



B·Mike



VOL 81
ISSUE 02
FEB '21

"An Injury to One is an Injury to All"

The Official Publication of Branch 82 *Portland, OR*

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



In This Issue:

- Black History Month
- Current Events: Clipboards and Numbers!
- Meet Your Safety Officer
- Poem: Rushed Retirement
- Remembering an Active Carrier Lost
- Voting Deadline Extended

The Love Is Gone

-David Norton, President

Valentine's Day is quickly approaching, and love is in the air. You gotta love love. It is a time for chocolates and Sweet Heart candies, with messages of "Kiss Me" or "Be Mine." Decorations of red hearts and cherubic figures lining up their bows to strike with arrows of true love. Maybe you are planning a romantic evening with that special someone in your life, or perhaps you're helping your kids write out Valentine cards to their classmates, virtually this year, of course. For some, Valentine's Day is a special time filled with affection for those close to you. A heart-filled day to warm the wintery weather of the season.

Valentine's Day can also be pretty divisive. Some people hate it. It may be a day that you remember your failed relationships or the fact that amongst all the happy couples celebrating the holiday, you are alone. Maybe it is just another day that you have to come up with something to do for your significant other. You mean I have to plan something nice? Maybe every candy heart you pull out of the package says "Next Time" or "Fake News." Stupid love.

Traditionally, the holiday is known for being the feast day of the 3rd century Roman Saint, Saint Valentine. He was martyred for his Christian beliefs on (or around) February 14th, about 270 AD. He is the patron saint of comely love, and interestingly, epilepsy and beekeepers. There are conflicting thoughts on who Saint Valentine was. He may have been a bishop beheaded outside of Rome, or he may have been a temple priest beheaded in Rome, but apparently, you can visit relics of the saint. His skull still rests in a

church in Rome, and people can take the pilgrimage there in hopes of finding love. How romantic.

Here at the post office, there doesn't seem to be much love floating around. Whatever love that management had for their hard-working "hero" carriers during a record-breaking,

difficult peak season is now also just a relic of the past. While letter carriers are still digging out of the holiday rush and parcel volume is slowly declining, management has started shaking carriers down for undertime. The estimate process in the morning has become pretty contentious. I guess the love is gone.

Case in point: a CCA carrier called up Branch 82 after the first of the year to complain about the treatment of one of their co-workers. The CCA explained that the carrier in question is NOT an ODL carrier, worked every SDO during peak season, has

perfect attendance, and was forced to endure their manager following them around all morning with a clipboard nitpicking everything they did. Everyone in the office saw it, and it disgusted them. This carrier in question is someone that the CCA looked up to and someone that CCAs should be modeling their careers after. Instead, what does this behavior from management show their new employees? It shows them that management does not care about them or their hard work. How is an employee supposed to feel? This attempt to humiliate the carrier and make a big show of it in front of everyone was all because they didn't like the carrier's times.

We all know that management can observe carriers in their duties. Letter carriers can expect to be supervised at all



times. It is never comfortable, but it is often the way for you to prove your point to management. It doesn't mean that they should be using the morning estimate process or office or street observations as a way to pressure or intimidate.

This is all pretty typical for this time of the year. Management seems to think that volume immediately drops after the new year, and carriers need to give management undertime. It is true that we are not as busy as we were over Christmas, but that doesn't mean we are back to pre-COVID levels of packages. Carriers are still dealing with steady volume, and the staffing of new CCA carriers is not keeping up with demand. Many carriers have called me about the treatment they are receiving from management lately, and I am sure this pressure is trickling down from upper management.

Some have to endure stand up talks with their supervisors or managers explaining that THEY themselves will get into trouble if carriers don't get better times. Or, THEY had to put up with being on vital telecoms because carriers didn't get out of the office sooner. While I care about the performance of the office, no carrier should have to listen to the woes of their management team and how hard THEIR job is. What did they think when they were mandating carriers on their days off, or when the parcel volume was nearly impossible to deal with, or it is raining or cold, or there is a

pandemic? They thought carriers needed to show up and do their jobs, and letter carriers did, and the success of the Postal Service during these trying times is a testament to the hard work and dedication of those craft employees.

