of awarding letter carrier Matt Duncan an NALC Hero Award. Matt is a senior carrier at Sellwood Station here in Portland, OR. He has been on his route for quite some time and is hugely popular with his customers in the Eastmoreland neighborhood where he delivers. He shows up every day, delivers mail the right way, cares about his customers, and cares about his co-workers. He doesn't let management push him around. He is my type of letter carrier.

Matt recently saw a billboard from a stranger who was desperately in need of a kidney transplant. He got tested, found out that he was a match, and then he had surgery to donate his kidney to this woman. He didn't know her, didn't meet her before the donation, he didn't have any reason to do it other than out of the goodness of his heart. He saved her life.

Matt did something for a stranger that he knew nothing about; he just knew that he had the ability to help. How many of us have the ability to help a stranger in need and choose not to? In this time of hyper partisanship, political fighting and strife, Matt's sacrifice is inspiring. It reminds us that whatever may stand between us is nothing compared to what binds us together as humans. The need of understanding, empathy, solidarity. The need of life. Letter carriers go above and beyond every day for their customers. Matt certainly does at Sellwood Station, but he didn't have to sacrifice a kidney. Or maybe he did. Matt is so humble about all of it. A gift of this magnitude seems so effortless to him, I don't know that he would call it a sacrifice at all.

Public Service Loan Forgiveness (PSLF)

- Richard Shay, East Portland steward



At the station I work at, East Portland, many of the carriers have a college education. The OJI who trained me joked that she was making more than me working the same job, and she didn't have to have a college degree. That said, I don't regret my time spent in college or the experiences I gained from it. I am proud to be a carrier and the service I provide. To ease the burden of college loans and to

recognize certain public services, the federal government created the Public Service Loan Forgiveness Program.

If you have student loans under the Direct Loan program (these include the subsidized and unsubsidized Stafford loans, Plus Loans, and Federal Direct Consolidation Loans; FFELL and Federal Perkins loans can be consolidated into the Direct Loan program) and are an employee of the United States Postal Service, you may qualify for the Public Service Loan Forgiveness program.

This program allows borrowers working for qualifying employees to have their loans forgiven after making 120 qualifying payments. Employers that qualify are governmental and non-profit organizations as defined by the IRS. After making the 120 qualifying payments any balance will be forgiven. At this time there is no cap on the amount that would be forgiven.

On May 23, 2018, the U.S. Department of Education announced a second-chance plan for people in public service jobs who were denied loan forgiveness because they chose the wrong repayment plan. The DoED will use \$350 million set aside by Congress in a fix-it fund to help people seeking reconsideration. The money will be distributed on a first-come, first-served basis.

Additionally, the current administration through the Department of Education has identified further problems with past practices and administration of the program and has initiated reforms.

Many applicants were denied forgiveness due to providers giving false information and borrowers applying for the wrong payment plans. To address these problems the administration has initiated certain reforms.

On Oct. 6, 2021 the Biden administration announced a temporary waiver allowing past payments to qualify even if they had the wrong loan type or payment plan. As of March 2022, 100,000 people have had over \$6.2 billion of student loans canceled as a result of the waiver. However, many problems still persist. The government estimates that 1.3 million public servants qualify for PSLF.

Public Service Loan Forgiveness has undergone temporary changes in the face of the COVID-19 pandemic. First, all federal student loans were put into forbearance with no payments due through Aug. 31, 2022. Second, the Education Department has issued a limited waiver through October 2022 of sometimes-onerous provisions for PSLF qualification. The waivers for PSLF qualification mean that a broader range of past payments on federal loans will count toward forgiveness, as long as you were working for a qualified employer at the time. Federal student loan borrowers seeking PSLF don't need to make payments until the extended automatic forbearance expires on Sept. 1, 2022. As long as you're still working full-time for an eligible employer, those months of nonpayment will count toward the 120 payments needed to qualify for PSLF.

Finally, on August 24th, 2022 President Biden announced a series of executive actions on public student loans. Those who make less than \$125,000 a year and received Pell Grants will have \$20,000 forgiven, and for other student loans \$10,000 forgiven. Included in the executive action were further reforms on who qualifies for the PSLF program, how payments are calculated, and tuition reforms.

If you have qualifying student loans and have not enrolled it might be a good idea to look into whether you qualify. Be proactive and see if you have made past payments that also qualify. Your service as a carrier, in particular during this pandemic, should be recognized. Find out more at:

<https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service>

<https://www.whitehouse.gov/briefing-room/statements-releases/2022/08/24/fact-sheet-president-biden-announces-student-loan-relief-for-borrowers-who-need-it-most/>



National Convention Update 2022

- David Norton, President

Delegates from Branch 82 just recently returned from the 72nd Biennial National Convention in Chicago, IL.

This was a convention that saw some pretty significant changes to our national union, as well as a return to the business of the union we are accustomed to for a national convention (with some modification).

We sent 25 delegates, and I am pleased to report that all of them attended the general session of business every day (we take roll).

We saw multiple resolutions pass and fail. Some of these came directly from Branch 82.

The B-Mike was a big winner this year, taking home four separate awards (Honorable Mention- General Excellence; 2nd Place- Best Cartoon or Photo, Kevin Wrede; 3rd Place- Best Editorial or Column, mine; and 1st Place- Promoting Unionism, Matt Pierce). I want to thank Suzanne Miller, the editor of the B-Mike for all of her hard work and dedication to our newsletter. I read a lot of newsletters from branches all over the country, and ours definitely stands out.

Branch 82 won as the top fundraiser for MDA for a branch our size. We have been the top fundraiser in this category for the last few years. Branch 82 has a history of our involvement in MDA, but a big part of our success is due to the hard work of Abe RedCloud, our MDA coordinator. He cares deeply about the cause and is committed to coming up with new ideas to fundraise and have a good time doing it.

I was a member of the credentialing committee with the job of checking in delegates. (It was a lot of work.)



One of the new postal vehicles was on display on the convention floor.



Branch 82 delegates to the 72nd Biennial National Convention in Chicago, IL. Not pictured: Mike O'Connor.

