



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



Happy 100th Birthday, Eldon Ashmore!

Eldon Ashmore Turns 100



Eldon's Last Punch, February 1980. Notice the authentic time clock- the origin of the phrase "Last Punch."



Photo of the Oregonian article written about Eldon Ashmore, December 1979.

Branch 82 member Eldon Ashmore reached his 100th birthday on Sunday, November 24. I know Eldon as the elder Ashmore, as his grandson Mark followed in his mailman footsteps as the younger Ashmore. I met Mark when he would accompany his grandfather to retiree banquets. When I learned from Mark that Eldon would be turning 100 this year, I wanted Branch 82 to help in the celebration.

The Ashmore mailmen have kindly offered photos and information from Eldon's interesting and long career, which has turned into a wonderfully long retirement. The Oregonian wrote a piece on Eldon just before he worked his last peak season in December, 1979. A photo of that fun article is included here. I asked Eldon to write a little something about his life in the Postal Service, and the result is on the adjoining page. Thank you, Eldon! Thank you for writing about your experience and for your many years of service. Cheers to 100 years! We are so grateful to have you and your grandson in our union family.

Suzanne Miller



Eldon being honored for 75 years of NALC membership in September, 2023 with National President Brian Renfro, Director of Retirees Sam Smith, and Branch 82 President David Norton.



Eldon and his grandson Mark celebrated his 100th birthday last month.

My History In The Post Office

- Eldon Ashmore, Piedmont Retiree

I went to work at the post office in July 1948. I worked at the Main Post Office downtown. The building was built in 1910. There was no air conditioning and it had poor lighting. My hours were 5:30pm-2:00am. I started on a facing table where I would sort different sizes of mail. We had to learn addresses in each zone on our own time, then they would test us on it. Occasionally the supervisors would test the honesty of their employees by placing small amounts of change on the table, and if you took it they would fire you. I was surprised at how many people would take it. The hours were awful. I would get home around 2:30am and try to get some sleep. It became really difficult when my wife and I had a baby at the end of December 1948. The baby would wake up every time I got home in the middle of the night.

After a year of this I traded jobs with a carrier at Piedmont Station. They wanted to be inside and I wanted to be outside. They gave me no training and assigned me to the carrier's route that I traded with. After two weeks they put his route up for bid,

and because I lost my seniority for five years (as was the rule) I couldn't get a decent route. I was stuck on his route. They assigned me route 1105 which had all the hills between Skidmore and Mason on 15th, 16th, 17th, and 18th. It was not a good route, especially in the winter. The winter of 1949 was terrible. I started to think that I made a mistake trading crafts, but I did luck out.



Carriers were allowed to grow a beard to celebrate Oregon's Centennial. December, 1959.

They added a new route which moved my route away from the hills. I now started on 19th and went to 23rd street. I delivered between Alberta and Mason. It was a nice route. I stayed on it for about 25 years. I met my second wife on that route. Donna and I got married after many years of delivering her mail.

The first year I carried mail we would do two trips a day. We would go out twice to deliver mail. That was a waste of money for the post office. When I started as a carrier they had us take the bus to and from our route. After a few years they let us use our own car and gave us the bus fare to keep. That was a good deal, but that stopped after a few years and we switched to Jeeps. They were the biggest piece of junk and would always break down.

I was on route 1105 for about 25 years, then I bid to route 1115 which was near 33rd and Killingsworth. I retired from this route after about five years. I was always glad I became a letter carrier. I really liked it.



1950. Eldon, age 25, in his first full year as a letter carrier.



Piedmont Station, 1957. Eldon is front row center in front of the supervisors.



Put a Bow on 2024

- David Norton, President

By the time you are reading this, we will be in the throes of peak season and the holidays will quickly be upon us. That means increased packages, colder weather, and darker days. It can be a tough time of year. There is nothing like having your kids waking you up on Christmas morning after you have fallen asleep on the couch in your uniform.

It is also one of the most important times of the year for the Postal Service. Peak season is where they make the majority of their money. As hard as it is to handle the workload, those extra packages and catalogs mean better financial health for the Postal Service.

We will also be wrapping up the year 2024, and it turned out to be an interesting one overall.

As a union, Branch 82 was very successful in filing grievances on contractual violations, of which there were many. In fact, Article 8 violations rose in 2024 along with all kinds of other contractual noncompliance. Our stewards have been very busy. We also were very successful in defending letter carriers against management's discipline.

Additionally, our members voted to purchase a new building to use as a union hall. The current building we are in has been adequate for office space but cramped for our membership and steward council meetings. The new building will work for all of it. It is a much larger building that can accommodate our membership as well as the officers for the future. This was a bold move, and until our old building sells, the finances are going to be tight. However, we were going to have to sink some money into our current building, and moving into a much larger facility will ensure that our branch is investing in a place that will better serve our members going forward. It is a little scary getting into a new space and leaving the only Branch 82 union hall I have ever known, but investing in the future is something we should always be looking toward. Besides, we have been talking about getting a new place for a long time now!