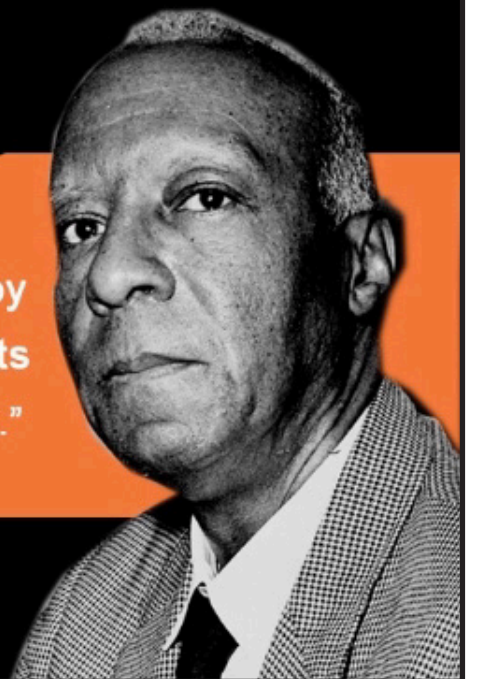
It can be hard to absorb management's negative energy, and the estimate process can be frustrating. Remember, they are asking you YOUR times. Give them as good of an estimate as you can. If it is not what they want, the ball is in their court. They can go out with you if they wish to, or they can simply monitor you through your scanner. They have people that do that for them. That is an actual job-monitoring people over their scanners. Be sure to fill out a 3996 if you are going into overtime, and call management if you will go over your estimated return time.

It may be challenging to find some love from management when it isn't directly benefiting them. This isn't to say that every office is the same. There are offices out there that have a management team that cares and supports their carriers, and in those offices, things run pretty smoothly. We also have supervisors and managers that do the best they can during impossible conditions. If your station is one of those, you are one of the lucky ones because some offices would require bones from Saint Valentine to get any good feelings from the boss.

Have a safe and happy Valentine's Day.

"A community is democratic only when the humblest and weakest person can enjoy the highest civil, economic, and social rights that the biggest and most powerful possess."

- A. PHILIP RANDOLPH



B-Mike

Estimates Are Not Commitments

- Jim Baxter, Vice President

Here we are again. Another post-peak slow-down, and you would think the sky is falling. This seems to happen every year. The mail volume drops, and management thinks that the demise of the Postal Service is at hand. Add to that our new Postmaster General is in the process, at least by what we have heard and read, of closing district and area offices. I am not a real fan of the guy. His first act in the job was, in my opinion, an attempt to slow the election mail in order to affect the outcome of that election. That was then and this is now. With the threat of closing offices, people in management have to prove their worth. After all, they don't want to lose their sweet gig- getting paid big bucks working for the biggest delivery company in the world and being two, three or four steps from the actual work that makes this company go. So they're going to put pressure on their subordinates and those subordinates put pressure on theirs until guess what- it arrives on our workroom floors.

We need to take a breath and understand that this is just the nature of postal management. This has happened before and it will happen again. If the Postal Service was really in trouble, management would gladly eliminate thousands of redundant management jobs like they did in the 1980s. Back then, the station managers actually managed two offices, one large and one small. We wouldn't have any 204-Bs. We wouldn't have negotiated to get rid of MSPs; they would just go away. Oh I forgot- there are actually people whose job it is to look at MSPs and make sure they are being scanned. I have complained about MSPs for years. One upper management person told me that it only took about two minutes a day to scan MSPs. If my math is correct, it costs over \$200,000 a day just to scan the stupid things. That doesn't even count the cost of looking at the data. So clearly, management is not serious about cleaning up their side of the house.

So what does this history repeating itself mean to us today? I discuss this stuff with members almost everyday. How do we deal with local management who truly believe that their jobs are going away? A brother called the other day and asked me what to do. He said he gave his estimate to his supervisor, and the supervisor emphatically and exasperatedly stated that the times were unacceptable. I know how frustrating that is. They want a time to make their daily plan, and you want to tell them what you really think. Then you get some kind of (expletive deleted) from a supervisor that probably can't even do the job.