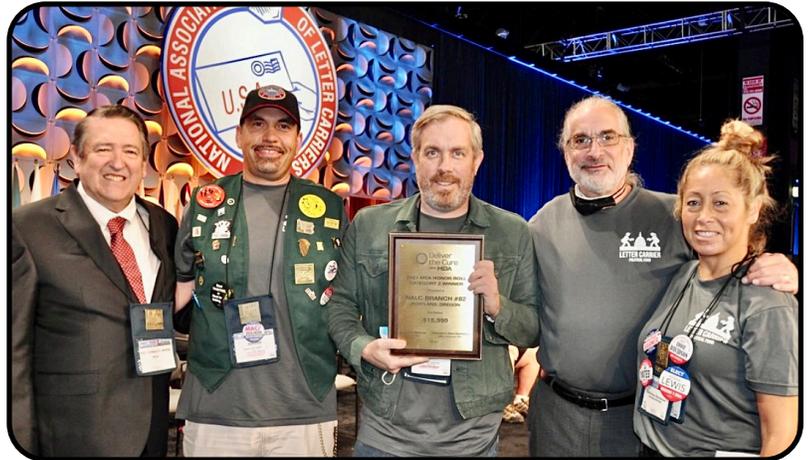
Eric Matras was the chair of the Mutual Benefits Committee (MBA) and was required to report to the entire delegation. (He did great.)

The biggest news was that our National President, Fred Rolando decided to not seek reelection. Although many of us suspected that Fred may be getting close to retiring, it still came as a shock when he wasn't nominated for the office that he has occupied for the last 12 years. Fred Rolando has been a constant in our national union and as president has steered our union through some pretty turbulent times. It is my opinion that Fred will go down as a transformational leader in our union and one that brought financial stability, contractual gains for our craft, and helped architect postal reform for all employees' futures with the Postal Service. They weren't all wins under Fred, but ultimately in regards to postal reform, the guy may have been the instrumental piece that saved the Postal Service as we know it today. I think that is pretty damn good. I have spent a lot of time with Fred over the years, and his warm personality, understated style, and approachability is what, I believe, endeared him to the membership.

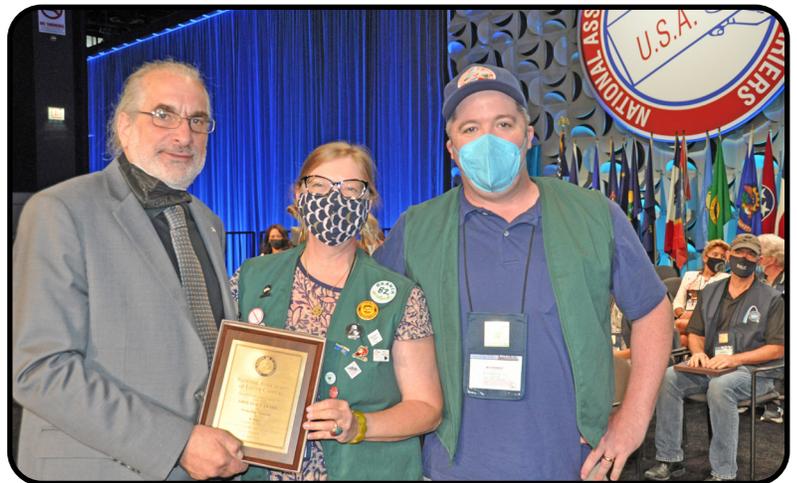
In closing, Chicago is a great city. If you have been to a National Convention, you know that there isn't much time to go out and experience everything that the location has to offer (we usually don't get out of class until 5PM), but I feel like most of us got out and enjoyed Chicago. The hotel we stayed at was on the south side, close to Lake Michigan and the river walk that leads downtown to the Chicago River. The architecture in downtown Chicago is truly magnificent. Some of us got in on a night game at Wrigley Field. There is a lot to do there.

Doing the business of the NALC is no vacation, and I as president take it very seriously. A few years back, I introduced a by-law change that passed saying that all delegates to the National Convention would be required to attend all general sessions (barring any unforeseen emergency), and if delegates failed to attend the business of the NALC they would be required to pay the union back for their per diem. The membership is the one that sends these delegates to the conventions that we attend and it is you, the member, that we are there to represent. That can never be forgotten.

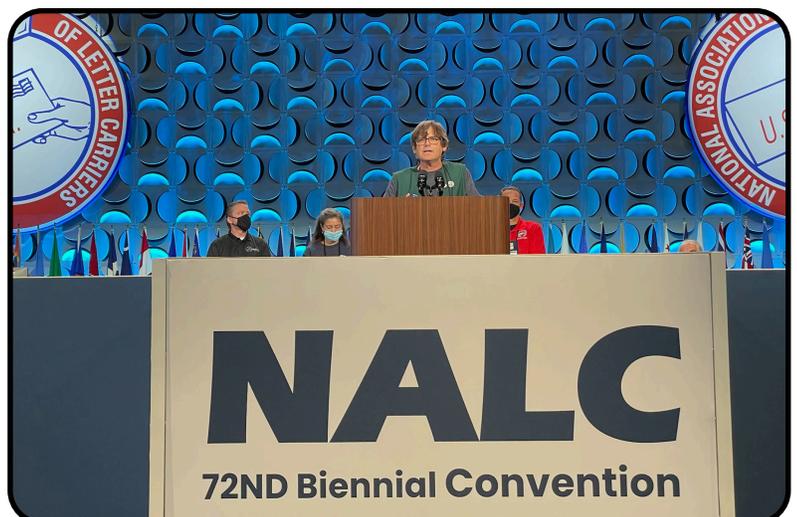
I, as president, thank you for sending me to the 72nd National Convention to represent you. As always, I believe that Branch 82 is the best branch in the country, and we will continue to be a voice in how our national union is shaped for the future.



MDA Rep Abe RedCloud and President Norton accept an award for MDA fundraising with President Rolando and others.



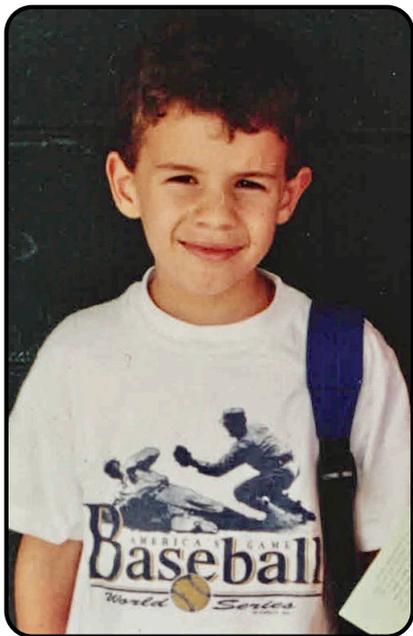
President Rolando, Editor Suzanne Miller, and Secretary-Treasurer Matt Pierce accept the 1st place award in the Promoting Unionism category for Branch Publications.