Ultimately, a lot has happened and we will be wrapping up 2024 with a lot of questions. In the beginning of the year I wrote an article for the January issue of the B-Mike titled: 2024 Goals and a Look Ahead. In that article I picked out a few things to look forward to in 2024 with some goals and aspirations with each topic. Boy, did it all turn out to be a mixed bag at best.

Route Adjustments

At the beginning of 2024 we were dealing with the outcome of several adjustments during the TIAREAP route adjustment process. Guess where we are right now...the same place.

There are several offices that are still dealing with the results of their TIAREAP adjustment and still need to get fixed. We are now working without a joint route adjustment agreement, and management has gone back to the old ways of adjusting offices: through the 6-day route count process. This has happened at several offices and as of now we are awaiting the outcome of three stations. The implementation of the adjustment is going to happen after this year's peak season at the beginning of next year.

It wasn't all bad news as Piedmont Station did see another adjustment to fix the awful one done during TIAREAP. The new adjustment wasn't perfect, but it did put in two additional routes there and gave several routes some needed relief. All in all, route adjustments are still a major issue in Branch 82 heading into the new year. There is still a need to have some sort of joint process where the union has an equal voice in the adjustments that are being made and would have enforcement power through the grievance procedure when management attempts to force an improper adjustment to suit their agenda.

The Contract

Back in January, I mentioned that we should be getting a new collective bargaining agreement in 2024, and that happened. However, the reaction to that Tentative Agreement was not one of overwhelming support. Many people are upset over the raises and provisions (or lack thereof) that are included in the Tentative Agreement (TA). At the November 2024 Branch 82 General Membership meeting, attendees voted to endorse a "no" vote for the agreement. I have heard that ballots should be going out to all active members sometime in early December for a potential ratification vote. Every active member will have a say in whether this TA becomes our next National Agreement with the Postal Service or it is sent to an arbitrator for a decision. There are many opinions on the TA, and much has been written about it. The last issue of the B-Mike was almost solely dedicated to it. If you have questions about the TA, I urge you to read the November issue of the B-Mike.

The 2024 Election

As advertised, the 2024 election happened. Letter carriers in Branch 82 and all over Oregon delivered democracy to residents' doors in the form of ballots, voter's pamphlets and election materials. It was a safe, fair, and democratic election, and Donald Trump will be our president once again. I know that this gives plenty of people a certain measure of anxiety, but I would just like to remind everyone that we survived a four-year term with President Trump before. While Trump has been openly hostile to the Postal Service, his choice of Lori Chavez-DeRemer to lead the Labor Department was a positive one. Chavez-DeRemer, who recently lost her reelection bid for



Oregon's fifth district in the House of Representatives, was a supporter of many labor-friendly issues as well as many Postal issues. Hey, this election was a doozy. Who knows what any of it means for Postmaster DeJoy, his Ten Year Plan and the future of the Postal Service, but right now, we all still have our jobs and life is going to keep moving on.

Solidarity

My hope for 2024 was that letter carriers would have solidarity with their fellow co-workers and union members, and it is my deep regret that solidarity among carriers seems to have only dropped in 2024. A lot of this is due to the depth of unhappiness concerning the Tentative Agreement. Much of that anger spilled over to arguing amongst one another and devolved into personal attacks and pettiness, especially on social media. I understand that people have differing opinions, and having spirited debate amongst each other is a good thing. We certainly don't have to agree with one another, but we should still maintain some sense of decorum. Social media is such an ugly space. People can say whatever they want, unrestrained from the truth and void of any civility, without any repercussions. In this politically divided country, you see so much discord between those who don't agree with each other. I hate seeing it between fellow unionists.

I abhor social media. It has turned ordinary people onto conspiracy theories and falsehoods, turned families against each other, and has warped the minds of generations of our children. In my opinion, social media may be one of the most destructive things that humans have ever created. I get that it is nice to converse with family that may live out of town, and believe me, no one loves a funny kitten mashup more than I do, but often, social media is simply a place where lies, hate, and bigotry festers unchecked, and normal folks fall down rabbit holes of slander and dishonesty all while being controlled by an algorithm designed to lure you in. All in the name of making some rich asshole even richer. These are evil companies. It really blows me away that people so readily support the likes of Mark Zuckerberg and Elon Musk. People rail against others if they go to Starbucks or, God forbid, light up a cigarette, but so easily succumb to the poisons of social media. So much of what you hear on Facebook and the like are lies that are meant to divide us. This is anti-union management behavior. This is scab behavior. Be wary of what you read online. There are plenty of people out there whose goal is to divide people for their own personal goals. Don't believe everything you read.

Get your news from credible sources! Try and converse with your brothers and sisters in person when you can! Don't let them make a zombie out of you! Have love and understanding with one another! This was my hope for 2024, and it continues to be my hope for 2025.

All in all, this year was one that started with uncertainty and next year will start the same way. Yes, we will have a new president, and that is going to come with challenges, and yes there is dissatisfaction with the Tentative Agreement. We are moving into a new union hall, need to sell our old building, and our finances will be tight until that happens. I am sure there will be other issues and concerns that come up along the way. We all are going to have to ride the wave and see what happens going forward. My holiday wish this season is that we all do it together.



Keith McKinney (Flipper) and Mark Weddle are looking the part this peak season at St. Johns Station. Happy Holidays to all!