Remember how our system works. They get to tell us what work they want us to do, and we get to tell them how long it is going to take. The key is the 3996. If you are estimating overtime, you don't need to argue or negotiate. You just fill out a 3996. Management has to respond to that 3996 in

writing. At that point, management has several options. They can approve the time. They can deny the time, but if they chose that option they have to tell you what to do with the mail. You can curtail, you can get help, or a combination. They can approve the time and go with you. They can disapprove the time and go with you. They can have you call at 2:00 or whatever time. What they can't do is tell you that you have to do the work but they are not going to approve the overtime. Once they have told you to do the work, they have approved the overtime. The key is filling out the 3996. That is the controlling document. It is the only form that management is required to copy and give you that copy upon request.

I know it is easier to tell them what they want to hear in the morning then call at 2:00 and change your times. We shouldn't have to do that. I've tried all the strategies. Giving really long times and then negotiating to what I think. Giving really short times and having the boss tell me it will take longer. Telling them what they want to hear and then calling. And just simply messing with them (please don't do that). None of them really work long term. I found it always best to just tell them what I think and stick with it. The estimate process is always stressful, so just give them your times and go to the street. Most importantly fill out the 3996.

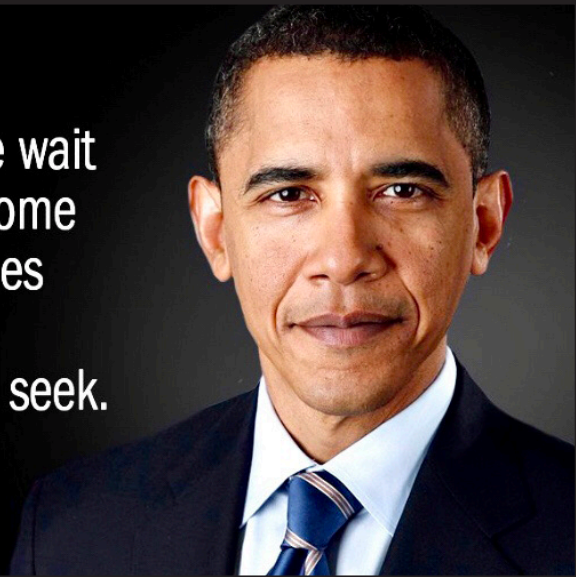
I was told the other day that management told a carrier that not only were they going to disapprove overtime but also disallow the time. In other words, take away time and pay for hours you worked. That hasn't happened here, but it has happened in other places in the country. If some miscreant supervisor actually tried that, the action would leave a trail in the TACS system. Believe it or not, management could and most likely would actually get fired for that. It is illegal and management's risk is too high.

Please don't skip lunch, don't skip your breaks, and you can go to the bathroom when you have to go. Most of all, follow the safety rules. I have done this union stuff for over 25 years, and no one in that time has been disciplined for not making management's times. They have been disciplined for violating safety rules, misdelivered mail or just getting mad and yelling at the boss. I watched a YouTube video the other day of a carrier who fell out of his vehicle while driving, and it showed him chasing it down the street. The vehicle ran up a driveway and into a house. Don't be that guy. Take the time it takes to do a safe and professional job. Don't cut corners, wear your seatbelt, turn off the vehicle when you get out. Deliver the right mail to the right customer. Remember this job is a marathon not a sprint.

Good Luck,
Jim

Change will not come if we wait
for some other person or some
other time. We are the ones
we've been waiting for.
We are the change that we seek.