Health Benefits Officer Eric Matras gives the MBA Committee report to the membership, approximately 5,000 letter carriers.

Locality Pay: For a Few Dollars More

- Jon Cabral, Chief Steward & Recording Secretary



I have now had the honor of representing the Branch 82 membership as an elected delegate to the National Convention for a second time, and I can say without a doubt that being in a room with over 5,000 letter carriers is exhilarating. Just like the National Convention in Detroit, hearing all the letter carriers' voices together as one was an incredible experience.

Despite not having a National Convention since 2018, I was shocked to see that there was not as much

business to discuss. Most issues discussed were straightforward, and there weren't as many resolutions and by-law changes as I expected there to be as a result of the time gap. Another surprise came with the fact that Branch 82 had submitted a good portion of the resolutions that were brought to the floor of the National Convention and were one of only a handful of branches to do so. Though the democratic process moved swiftly, resolutions did not come without tough subjects and sore feelings. Some issues were hotly contested; because of this, one could have anticipated an actual debate, though that debate would never come. Debates were silenced due to the question being called too early with a quick second following behind and the subsequent vote upholding the call. This forced the vote on some issues prematurely, not allowing for the full arguments to be heard. This happened on more than one occasion, but in my opinion, the issue it hurt the most was that of locality pay.

Locality pay can be described as a cost-of-living adjustment (COLA) for a given area of the country, which varies from area to area. From the federalpay.org website:

"Each Locality Area has a Locality Pay Adjustment percentage, updated yearly, which specifies how much over the GS Base Pay government employees working within that locality will earn. Therefore, localities with a higher cost of living have a higher adjustment percentage than cheaper localities."

All places where letter carriers work outside of the continental U.S. receive a territorial cost of living allowance (TCOLA). All letter carriers within the continental U.S. make the same amount regardless of where they work. Though for example, the Locality

Pay Adjustment percentage for the state of Hawaii is 20.4% and the percentage for Portland, OR is 24.34%, so the question can be asked, is it fair that the carriers in the state of Hawaii receive a TCOLA while the carriers in Portland do not? I will now try to briefly describe the issue from a few different perspectives.

The Good: The benefit to having a built-in locality pay to our pay schedule is that all letter carriers regardless of where they work will receive a salary that they can survive on in the area they live. This would make all letter carriers across the country equitable with each other, making sure that they can afford the same lifestyle in one area as can be afforded in another, as opposed to being equal to each other, where carriers in cheaper parts of the country live much better lives than those carriers who live in more expensive parts of the country. One argument that frequently comes up is that letter carriers can just choose to live in a different part of the country where it is cheaper to live. For me, this is the most irrational and illogical argument a person against locality pay can come up with. There is a universal mandate for mail to be delivered to all areas of the country, and if letter carriers only lived in the parts of the country they could afford off of our salary, there would be no delivery in some of the most populated areas, essentially making the USPS fail their mission which would result in the demise of the USPS, a vitally essential service for the inhabitants of this country.

The Bad: The drawback to locality pay is that if implemented, on its surface, it appears that letter carriers in the more expensive areas of the country will be taking away from the carriers that live in the cheaper areas of the country. It makes it look as if one portion of the country's letter carriers are getting compensated more for performing the same work than the letter carriers in a different part. Those opposed to locality pay bring up the fact that a letter carrier's job is the same everywhere and therefore all letter carriers should be compensated equally- though this is already not true, as stated above, Hawaii who gets a TCOLA has an overall lower cost of living than that of the greater Portland metro. In my opinion, those opposed to locality pay only have superficial arguments that don't justify the disparity that exists due to the unchangeable fact that certain areas cost more to live and work in, and yet those areas still need to have mail service. We cannot deliver the mail from home; we have to live within a reasonable distance from our delivery unit in order to be able to do our jobs and serve the American people.

And the Ugly: Now down to the nasty truth of the locality pay issue. Firstly, if we as a union are unable to have an actual debate on this issue where both sides are willing to listen, compromise, and understand, then we will not see a favorable resolution. There is a simple fact here: the only way we can solve the USPS staffing problem is to offer competitive pay specific to the part of the country that letter carriers are working in. If we are not able to do



MDA Report

- Abe RedCloud, MDA Rep

this, then the coastal cities, large metros, and extremely rural areas will slowly start to lose the ability to maintain proper staffing which will ultimately result in increased forced and/or mandated overtime, and the eventual inability for the USPS to provide delivery service in these areas. The USPS will fail in their mission to provide universal service, which leads to its dismantling by the politicians who will then sell it to the highest bidder. The fact is this career needs to be a good middle-class job regardless of what part of the country a letter carrier is living in, not just for those who are lucky enough to live in a place that is not negatively affected by extreme economic circumstances.

In conclusion, I believe I have come up with a solution that will solve this problem in a way everyone can accept and will allow the union and the Postal Service the ability to target specific installations who have bad staffing problems. I have submitted a resolution to the resolution and by-laws committee that will ensure the USPS and our union will have the ability to hire competitively without providing an overall benefit to one group of letter carriers over another. I look forward to it being read at the next meeting, printed in the b-mike, and then eventually debated on this fall.

Top 20 Locality Pay Areas and their Pay Adjustment Percentage

1. San Francisco, CA SF 42.74% 2022
2. New York City, NY NY 35.06% 2022
3. Houston, TX HOU 33.96% 2022
4. Los Angeles, CA LA 33.61% 2022
5. Washington DC DCB 31.53% 2022
6. San Diego, CA SD 30.87% 2022
7. State of Alaska AK 30.42% 2022
8. Hartford, CT HAR 30.20% 2022
9. Boston, MA BOS 30.09% 2022
10. Chicago, IL CHI 29.18% 2022
11. Seattle, WA SEA 28.28% 2022
12. Denver, CO DEN 28.10% 2022
13. Detroit, MI DET 27.86% 2022
14. Sacramento, CA SAC 27.30% 2022
15. Philadelphia, PA PHL 26.95% 2022
16. Dallas, TX DFW 25.68% 2022
17. Minneapolis, MN MSP 25.49% 2022
18. Portland, OR POR 24.34% 2022
19. Miami, FL MFL 23.80% 2022
20. Atlanta, GA ATL 22.63% 2022



Happy September, everyone. I hope you all had a great summer! I for one will be glad that hopefully the hot weather is going away by now and cool weather is coming back. And WOW, check out that 18-year-old picture of me from senior year. Lol. After this I kept growing my hair through my mid-20's and had

it down to my waist for years. Anyway, enough about me! This is about MDA!!!!