Letter Carriers Are Always Working

- Betty Nash, Vice President

What is inactivity time? Previously it was called stationary events. This is when the scanner does not record movement or scanning for more than 10 minutes. Scanners or MDD (mobile delivery device) are used to track the movements of carriers while on the route.

The M-41, City Delivery Carriers Duties and Responsibilities, lets us know that we can expect to be observed at any time. However, the use of scanners does not take the place of actual/physical street supervision or observation. That is the purpose of a 4584. It is the responsibility of management to complete this form any time that they come out to the street to observe a carrier. A copy of the PS Form 4584 should be given to the carrier and a copy kept on file.

Management is increasingly using the data recorded from the scanner as a basis for Investigative Interviews, without ever leaving the comfort of their desk and chair.

Information from the scanner can be flawed for many reasons. There is no movement when you are on break, lunch or taking a comfort stop. There is no movement when you are servicing a cluster box or waiting for the customer to get their glasses to sign a certified letter. There is no movement when you are sitting in your truck mapping out what is the most efficient way to deliver the several oversized packages that you need to get out of the way to get to the rest of your mail. Once those oversized packages are out of the way, then you need to organize the rest of your parcels. Again, no movement recorded by the scanner.

The lack of recorded movement by the scanner does not mean that you're not working, and the lack of movement recorded by the scanner is not a violation of any handbook or manual. There is no rule that says that we need to be in constant motion.

The scanners are not perfect. The cellular network might be of inadequate quality in certain areas. Tall buildings, walls, and mountains can interfere with the scanner's connection. Also, weather can affect the reliability of the scanner. Malfunctioning or defective scanners are always a concern. Have you ever been standing right in front of an address and the scanner says that you are 945 feet from the parcel delivery address?

Whatever the reason that a scanner records or doesn't record accurately is not our problem. If a supervisor wants/needs to check on a carrier, then they need to do their job and physically get up and complete a 4584.

As mentioned earlier, more often the supervisors depend on the scanner data to be the only reason for Investigative Inter-

views. What we as carriers need to remember is that electronic data alone can not be the sole basis for discipline. The memo M-01458 states in relevant part: MSP data may not constitute the sole basis for disciplinary action. However, it may be used by the parties in conjunction with other records to support or refute disciplinary action.

So to summarize, if the scanner is showing a concerning amount of "inactivity time" then management can go out and check on you: make sure that you are alright, doing your job, you know, "working," which is what we get paid for. Then they should complete a 4584 while they are out there on the street.

If management wants to conduct an Investigative Interview and ask something like, "What were you doing at 3:42 yesterday? The scanner doesn't have you moving for 15 minutes." My answer would be "working." Any time they ask a question about what I was doing on the street? I was working, I am always working, even if I am not moving, I am working. They may not like the answer, but it is the truth, and we don't care what the scanner indicates. I am always working, and management must prove otherwise for discipline to stand.

If you are in an Investigative Interview and you are asked if you extended your break because the scanner shows that you were inactive for 13 minutes and you say, "well, I guess I must have gone over," then you may be subject to discipline. We always want to tell the truth, and if you remember a specific incident that will account for the time in question, then answer truthfully. If you don't recall extending your break, lunch etc., then the safe response is, "I was working, I never extend my breaks or lunches."

Why were you at 123 Cherry St. for 22 minutes last Thursday? I was working.

Why did you extend your break by five minutes yesterday? I was working.

Why does the scanner indicate that you were standing still for five minutes? I was working.

Management must prove that you were not working. Don't help them out by guessing or assuming that the scanner is always right. Letter carriers are the hardest working employees in the post office, and letter carriers are the most highly monitored employees in the post office. Management will try to steal every minute that they can from us; don't help them out. Remember, I don't like to guess, but if I had to guess, I was working. I can't recall every minute of every day, but I must have been working. Letter carriers are always working.

We Are All Heroes

- Abe RedCloud, MDA Rep

Being a letter carrier is so much more than just delivering mail and packages. We are delivering someone's livelihood, an item needed for a special event, cards from loved ones, etc. But what we are also doing is checking on our customers' health and well-being. I hope you are all taking that extra second or minute to give a quick look around if nobody is present or words of greeting if the customer is present, just to check in. Any broken windows, smoke, distraught customers needing help, a non-responsive customer on the ground, etc. If not, then I hope that the following situation will inspire all of you to start being more than just a paper and cardboard delivery person.

So, I am one of those old school carriers that says hi, always willing to hide packages or take them around back if I can't hide them on the front porch on busy streets, pick up a plant that the wind knocked over, etc. I feel like we are part of the neighborhood on our own routes and are part of that little community within our city. I have a customer on my route in a wheelchair that can't get to her mailbox, so I knock and hand her the mail every day. Little things like that mean so much to our customers.

There is one customer on my route, Jennifer, who over the years I have established a great friendship with. This was just by being friendly and saying hi every day and petting her AWESOME dog (Riggs). She makes sweet sun tea in the summer and gives me a mason jar full with ice on hot days. Heck, she even made a special misting station on her front porch with a fan and a chair just for me when it's over 100 degrees! She's almost always home when I come by, so I'm used to her opening the door and me saying hi, handing over the mail and giving Riggs some good scratches.