– Barack Obama



Last Punch Bunch

Alan Ewan
East Portland

Cheri Jewell
St Helens

Dan Kinnear
Tigard

Branch 82 Officers

President	David Norton	503.493.5903
Vice President	Jim Baxter	503.493.5903
Secretary/ Treasurer	Matt Pierce	503.493.5903
Recording Secretary	Ken Wilson	503.493.5903
Editor	Suzanne Miller	503.493.5903
Director of Retirees	Sam Smith	503.706.8717
Health Benefits	Eric Matras	503.493.5903
Chief Steward	John Kunz	503.493.5903
Sergeant At Arms	Chuck Solomon	503.493.5903
Safety Officer	Don Cadwell	503.493.5903
LCPF Rep.	Sue Canfield	503.285.8468
Veterans Rep.	Bruce Hall	503.493.5903
MDA Rep.	Abe RedCloud	503.493.5903

EXECUTIVE BOARD AT LARGE

Jon Cabral	503.493.5903
John Kunz	503.493.5903
Betty Nash	503.493.5903
Jamie Partridge	503.493.5903
Abe Redcloud	503.493.5903

TRUSTEES

Lois Brumfield	503.493.5903
Casey English	503.493.5903
Julius Fildes	503.493.5903
Sallie Green	503.493.5903
Ted Lulich	503.493.5903



Hello Again From The Office Of Your Secretary-Treasurer.

-Matt Pierce, Secretary-Treasurer

The principle of doctor-patient confidentiality is fundamental in our society. We take comfort in the fact that our highly sensitive medical records remain private and protected. Can we really count on that? Other entities may have an interest in gaining access to medical records— insurance companies, government agencies, and employers, just to name a few. To insure protection of your private medical information a final rule was instituted in 2004 based upon the 1996 Health Insurance Portability and Accountability Act (HIPAA) The HIPAA Privacy Rule regulates the use and disclosure of Protected Health Information (PHI) held by "covered entities" (health care clearinghouses, employer sponsored health plans, health insurers, and medical service providers that engage in certain transactions and business associates).

As a letter carrier, there is a complex intersection of an employee's right to medical privacy with the USPS's rights and responsibilities to obtain records. Reasons that the Postal Service might want or need an employee's medical information are varied. These can include normal absences due to sick leave, requests for leave under the Family Medical Leave Act (FMLA), injuries related to the Office of Workers' Compensation Programs (OWCP), requests for reasonable accommodation and requests for light duty.

The fact that an employer may have an interest in acquiring an employee's private medical information does not automatically translate into a legal or contractual right to obtain it. In too many cases, management's pursuit of medical information is groundless. It may be because some supervisor doesn't like a particular employee. Or some manager wants to pressure employees as a whole to reduce either the sick leave rate or force injured workers back to work. Regulations and the contract place limits on management's ability to acquire medical information.

An employee's absence due to sick leave is one of the most common triggers for the USPS to request medical information. The Employee and Labor Relations Manual (ELM) contains provisions for sick leave documentation. Medical documentation is required for sick leave absences that exceed three days. It can also be required under ELM 513.361 for absences of three days or less, when the employee is on restricted sick leave or **when the supervisor deems documentation desirable for the protection of the interests of the Postal Service.**

Regular letter carriers requesting sick leave are required to provide medical documentation when it is requested. But the requirement to obtain it is grievable, and members MC'd should contact their steward as soon as practicable

after returning to work. The Postal service does not have free access to an employee's protected medical information because there are limits on what the medical documentation must contain.

ELM 513.364 Medical Documentation or Other Acceptable Evidence

When employees are required to submit medical documentation, such documentation should be furnished by the employee's attending physician or other attending practitioner who is performing within the scope of his or her practice. The documentation should provide an explanation of the nature of the employee's illness or injury sufficient to indicate to management that the employee was (or will be) unable to perform his or her normal duties for the period of absence. Normally, medical statements such as "under my care" or "received treatment" are not acceptable evidence of incapacitation to perform duties. Supervisors may accept substantiation other than medical documentation if they believe it supports approval of the sick leave request.

A single phrase from this site has a history of being troublesome for employees and union stewards alike. The phrase is "an explanation of the nature of the employee's illness or injury." Historically, some supervisors have latched on to that phrase and not let go. They have insisted on management's right to deny sick leave to an employee because of a lack of a diagnosis in the medical documentation. Management has no contractual or legal right to know an employee's diagnosed condition for sick leave. Postal Service headquarters acknowledged this in the following settlement.