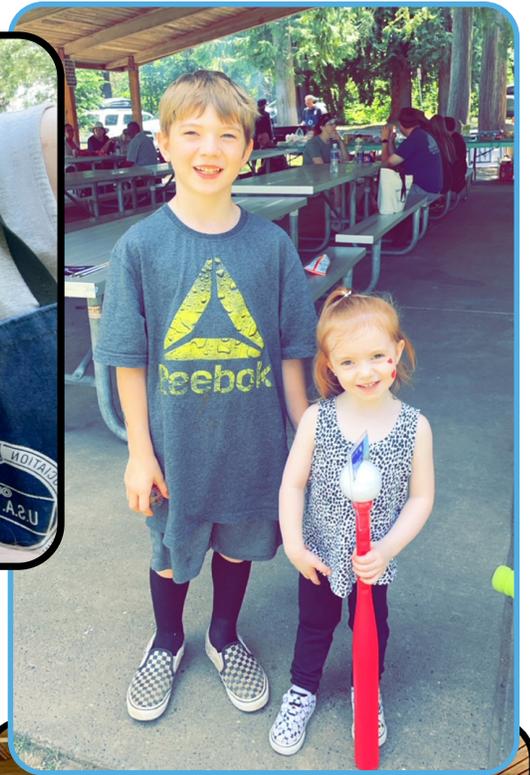
First off, I would like to go back to my last article from July and put in one last BIG thanks to the Evergreen Station!!! The organizers there that sold tickets for the MDA raffle did a phenomenal job! They sold OVER 300 tickets!!! By far the MOST tickets sold by ANY station in the history of Branch 82's MDA raffle! Do you want to know how to get your ticket sales up next year for your station? Talk to any of the ticket sellers from Evergreen! They know what's up! So, thank you Evergreen Station for the amazing work you did for MDA! We all appreciate each and every one of you!

Now let's talk about the NEXT EVENT!!! The next event will be **Fill The Satchel**. As usual this event will run through the month of October. To participate, all you have to do is go into any NW Priority Credit Union and make a donation to MDA. It's that easy! I don't have the dates yet as it is July 31st when I write this and we haven't solidified the dates, but I will have them in the October B-Mike when the event should already be going on. So please make a point to stop into a NW Priority Credit Union and make a donation in October. Not a member? No problem, and maybe even better! You can go in, make a donation, and check out this AMAZING credit union that holds USPS employees in a special place! I'm not just saying that either; check them out, and you will see what I mean!

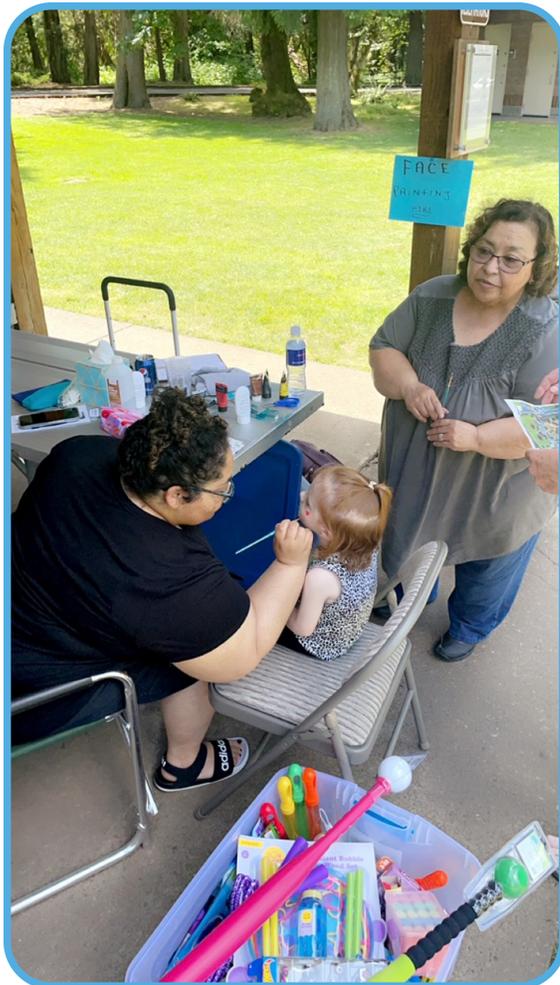
That's all for now everyone,
In solidarity,
Abe RedCloud



B-Mike



Summer Vacation



Branch Picnic



On the Street, Inside Your Head, On Every Beat

- Betty Nash, Vice President



Well, the heat is on. I am writing this article at the very beginning of July, and it's not too hot yet, but we all know that it's coming. Last year we had some ridiculously hot days reaching up to 117 degrees in the Portland Area.

Normally, Oregon has very moderate weather compared

to other parts of the country, and I for one am very grateful for this climate and lots of rain which keeps Oregon so green and beautiful.

Oregon's moderate weather was one reason that most people were caught off guard last year by the deadly heat wave. The amount of people with air conditioning in Oregon is low because we usually don't have that many extremely hot days to deal with. As a result, it is reported that 96 people died of heat-related illness last year and there were 3,000 heat-related visits to emergency rooms in the Pacific Northwest. These statistics don't even take into account the number of people that suffered from minor heat-related issues that did not seek medical attention.

I was delivering mail last year during the heat wave, so I understand how much hotter it gets in the vehicle. Last year I couldn't even pretend to be amused when someone asked if I had air conditioning. I had to stop delivering and return to the office at about 1:30 pm when it was 116 degrees outside. I had thought that I was managing by drinking lots of water, wearing a sun hat, and wiping my face often with a cold washcloth, but I was wrong.

I had been delivering my route for almost 30 years. That's right, a long darn time, so I knew my route and my customers extremely well. Then about 1:30 I was delivering to an NBU and after I finished I thought to myself, that's not right, I knew I had misdelivered the mail. I took the mail out of the mailbox and looked at

it and sure enough, I had put the wrong mail in the mailbox. So, I proceeded to redeliver the mail, and damn if I didn't make the exact same mistake. I thought OK, let me try this one more time. I removed the mail and delivered it again, and again I put it in the wrong box. That was it!! There is no way I am misdelivering mail three times on a route that I know so well. I pulled over and called the station to let them know that I was bringing back the rest of my route and going home.