Well, on Friday, September 13th, yes Friday the 13th, I walked up to her house and saw her get off her couch very slowly when Riggs told her that I was there. She then slowly walked over to let Riggs out to say hi and seemed out of it. I saw other signs that she might not be doing well. Then she talked very quietly and slowly, and when I asked if she was alright, she responded "um, yeah....I....think...I.... just.....got.....up....too.....quick." I knew that her dad was supposed to show up Thursday night from out of town and wasn't there, so I immediately thought that something might have happened to him, and she was in shock. All in all, I knew something was wrong, so after a few minutes of

trying to talk with her, I ushered Riggs back inside and immediately walked back to a next door neighbor that I know is her friend. There was no answer, so I went to the next house where I know Jennifer watches their dog sometimes, and luckily they were home. I told them my concerns and asked them to go check on her right away as I knew something was wrong. I finished that loop and then stopped by their house when I was driving to my next parking spot, where they were standing outside on the phone. They agreed something was very wrong and were on the phone with 911 and an ambulance was on the way. The ambulance showed up and the paramedics agreed that she needed to go to the emergency room immediately and took her away.



Later that day I called the neighbor that wasn't home (Jeanne), because I was told by the people that were home (Glen and Sheila) that Jeanne arrived home and followed the ambulance to the hospital and was there with Jennifer. When I got Jeanne on the phone, she told me that they found out what was wrong with Jennifer. She had a brain aneurysm. If she had been alone and hadn't received care as quickly as she did, she would have died that afternoon. It was a good thing that I had come by with the mail and my daily hello, otherwise the results could have been drastically different. I go visit Jennifer in the hospital once a week, and she was just moved out of the ICU into a normal room and is showing great signs of recovery.

The neighborhood now sees me as the neighborhood hero. I am VERY happy that I was able to help a friend and customer on my route. Wasn't looking to be a hero, but that's the best kind of hero- someone that does what they can to help others without looking for recognition. I wasn't going to write an article or really tell anyone, but when I shared the story with the E-Board, they all said I should write something. Then I thought this would be a great story to hopefully inspire other carriers to be more alert and observant on their routes and to be there if anyone is in need when they come by. Who knows, you could be the reason someone gets another chance at life while walking by with the mail. I hope that you all take this to heart and make the world a better place.

In Unionism and Solidarity,
Abe RedCloud

Focus on the Future

- Matt Pierce, Secretary-Treasurer

Hello Brothers and Sisters: I hope this finds you all in good health and high spirits. We have concluded one of the most contentious political campaigns our country has ever seen. Not Jefferson V. Adams bad, but certainly one of the ugliest in living memory. With that all behind us, I think now is a perfect time to focus on the future. Because the future of your union job, wages, and benefits rests as much or more with the actions of Congress than it does with the USPS. I know what you're thinking, "it's a good thing I'm a dues-paying union member so the NALC can make sure politicians back our issues." I wish it were that simple.

The NALC is prohibited by law from donating union dues directly to political candidates. The Postal Service, as a government organization, cannot contribute to political candidates. Unfortunately, our business competitors and those politicians that would like to remove all rights and benefits from federal employees are not also legally bound. In short, politicians who oppose us are being funded by our employer's competitors and those ideologically opposed to your wages and benefits, and our employer's and union's hands are tied. It is up to us to save this company; no one else can.

Letter Carrier Political Fund (LCPF), as you may know, is the NALC political action fund (PAC) that supports legislative candidates who stand up and fight for issues affecting letter carriers and their families. For those of you who don't know, LCPF is a federally registered PAC (Political Action Committee) established by the NALC in 1976 under its previous name COLCPE. The LCPF is non-partisan and supports both democrats and republicans. In many election years contributions were almost equally divided between republicans and democrats. Parties at local levels decide who to support based on meetings with the candidates. They consider the candidates' views on letter carrier issues, the candidate's previous voting record on letter carrier issues, and the opinions of letter carriers in each locality on their choice for a particular office.

A strong and well-funded political plan is crucial for the continued survival of the Postal Service, letter carrier jobs, and the retention of benefits for both active carriers and retired postal annuitants. There are a myriad of laws and federal regulations that affect the wages, benefits, and other conditions of letter carriers' lives. Congress has repeatedly shown that these laws are not sacrosanct. Congress can with a single vote and a swipe of a presidential pen take away almost everything that letter carriers rely upon.

Some people say they do not like the idea of "paying off politicians." Believe me, none of us do. Funding the campaigns of political figures with your interests in mind is the way the system works. Voting for those individuals is important, but they need money to educate more voters than just us, on why they should be elected. With the advancement of advertising, running for office has become a very expensive proposition. No matter how good or moral a candidate is, without money they cannot get elected. Can-

didates know this, and whether they are republican or democrat, they remember who contributed money to get them elected. We are stronger than you may think. If roughly a quarter-million active and retired letter carriers donate just \$5 per pay period, we can raise millions of dollars in just one year. This would do a great deal to save the Postal Service and our jobs and benefits. The importance of subscribing to regular LCPF contributions is much more important than just the money though. Politicians research PACs, and when they see that not only is a PAC's asset large but that the number of contributors is equally large, they take notice. It means that this PAC represents a lot of people with a similar interest that believe in it enough to donate their hard-earned money. This also means that they probably believe in it enough to turn out and vote for a candidate who supports their interests.

The NALC has asked all carriers to consider a contribution to the LCPF. If you are already giving to the LCPF, I thank you. You are truly making a wise investment in your future. For the other active carriers and retirees, you have worked too long and hard to be denied your well-earned retirement benefits. It is time for each of us to step up once again and join the NALC in this modern line of battle. We all know what is necessary, so let's get started. Tomorrow may be too late.

Joining the LCPF is easy. As a member of the NALC, there are several ways to give to the Letter Carrier Political Fund.

Payroll deduction: Contribute automatically, using PostalEase (either online or by phone) to set up an allotment deduction from your USPS paycheck.

Direct bank withdrawal: You can authorize the fund to withdraw a monthly electronic contribution directly from your personal checking account

Annuity deduction: Retired letter carriers can elect to give monthly via an automatic deduction from your monthly annuity. If you need help getting signed up you can fill out the online form at: nalc.org/government-affairs/political-activity/yes-i-want-to-become-a-pac-member. Someone from the NALC will contact you to assist you in signing up to contribute.

Contributions to the LCPF are not federally tax deductible, but most Oregon residents do qualify for a tax credit under ORS 316.102. The credit allowed is the lesser of: the total contribution, not to exceed \$100 on a joint return or \$50 on any other type of return; or the tax liability of the taxpayer. For a letter carrier donating \$5 per pay period and filing jointly, they get the majority of their contribution back from the state. Please contact your tax professional for individual issues and questions.

In solidarity, Matt.



SIGN ME UP!

How to contribute to the Letter Carrier Political Fund using PostalEASE — ONLINE Enrollment

Through PostalEASE, active letter carriers can contribute directly from their USPS paychecks to the Letter Carrier Political Fund (NALC's PAC) by designating the Political Fund as one of the three payroll "allotments."

Online Enrollment

1. Login to USPS's Postal Ease website at <https://ewss.usps.gov>
You may also get to the Postal Ease website through the USPS LiteBlue website See the instructions below
2. Click "I agree"
3. Enter your Employee ID number and Password and click "Submit"
If you have not yet set up a password click the link provided on the page or go to:
<https://ssp.usps.gov/ssp-web/welcome.xhtml>
If you forgot your password click the link provided on the page or go to:
<https://ssp.usps.gov/ssp-web/einVerification.xhtml>
4. Under Payroll click "Allotments / Payroll Net To Bank"
5. Click "Continue"
6. Click "Allotments"
7. Enter the 9-digit Financial Institution Routing Number: 0 6 4 0 0 0 1 7
8. Enter your 17-digit Account Number _____ 0 0 3 4 9 5 2 5 3 5
See instructions in step D at right
9. Enter Account type as "checking"
10. Enter amount of your Allotment: \$ _____
The maximum yearly amount is \$5,000
11. Click VALIDATE
12. Click SUBMIT
13. Print or write down your confirmation number for your records

BEFORE YOU START, YOU'LL NEED:

- A. Your 8-digit Employee ID Number (on your paystub)
- B. Your USPS password
- C. Your Postal Record Number (Located on the back cover of your Postal Record magazine, above your name. Or call 202.393.4695 to get your Postal Record Number). See the example below.



- D. To create your personal account number, insert the seven digits of your Postal Record Number to the spaces below:
_____ 0 0 3 4 9 5 2 5 3 5

To get to Postal Ease through Lite Blue:

- Got to www.liteblue.usps.gov
- Enter you employee ID and Password and click "Log On"
- Click "My HR"
- Click "Employee Apps"
- Click "PoastalEASE"
- Begin at step 1 above

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



B-Mike

Meaningful Holidays

- Bruce Hall, Veterans Representative

The holiday season is upon us. We want to remember all the significant reasons for the holidays. The celebrations are related to thanking, remembering, sharing, giving, receiving, and celebrating.

This year we had an entry in the Portland Veterans Day Parade. We had three letter carriers walk in the parade and represent NALC Branch 82. The weather was a little miserable while we were in the staging area, but the rain diminished during the parade. Letter carriers helped honor veterans on Veterans Day. I would like to give a Big Thank You to everyone who participated in the parade and other various Veterans Day events.

We just had Thanksgiving Day, which is a day of being thankful for all that we have and share with others as we celebrate with family and friends.

Another day of remembrance is Pearl Harbor Day on December 7th. This is the 83rd Anniversary of this "Day of Infamy" which we will never forget. Remember all those who made the ultimate sacrifice so we can have our freedom.

As we look at other holidays- Hanukkah, Christmas, Kwanzaa, we see that they each have their special, meaningful ways of being celebrated. Many people think of this time of year as a time of giving and receiving gifts. However, there are deeper aspects that each of us need to think about as we celebrate these holidays.