Thankfully they didn't give me any crap about it, they just said OK. When I got back to the station, my supervisor asked if I needed cold water and I said yes. He got me my water, I gave him all of my keys and scanner and said, "you are going to have to take care of the mail in the truck, I am just too tired."

My point in telling you my story is that we may not realize how much we are affected by the heat until it's almost too late. We need to monitor ourselves for changes. Do you have a headache (not just a regular headache), are you feeling lightheaded, muscle cramps, etc? There are many signs to watch out for. The USPS has cards with all of the signs of heat stroke and heat exhaustion to watch out for, and we should all read the cards and keep them with us.

I also want to emphasize that not only do we need to screen our own bodies, but we should also look out for our fellow employees for signs of heat exhaustion/stroke. There are many new CCAs that will need your support. Let them know that in the heat, the truck is nothing but a tin can that will make you feel like you are melting. Tell them that there is no such thing as taking too much water with you. If you are on a walking route and a customer has their sprinklers on, it's almost mandatory that you walk through them at least once each way. If a customer offers you a drink, TAKE IT! But always say thank you.

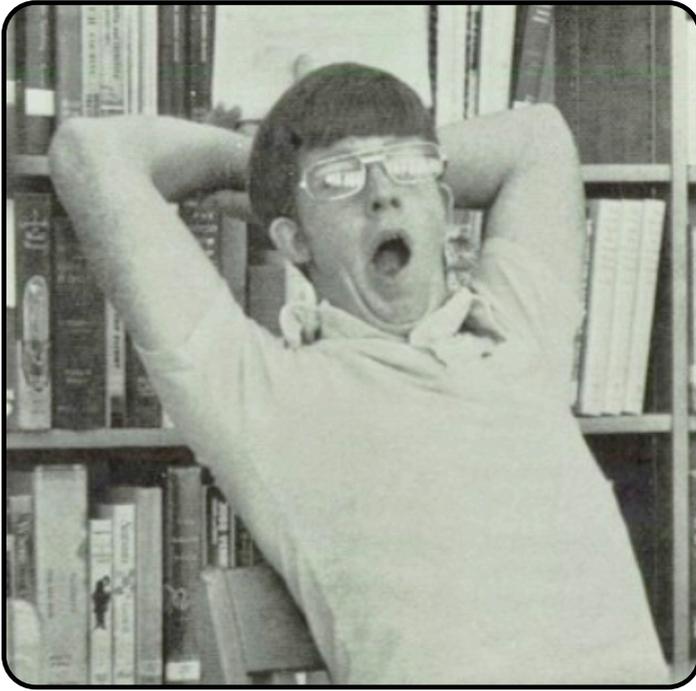
Take breaks in the shade or in a cool location, take lots of liquids, protect your skin, cool your skin, and rest as needed. This is not a complete list of course.

Extreme heat disproportionately affects vulnerable populations including older people, homeless people, and those that work outside. Who works outside? Who are essential workers? Who does the public depend on every day? Who often are the only people that an elderly person may interact with during the day? Who delivers vital medications? Of course, that would be the most important people in the post office, city letter carriers.

Remember, ladies and gentlemen, we have a job to do, but we need to do it safely. If the time comes when we can't do it safely because of the intense heat, then we need to put our health and safety first.

The Family Medical Leave Act (FMLA)

- Mike O'Connor, OWCP Rep



FMLA entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. Eligible employees are entitled to:

Twelve work weeks of leave in a 12-month period for: The birth of a child and to care for the newborn child within one year of birth; the placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement; to care for the employee's spouse, child, or parent who has a serious health condition; a serious health condition that makes the employee unable to perform the essential duties of their job; any qualifying exigency arising out of the fact that the employee's spouse, child, or parent is a covered military member on "covered active duty,"

or

Twenty-six work weeks of leave during a single 12-month period to care for a covered service member with a serious injury or illness if the eligible employee is the service member's spouse, child, or next of kin (military caregiver leave).

As an employee of the USPS, you are eligible for coverage

under FMLA. Additionally, in order to be eligible, you must have worked for the USPS for twelve months and have worked 1250 hours in the previous twelve months. So, even as a USPS employee, if you do not meet the employment requirements you will not be eligible for protection under FMLA.

Once you have determined that you are eligible to take advantage of FMLA, what next? Thanks to the good people at National, the NALC has developed simple one and two-page forms that can be used to file a claim under FMLA. Go to nalc.org and search for FMLA. You will be directed to several links, the first of which will take you to a page that has links to each form that you would need to fill out. The forms come with an instruction page that will walk you through the process which includes information about the person with the medical condition and the medical facts surrounding the case that the doctor will write up and sign.

One important thing to note is that one of the questions asked of the doctor is how long the condition will likely persist. The folks at the FMLA office that approve these cases do not like answers like, "forever," "indeterminate," and "lifetime." So please ask your doctor to set a time limit and if necessary, the form can be updated when that time period is over. As long as the form is fully filled out and a medical professional signs the document, there should not be any issue having your claim approved.

Once the paperwork is complete you will fax the form to Western Area HRSSC FMLA: 1 (651) 456-6071. If you do not have access to a fax machine, you can mail it to the union hall and we will happily fax it for you.

Please note that approval is not necessary when adding a new child to your family. Whether by birth, adoption, or placement into foster care, an employee is simply notifying management of the happy event and letting them know that they will be taking time off to bond with the new arrival! I would suggest filling out a 3971 when presenting management with the FMLA paperwork to make them aware of the time period in which you will be off work. (Note: this time off would be covered by annual leave and/or LWOP.) If taken as one block of time management has no course but to accept that you will be absent, tending to your new family member. The time can also be spread out over the course of one year, but in that case, management would have to agree to the scheduled absences in advance.

If you ever have questions about FMLA, OWCP, or filling out retirement paperwork, don't hesitate to contact me at the branch on Wednesdays and Thursdays or by email at: branch82owcp@gmail.com.

Meet the Steward:

Ryan Mills, Holladay Park



The letter carrier craft at Holladay Park is a special kind of delivery. It does not take long to encounter an array of delivery experiences and to meet all the characters at the station. So far, this year has been the toughest in recent memory at our station. The

carriers at our station have worked through this time of struggle, sometimes with some strife and heartache, and I feel proud to be the shop steward. It may not be perfect, but Holladay Park is full of support and friendships.