As a veteran, I usually talk about helping and giving to veterans at this time of year. We need to do this, but at the same time, veterans need to give and share with others. We often think of gifts as material things, but we need to expand our thinking. Gifts can be love, time, assistance, consultation, remembrances. Remember the saying, "It's more blessed to give than to receive." If we want to experience real joy during this holiday season, try to think of ways you can give to others. (It's hard to do since we live in a society where we are usually looking at what others can give to us.) Go ahead and try it, and I'm sure you will experience joy and satisfaction.

One more holiday is New Year's Day. Many people make resolutions which are deciding with determination to accomplish certain things through our actions during the New Year. Let's all commit to carry on the holiday experience by resolving to help one another. If you are not sure where to start, you can get assistance by joining a veterans organization. These groups are formed to help veterans, but also to serve their communities. There are great needs throughout our communities, so there are endless opportunities to help throughout the year. We need to pledge to serve and honor veterans, but also veterans need to be reciprocal in helping others.

LET'S MAKE OUR HOLIDAYS MEANINGFUL!!

ACTIVE DUTY

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

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

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

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

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

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

Retiree Luncheon

December 18

IHOP

4931 SE 82nd Avenue

Portland, OR 97266

NOON

(third Wednesday of each month)

Retired and active letter carriers are welcome!



Carrier Essentials

A visual list of some of the items that help you get through your day.



Spare shoelaces for when your current laces break mid-loop.



Emergency chocolate



Pain, pain, go away.



Headlamp (make sure it's bright enough to repel customers 🤪)



Extra pair of socks



sticky money paper for when your favorite customer forgets theirs



hazmat toothbrush
Use when the dog poop has somehow fused with your shoe 🤢



Instant hangnail relief



You can apply these ALL OVER your body



Handful of change to pay the 13 cent postage due



These aren't earbuds—no one uses these. Ever.

Carrier Essentials created by Vick Inguinta, Rose City Park

PROPOSED BY-LAW CHANGE

Proposed NALC Branch 82 By-Law Amendment: Article 3, Meetings
Article 3, Section 1-6 (new language in bold)

ARTICLE 3 MEETINGS

Section 1.

There shall be a regular meeting of the Branch on the second Wednesday of each month at 7:00 pm. This meeting shall conclude at 9:00 pm. In the event of unfinished business, the majority of those present may vote to extend the meeting. The President, with approval of the Executive Board, may in an emergency, change the meeting time and place. The President must notify the membership by means of the official publication of Branch 82.

Section 2.

Twenty five (25) members shall constitute a quorum at any meeting.

Section 3.

Attendance and participation in the regular meeting shall be possible both in-person (at the designated meeting site), as well as virtually, on a branch-approved online platform. The chair of the regular branch meeting will appoint a person to monitor the access portal for all virtual participants during the meeting. This appointed person will verify the identity of each virtual attendee, log their attendance, and ensure they are given the opportunity to be recognized by the chair when requesting to actively participate in the meeting. Members present virtually shall have the same rights as members present in-person. All details regarding participation in these meetings (including rules, sign-in and security protocols for virtual participation) will be published without fail in each issue of the B-Mike and on the branch website at least three days before the actual meeting date.

Section 4.

A special meeting may be called by the President on receipt of a written request signed by at least one hundred (100) members in good standing. Notification of such a meeting shall be sent by the Secretary-Treasurer to each Postal Station or Office, and to each retiree at least (1) day prior to said meeting. Only that business for which the meeting was called may be discussed or transacted at the special meeting.

Section 5.

Nonmembers **(or members no longer in good standing)** will not be permitted in the meeting place, **or allowed on the Branch's official virtual meeting platform**, during the regular order of business, except by approval of those members present.

Section 6.

The projected annual budget must be presented for approval at the December general membership meeting.

Submitted by:

Charmaine Taylor, Brittany Thomas, Theresa Dunas, Brandon McCabe, Willie Groshell, Eric Pottenger, Richard Bonder, Siri Peterson, Michael DeVito, Benjamin Emerson, Ryan Kauffman, Daniel Loosli, Tuan (TT) Nguyen, Jose Olmos, Samuel Couser, Brett Balch, Reid Broussard, Stephen Helgeson, Nicolas Carty, Trung Nguyen, Jae Burlingame, Jared Perrins, Joseph Couch, Richard Shay, Nick Weston, Jillian Andreason, Tyler Hall, Sara Bartlemay, Mike Neal, Mark Weddle, Neil Andrews, Sheri Dietrich, Peter Limbaugh, Desere Cole, Justin Kieffer, Barbie Kintz, Antonio Delgado, Anthony Carter, Tom Edlen, Randy Malcomson, Patrick Ford, Matt Rivas, Matt Gross, Sallie Williamson, Van T. Phung, Abdul Alsamerie, Yaquob Almishalawee, Jinuk Lee, Jason Haire, Nick Mast, Rogue Robertson, Mihn Ngheim, Steve Schmidt, Shawn Cusworth, Andrew Santos, David Flaucher, Tim Parsons, Chloe Parker, Allyn (Teodor) Runcan, Arthur (Mike) Roberts Jr., Illia Burlaku, Jamie Partridge, Matt Quatraro, Karen Barr, Faye Bauder, Katrina Quezada, Thomas Carter Jr., Colin Moore, Jonathan Barragan, Mike Wong, Vanessa Attansio, Grace Denton, Jordan Chekhov, David Knapp, Andrew Foster, Joshua MacMillon, Dan Ness, Sharon Hudson, Ken Wilson, Peter Veunnasack, Jessica Ramirez, Kevin Horney, Cameron Trail, Sarah Milner, Tyson Bickle, Shawn Kail, Liam Grosshauser, Will Arrowsmith, Abdullah Sarraj, Dave Moody, Josh Norris, Roger Mullin, Eric Schommer, Nathan Jones, Elizabeth Sutherland, Brad Serum, Brett Dyer, Kim Gronroos, Tammie Travis, Kael Bacastow, Boone Hammarley, Kate Hammarley, Abe RedCloud, Julie Graham, Gordon Tran, Ken McAfee, Lam Hoang, Max Lilien, Matt Corona, Jason Loos, Sokphair Winchester, Dale Brandt, Nick Grod, Benjamin Steinmetz, Jeff Register, Don Frost, Rory Shortell, Jason Belknap, Megan Newman, Canyon Anderson, Leandra Bruggink, Michael Magarro, Jeb Pearson, Zoe Freeman, DeMarieé Caliman, Stephen Schmid, Molly McNary, Andrew Osborn, Ben Morrow, Paul Brittain, Andrew Fringer, Jacob Decker, Tyler Ebright-Aydenian, Kevin Salvatore, Matthew Duncan, Jeri Darr, Tiare Rose Bent, Theresa Romo, Nathaniel Ketel, Ian Lively, Doug Jones, Steven Campbell, Joe Berteloot, Jay Gerwe, Gabriel Rivas, Megan Wise, Tracey Wimmer, Nathan Sifuentes, Christopher Steig, Dennis Zavogiannis, Gabriel Nugent, Rose Sprauer, Ralph Huntley, Gin Lee, Chasityanna Jones, Andy Lui, Cindy Popp, Ashley Poe, Stephen Walls, Brian Carroll, Tyger Ricard, Tony Reynolds, Cuong Nguyen, Evelina Chergusta, Peter Chan, Brandon Rasmussen, Lachelle Thompson, Kitjapas Srisataporn, Mark Flegal, Ben Stutz, Jonathan Bakke, Alvin Catabay, Matthew Sleeman, Wyatt Gilderson, Roger Kuan, Rachel Tippery, Quan Bahn, Taylor Fink, Jordan Beehler, Taylor Peckham, Mitchell Tucker, Chris Quindoy, Ian Adams, Chance Cragun, Swan Burton, Wiley Rummel, Robert Failing, Mary Bies, Terie Pendland, Claudia Pimentel, Nicole Gibson, Justin Hindery, Courtney Ferguson, Isaac Hoffer, Dave Alfano, Matthew Ramirez, William Hume, Dave Esch, Jacob Nuño, Fay Bauder, Ryan Harris, George Crosland, Omar Ortega, Ryan Mills, Brad Seibring, Keith Wilson





Last Punch Bunch

Erin Guenzi, Aloha

Brian McGill, Evergreen

Jimmy Rodriguez, Piedmont

Matthew Roth, River District

Sarah Sobocinski, West Slope



Above: River District retirees came in to welcome their newest member, Matthew Roth, to their happy club.

Right: Roth shared some words of wisdom on his last day at work. Love the shirt! Congrats!



Congratulations!



Branch 82 Officers

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

Executive Board At Large

Don Cadwell	971.322.9701
Randall Hoxie	503-493-5903
Janelle Lee	503-493-5903
Abe Redcloud	503-493-5903

Trustees

Lois Brumfield	503-493-5903
Casey English	503-493-5903
Miranda Layton	503-493-5903
Jennifer McGeorge	503-493-5903
Ryan Mills	503-493-5903

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Representing Oregon Unions

And Employees in

Matters of Collective Bargaining

And Civil Rights

(Law Firm retained by NALC Branch 82)

Branch 82 Monthly Meetings

General Membership second Wednesday, 7:00PM

Retiree Luncheon third Wednesday, noon

Stewards Council third Wednesday, 7:00PM

Executive Board fourth Wednesday, 6:30PM

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

5265 NE 42nd Avenue, 97213.

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

INJURED AT WORK?

Call BRANCH 82 OWCP REP

Mike O'Connor

Wednesdays and Thursdays

503 493-5903

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

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NALC Branch 82 Membership Meeting, October 9, 2024

Call to Order: 7:00

Pledge of Alliance: Bruce Hall

Roll Call of Officers:

Excused Officers: Don Cadwell and Abe RedCloud (at Region 2 RAP)

First Time Members: Eduardo Acosta, St Johns; Andrew Osborn, Sellwood; Mark Pelham, Sellwood; Nathan Briles, St Johns; Daniel Rodriguez, River District; Kate Hammarley, East Portland; Charmaine Taylor, East Portland; Elisabeth Tombel, Rose City Park; Abel Carrejo, Lents; Zoe Lichlyter, St Johns; Stephen Helgeson, East Portland; Zenith Wolf, Clackamas; Matthew Peck, Multnomah; Brandon Smith, Rose City Park; Kevin Clarke, Multnomah; Matthew Eldridge, East Portland; John McBarron, Kenton; Andrew Wetjen, St Johns; Matt Holt, Kenton; Nathan Sifuentes, Lents; Tammie Travis, Oak Grove; Erica Leon, Parkrose; Nick McComb, East Portland; Michael Moody, Multnomah; Neil Andrews, East Portland; Rae Foster, East Portland; Amy Cothron, Kenton; Hayden Nelson, Multnomah; Richard Giofu, Kenton; Benjamin Stutz, Lents

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, Eric Matras. Carried.