Holladay Park is not a large station. Twenty-eight routes and one auxiliary. The station serves 97212 and 97227, making up a wide range of deliveries. The building is its own character: the familiar crust in the retro-tiled bathrooms and the crumpled corner of the infrastructure from an Amazon truck mishap. We can't drink the water; we bump our pumpkins into each other trying to make it to our case. It is, in its own way, sort of endearing.

Lately, the job conditions have brought an uncharacteristic struggle to Holladay Park. The hours are long and too many, the weather is unkind, the mail is annoying, and the sections seem endless. Retirements, injuries, the mistake some make of going into management, etc., have made 2022 the most difficult year experienced at Holladay Park in a long time. As soon as we overcome one struggle, another pops up to cause new heartache. Relationships, not just interpersonal but also our

relationships toward the job, have been tested, and continue to be. But the carriers show up; the mail gets delivered.

What I find inspiring is that, through this most recent time of struggle, the letter carriers of Holladay Park find things to laugh about, ways to get by working together even against the long hours and unkind conditions. We may be a bit peeved in the morning, but it feels fine when we are back at the station together, relating the stories of our individual days to each other, making fun of the encounters we had, and then clocking off feeling at least okay, if not content. It's this kind of solidarity that is inspirational in the workplace. We are in a common struggle: the mail, management, our relationships with the job and each other sometimes cause discontent. But we have each other. Holladay Park is not perfect, but we show up and carry forward together.

I have been a letter carrier for just over seven years, and a shop steward going on three years now. I became a steward for politically ideological interests. Being a shop steward has brought more fulfillment to my job-life, and I have met truly great people and made wonderful friends through our union, especially at Branch 82. To me, witnessing solidarity in the workplace, and working to strengthen the feeling of solidarity at Holladay Park are the most fulfilling aspects of being a letter carrier and a shop steward. The solidarity at our station makes it a little bit easier to do the job. I love my fellow Holladay Parkers! I will continue to work for them and for a better Holladay Park.

In solidarity,
Ryan Mills



Holladay Park Crew!

PROPOSED RESOLUTION

Resolution: Resolutions Based on Non-Letter Carrier Issues Shall not be Printed in the B-Mike

Whereas: The stated purpose of the NALC in both the National Constitution and the Bylaws of Branch 82 is: "The objects of this Branch are to unite all employees who are eligible for membership... into one harmonious body for their mutual benefit, and to assist the National Association of Letter Carriers in its efforts to improve the condition of its entire membership."

Whereas: Branch 82 has the right to establish any editorial policy for enforcement by the editorial board that does not violate the law, constitution or bylaws and is equitably enforced.

Whereas: Printing resolutions on issues outside of those directly affecting wages, hours, and working conditions of letter carriers and the benefits of retirees serves to politically divide the branch.

Whereas: Branch 82 belongs to other labor organizations such as the AFL-CIO, Jobs with Justice etc.... that engage in the political arena on behalf of all working people including letter carriers.

Whereas: The B-Mike is the official publication of Branch 82 and should serve to unite and inform our membership.

Whereas: Branch 82's membership is made up of diverse people with diverse political opinions, and this should be seen as a strength not a weakness.

Whereas: A small group or individual should not have the right to print anything in our B-Mike that serves to divide or cause strife among our membership that does not directly involve letter carrier issues.

Therefore, be it resolved: That Branch 82's editorial policy as enforced by the executive board be to not print in the B-Mike any resolutions that do not directly affect the wages, hours, and working conditions of letter carriers or the benefits of retirees.

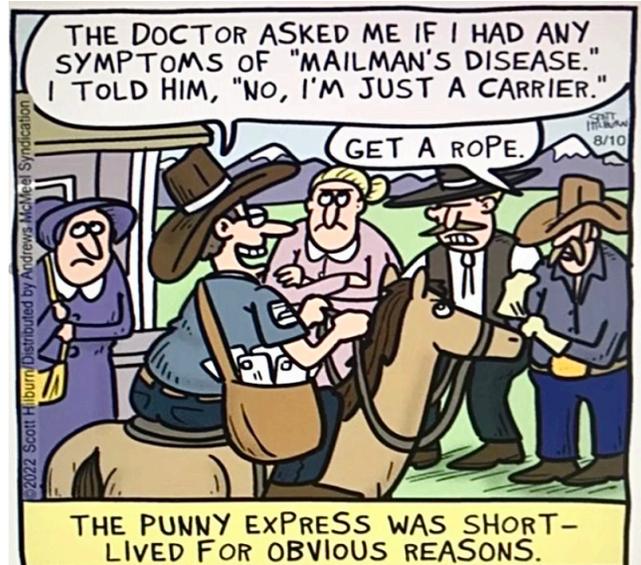
Submitted By:

Jillian Andreason, Andrew Baron, Damien Barthelson, Marty Brainard, WG Brink, Don Cadwell, Chad Cartwright, Linda Cassata, Josh Chambers, Samuel Couser, Sydney Criteser, George Crosland, Mike Deschaine, Monte Drake, Matt Duncan, Terri Earnest, Brian Emerson, Jason Finn, Shannon Gregory, Karlee Hall, Scott Hamilton, Kristin Hargis, Benny Harris, Cody Harris, Cameron Howlan, Randall Hoxie, Kollin Lumin, Chrissy Malone, Eric Matras, Jennifer McGeorge, Sarah McLaughlin, Susan Melcher, Suzanne Miller, Matthew Moore, Siri Peterson, Matt Pierce, Abe RedCloud, Brandon Sanchez McCabe, Richard Shay, CJ Smith, Charles Soloman, Kimberly Steffey, Randy Stein Jr, Joseph Struck, Mike Swartz, Adam Tuttle, Justin Wallace, Nick Weston

In Memoriam Cynthia Pickett

100% Organized Offices

Aloha
Collections
Forest Park
Holladay Park
Hillsboro
Midway
Parkrose
Piedmont
Rose City Park
Sellwood
St. Helens
Tigard
Waterfront



POW/MIA REMEMBRANCE

- Bruce Hall, Veterans Representative

POW/MIA Recognition Day is observed on the third Friday of September each year. This year it is September 16, 2022. This is a day that we remember the loved ones who have been left behind and reach out to honor our nation's unaccounted for Prisoners of War and Missing in Action.