Communications

Membership Report: Regular: 1179, PTF: 210, CCA: 73, Retiree: 503, Gold Card: 91, Management & Other Crafts: 55, New Members: CCA-9, PTF- 26. Total Membership: 2111. Non-Members: 42, Organized: 97.1% **Retired:** Brian McGill, Evergreen; Erin Guenzi, Aloha **Canceled:** Kevin Salvatore, Sellwood; Kevin Noble, Multnomah; David Cotton, Collections; Samuel Caldwell, Collections **Separated:** Paul Ault, Lake Oswego; Rachell Bullock, St Johns; Ian Cunningham, Piedmont; Michael Lick, Waterfront; Diedre Lorentzen, Multnomah; Suriadi Santosa, Troutdale; Mary Harris, Piedmont; Cory Tuggle, Beaverton

Secretary-Treasurer's Report: Cody

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

Unfinished Business: President Norton said we nominated delegates to the state convention at the last meeting, and we have to decide who to send. **Motion:** English made a motion to accept all nominees to the state convention as delegates. Discussion, Carried. Norton said we had additional environmental testing that was needed for the new building.

New Business: Norton discussed the new TA and said a lot of people are mad about it, and Branch 82 is here to answer any questions. He gave a summary of the contract highlights. **Motion:** Rogue Robertson made a motion for Branch 82 to endorse a "no" vote on the TA. Seconded: Steven Helgeson. Discussion. English requested a secret ballot. Matt Pierce went over the process for a secret ballot vote. Julius Fildes, Under Privilege, said that we are moving to a larger hall and everyone at the meeting should attend more meetings and participate in the business of the branch. New business suspended for the vote 8:11-8:18 .Carried: Yes - 105 No- 11. Norton thanked everyone for attending and being respectful and expedient.

Trustee's Financial Report

Resolutions and Bylaws: Resolutions and Bylaws Chairperson Jim Falvey read the by-law change for virtual meetings. Clerical changes to the proposed by-law change were made to accurately reflect the intent of the change.

Health Benefits and MBA Report: Eric Matras announced the Health Fair on Thursday November 21 at the plant. They will have extended hours. Norton said OPM released a list of health plans that will automatically port carriers over from the FSHB plans to the PSHB plans. Everyone should check their specific plan and make sure it will fall under the auto-rollover.

Labor Management Report: Norton said we have no removals and only one 16.7 in the branch. He said conversions are slowing way down, and we currently have six UARs remaining before we start

converting PTFs again. He said hiring has not slowed down at all. Norton added that they are putting off any route adjustments other than Piedmont, until January of next year.

Health and Safety Report: Norton discussed winter preparedness.

Legislation Report: Norton announced that HR-82 passed in the house. It's on the senate now to move the Retirement Fairness Act forward.

MDA Report: Norton said we had our annual Fill the Satchel event. We raised over \$7,500 for MDA. He discussed our credit union, NWPCU, and said that anyone who isn't a member should consider joining.

Retirees Report: Sam Smith announced the retiree luncheon on the third Wednesday of each month at IHOP, 4931 SE 82nd. All are welcome.

Veterans Report: Hall reported on the Veterans Day Parade.

Labor Solidarity Report: Norton reported the SEIU has joined with the Oregon AFL-CIO, roughly 75,000 additional members. Jamie Partridge said there will potentially be five strikes going on in the Portland area in the coming weeks and months. English said that the NLRB has ruled that captive audience meetings are illegal and will not happen for at least the next two and a half months.

Good of the Association: Fildes announced a Joe Hill remembrance coming up. Robertson asked to take a photo of all those voting "no" to share on social media.

Kitty Award: Sam Smith, retired, won \$83. **Jackpot:** Abel Carrera, Lents won \$105 **Treasure Chest:** \$215 went unclaimed by Richard DeYoung, Beaverton:

Norton thanked Lois Brumfield and Janet Barlow, hospitality for the night. Norton thanked everyone for attending and having their voices heard. He encouraged all to continue to come to future meetings.

Adjourned: 8:49.



B-Mike

NATIONAL ASSOCIATION OF LETTER CARRIERS
Branch 82
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Portland, Oregon 97218



B·Mike

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The next general membership meetings will be held
Wednesday, December 11 and Wednesday, January 8,
both at 7 pm. Dinner will be served prior to each meeting.

NO DOG SPRAY IN ANTIQUITY



(Idea stolen from the March 6, 1929 issue
of the British humour magazine, "Punch".)

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C 2014 QUEEN OF THE SOON
REGISTERED THE ENVELOPE

It is true, Mesopotamian mailmen had no Halt, but
fortunately those brick postcards could come in quite
handy when teaching ancient canines a lesson or two.