There are some basic ceremonies with various modifications used at banquets, dinners, and other events by veterans' organizations and at military installations, especially in conjunction with POW/MIA Recognition Day. We use them to remember the persons unaccounted for, represented by the following statistics. The latest updated numbers I have are from August 1, 2022. At that time, there were still 72,307 Americans listed as missing in action from World War II; 7,537 still missing from the Korean War; 1,584 still missing from the Vietnam War; 126 from the Cold War; 5 from the Gulf War; and 1 from Eldorado Canyon, Libya, 1986. These numbers are still changing because we have the Defense POW/MIA Accounting Agency (DPAA) continually working to locate and identify the remains of Americans who have been Prisoners of War or have been listed as Missing In Action.

We must ensure that our government continues to fund the DPAA. Their work has been so rewarding in identifying remains and bringing closure to families who have loved ones who served and are still missing.

Our country has done some things to help us remember POW-MIAs. There is an impressive National POW Museum in Andersonville, Georgia, and the POW/MIA Recognition Day was established in 1998, which is the 3rd Friday of September. President Donald Trump signed the National POW/MIA Flag Act into law on November 7, 2019. Law now requires the POW/MIA flag to be displayed whenever the American flag is displayed on prominent federal properties, including the White House, U.S. Capitol, World War II Memorial, Korean War Veterans Memorial, Vietnam Veterans Memorial, every national cemetery, the buildings containing the official offices of the Secretaries of State, Defense, and Veterans Affairs, office of the Director of the Selective Service System, each major military installation, each Department of Veterans Affairs, medical center, and each U.S. Postal Service post office.

Remembrance services are held including the Missing Man Table and Honors Ceremony which is used to honor missing loved ones or comrades-in-arms. It can be done with a large table with six empty place settings representing Americans still missing from either the Army, Navy, Air Force, Marines, Coast Guard, or civilians. There is a smaller ceremony focused on the individual missing soldier. The moderator calls attention to the table and explains the meaning of the items on the table.

*The roundness of the TABLE stands for our everlasting concern for the missing.

*The whiteness of the TABLECLOTH symbolizes the purity of the motives of those who answered the call to duty.

*A solitary CANDLE burns to represent the upward reach of their unconquerable spirit.

*The single RED ROSE in a vase is there as a reminder of the lives of each of the missing and their loved ones who keep the faith, still waiting for answers.

*The RED RIBBON tied around the vase shows our continued determination to account for the missing.

*A LEMON SLICE on the bread plate is to remind us of the bitter fate of those captured or missing in a foreign land.

*A pinch of SALT recalls the tears endured by those missing and their families who seek answers.

*The BIBLE represents the strength gained through faith to sustain those lost from our country, which was founded as one nation under God.

*An INVERTED GLASS symbolizes their inability to share in the day's toast.

*The CHAIR stands empty to express their absence.

Each symbol expresses both our grief and our hope. The Ceremony ends with a toast to the missing and to the success of efforts to account for them.

As we remember POWs and MIAs especially on National POW/MIA Recognition Day, try to imagine what it's like to have a loved one who is a POW or is MIA. It is a daily nightmare with no closure. As we fly the POW/MIA Flag, remember those who we fly the flag in honor of and pray that they will be accounted for someday.

My VFW post, in conjunction with the North Portland Eagles 3426 is having a special event on POW/MIA Recognition Day, Friday, September 16, 2022. We will have a spaghetti dinner from 5:00pm to 7:30pm. The dinner will be a fundraiser for a Veterans Helping Veterans H. Q., VFW Post 1325's student essay programs which are "Patriot's Pen" and "Voice of Democracy." Cost will be \$10.00. At 7:30pm, we will have a POW/MIA Remembrance Program including the POW/MIA Missing Man Table Ceremony and a special speaker, Dick Lovegren (Oregon Coordinator of National League of POW/MIA Families). Spaghetti Dinner Menu: salad, spaghetti (all you can eat), garlic bread, dessert, beverages (non-alcoholic). If you would like to attend or would like additional information, contact me, Bruce Hall at 503-285-8468 or email me at vfwbruce@gmail.com.



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B·Mike

Retiree Luncheon

- Sammy Smith, Director of Retirees

It was late in 2019 when we held our last retiree luncheon at Izzy's on 82nd Ave. That was our last luncheon held until July 26, 2022, all due to the invasion by the COVID-19 virus which has turned our world upside-down, and the losses have been staggering. Going on three years, the virus is unfortunately still with us, but we have somehow learned to co-exist primarily by wearing face covers and avoidance of people in crowded quarters. NALC and Branch 82 continue to persevere with an abundance of caution and careful planning.



Because NALC was in Convention in Chicago August 8-12, we did not make plans for another retiree luncheon until September. Special shout out to everyone that joined up with us for the July luncheon as we attempt to reboot and reconnect. It was nice to see some regulars again along with several new faces.

As the director of retirees, my goal is to serve Branch 82 and its retirees, to bridge the gap between active and the retired carriers, and to create and nurture an environment that welcomes both the retired and the working carrier as well.

If you are one of those carriers that has recently retired during the pandemic, we especially reach out to you and look forward to greeting you in September. I believe we can all learn from each other and that we are at our best when we feel the connection and the fellowship along with good food.

Respectfully,
Sammy Smith

Retiree Luncheon

September 21st
IHOP
4931 SE 82nd Avenue
Portland, OR 97266
NOON
(3rd Wednesday of each month)
All retirees are welcome.
All letter carriers are welcome.



President Norton and Director of Retirees Sammy Smith were happy to welcome a crowd to the retiree luncheon.



Retirees and family joined together for the return of the retiree luncheon in July. All are welcome to participate. See details above.



Last Punch Bunch

Scot Grossnicklaus - Parkrose

Soochang Kim - Tigard

Ken Niemeyer - Hillsboro

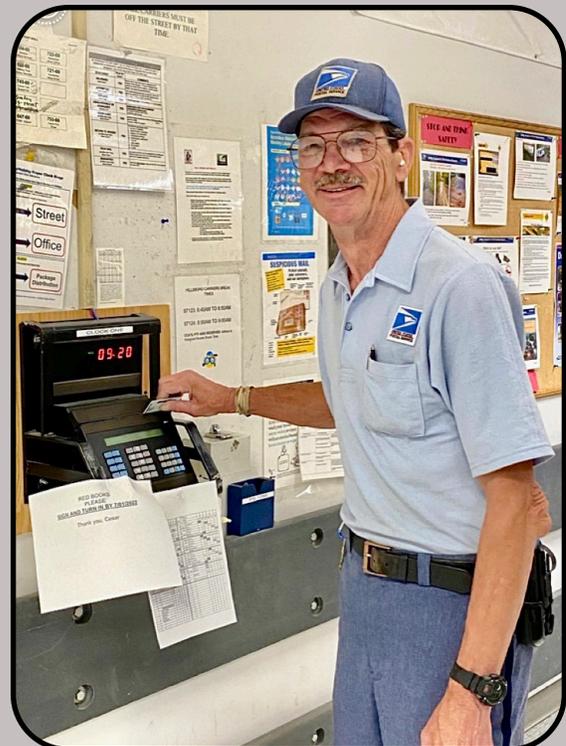
William Olsen - Lake Oswego

Doug Steele - Creston

Roxanne Tibbetts - Lents



Doug Steele has left Creston to join the ranks of the retired.



Ken Niemeyer happily makes his final End Tour out of Hillsboro.



ACTIVE DUTY

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

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

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

Casey James (Waterfront) Army, Jordan

Roberto Jimenez (Creston) Army, Qatar

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

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

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

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

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

Dean Schuchardt, son of Patricia Schuchardt (Multnomah)
Army

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

Tom Totten, son in law of Lee Travis (retired)
Army, S. Korea DMZ

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

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 Ave, Portland

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, July 13, 2022

Call to Order: 7:11

Pledge of Alliance: Bruce Hall

Deceased Members:

Cynthia Pickett- retiree, Multnomah
Clyde Wilson Jr- retiree, Gold Card member

Moment of Silence

Roll Call of Officers:

President David Norton, Vice President Betty Nash, Secretary-Treasurer Matt Pierce, Chief Steward & Recording Secretary Jon Cabral, B-Mike Editor Suzanne Miller, Health Benefits Officer Eric Matras, Director of Retirees Sam Smith, Sergeant At Arms Chuck Solomon, Safety Officer Don Cadwell, MDA Representative Abe RedCloud, Executive Board Members at Large Randall Hoxie, Janelle Lee, Trustees Lois Brumfield, Casey English, Dave Esch, Julius Fildes, Ted Lulich, George Wallenstein, LCPF Representative Sue Canfield, Veterans Rep Bruce Hall

Officers Absent:

Cadwell, Lulich.
English, excused.

First Time Members:

Liz Gillman, Piedmont

Visitors: Finnley O'Toole– Eugene Main (Training), Branch 916, Shane Gerber– Eugene Southside (Training), Branch 916

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

Membership Report:

Regular: 1167, PTF: 2, CCA: 180, Retiree: 519, Gold Card: 77, Management & Other Crafts: 40, New Members: CCA-15, Total Membership: 1988, Non-Members: 36, Organized: 97.4%

Retired: Seog Lee– Tigard, Kenneth Nemeyer– Hillsboro, Douglas Steele– Creston, Craig Wareham– Lake Grove
Canceled: Joshua Knottingham – McMinnville – Craft Transfer
Separated: Kerri Allan– Parkrose, Brian Crawley– Gresham, Johann David - Hill-

sboro, Jessica Dolan– Sellwood, Geoffrey Dow– Parkrose, Anthony Masterson – Multnomah, Phat Tran– Lents

Secretary Treasurer's Report

Financial Transaction Report/

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

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

Unfinished Business:

President Norton reported that the resolutions submitted to National were all approved.

New Business: Norton announced a Postal Heritage Rally on July 26th at East Portland. Partridge made a motion to support thr rally. Carried.

Trustee's Financial Report

Resolutions and Bylaws:

Falvey read a newly submitted resolution. The membership then discussed and voted on two other resolutions: Establishing a New Overtime Desired List and a resolution to change the State Association's Bylaws to have equal representation for all members from all branches. Both passed.

Health Care for All Report

Partridge informed the members that there will be a Health Care For All rally at noon on July 30th.

Pride Parade Report: Esch gave a recap of the Pride Parade and reported that 15 members attended and walked in the parade. He would like to see more people come out next year, and there will be a committee to ensure that there is more participation in the future.

Labor Management Report:

President Norton reported that we have zero removals in the branch, and we just had six conversions. There will be a mass conversion of 78 CCAs to PTFs on July 30th. Julius Fildes is going to be our district lead for the route adjustment process and Casey English is going to be our number two. Fildes then spoke about

how he has been immersed in this process for about a month. It is their goal to adjust every zip code in the district over the life of this memorandum which goes through the end of 2023.

Health and Safety Report

Legislation Report: Norton discussed an appropriation bill to give the USPS money. There is a shipping equity bill that would allow us to deliver alcohol. He also talked about the retirement and fairness act, which we call the Randall act here locally, to give non-career employees the opportunity to buy that time back. It's currently stuck in committee.

Labor Solidarity Report:

Norton and Partridge discussed Starbucks and the Providence nurses' contract.

MDA Report: Redcloud announced that we raised \$5,955. A few members from the crowd donated more money on the spot to get us up to \$6,000. Abe then announced the winner of the MDA raffle.

Retirees' Report:

Smith informed everyone that we are going to have a Retiree Luncheon again and that it is coming up at noon on Tuesday July 26th at IHOP.

Veterans' Report: Hall discussed the VFW convention he attended last month. The Hollywood Veterans Day Parade has been discontinued.

Good of the Association: Willie Groshell announced there will be a State Convention next year hosted by Branch 347. Norton discussed the recently held Branch Picnic and reminded the membership that the Labor Day Picnic at Oaks Park has been canceled.

Kitty Award: Mike O'Connor won \$71.
Jackpot: \$595 went unclaimed by Patricia Ball, retired.
Treasure Chest: \$100 went unclaimed by Jack Nelson, West Linn.

Norton thanked tonight's hospitality (Cody Harris) for providing dinner.

Adjourned: 8:42



B-Mike

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



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The next General Membership meetings will be held
Wednesday, September 14 and Wednesday, October 12, both
at 7pm. Dinner will be served at 6:30. We are following CDC
guidelines and state and local restrictions regarding COVID. All
meetings are subject to change.

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- Cool scanner with games!
- Free cookies and stuff from customers
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- Possibility of having a day off

REQUIREMENTS

- Ability to mind well, (like when Mommy and Daddy tell you to do something)
- Kindergarten graduate
- Capable of lifting up to 70 pounds
- Ability to quickly learn acronyms, (fancy ABCs)
- Must enjoy playing scanner games
- Must like mail
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