M-01629 "The Postal Service's position is that ELM 513.362 and 513.364 are consistent with the Rehabilitation Act and do not require the employee to provide a diagnosis." Clearly, the phrase "nature of the employee's illness" within ELM 513.364 must not be read as requiring a diagnosis. Rather, it should be read in context with the rest of the sentence, the qualifying phrase: "sufficient to indicate to management that the employee was (or will be) unable to perform his or her normal duties for the period of absence." Thus, under ELM 513.36, a letter carrier may only be required to provide medical documentation such as this example: "Please excuse (patient) from work for the period of March 13-16. He was suffering from a medical condition that totally incapacitated him from work."

In M-01629, the Postal Service stated that ELM 513.36 is consistent with the Rehabilitation Act, which limits an employer's rights to make medical inquiries. The Rehabilitation Act also limits management's rights in requiring return-to-





“
We will all, at some point, encounter hurdles to gaining access & entry, moving up & conquering self-doubt; but on the other side is the capacity to own opportunity & tell our own story.
 -STACEY ABRAMS

Since almost all absences of 21 days or more for a serious health condition would qualify for FMLA, the return to work requirements are only to be used in the narrowest circumstances. Any carrier required to provide them should contact their steward as soon as possible.

The only requirements for a letter carrier returning to work from an extended FMLA covered absence are contained in ELM 513.37 *Return to Duty An employee returning from an FMLA-covered absence because of his or her own incapacity must provide documentation from his or her health care provider that he or she is able to perform the functions of the position with or without limitation. Limitations described are accommodated when practical.*

work clearance. Up until 2005, the Postal Service regularly required employees returning to duty after 21 or more days of absence (or with certain medical conditions, e.g. diabetes or cardiovascular diseases) to provide detailed medical reports—not just a physician’s statement that the employee was able to return to work.

In 2005, the Postal Service revised the ELM to bring it into compliance with the Rehabilitation Act’s restrictions on medical inquiries. Therefore, language regarding the 21 days and the specific medical conditions was deleted from ELM 865 at that time. This revision removed management’s blanket policy of requiring medical documentation. The regulations were further updated in 2010 to comport with FMLA regulations. ELM 865.1 is now titled *Clearance Required: All Bargaining Unit Employees and Those Non-bargaining Unit Employees Returning From Non-FMLA Absences.*

It is the Service’s medical personnel who evaluate the medical reports. To protect the privacy of their medical information, employees should ensure that they do not provide the medical reports to their supervisors. The employee should request that his or her physician send the medical documentation directly to the Postal Service’s medical personnel.

The FAX # for the Portland District medical unit is 971-201-3376. **This should not be confused with the FMLA Office.** FMLA paperwork should be sent directly to the USPS FMLA office. HRSSC FMLA Western Area PO Box 970910 Greensboro, NC 27497-0910 or faxed to 1-651-456-6071. Make sure that you have signed a narrow HIPAA release with your Doctor so that they can release this information directly to the appropriate party.

Until next time,
 Matt.



Won't it be wonderful when black history and native American history and Jewish history and all of U.S. history is taught from one book. Just U.S. history.

— Maya Angelou —

Branch 82 Non-Members

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

INJURED AT WORK?

Call BRANCH 82 OWCP REP
Mike O'Connor

Wednesdays and Thursdays
503 493-5903

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)

Branch 82 Monthly Meetings

General Membership 2nd Wednesday, 7:00PM

Retiree Luncheon 2nd Tuesday, 11:30AM

Stewards Council 3rd Wednesday, 7PM

Executive Board 4th Wednesday, 6:30PM

All members are welcome, unless otherwise noted.

All meetings are held at the NALC Branch 82 Office,

5265 NE 42nd Avenue.

Retiree Luncheons are held at

Izzy's EastPort Plaza, 3846 SE 82nd Avenue

The B-Mike is the official publication of Charles N. Coyle Branch 82 National Association of Letter Carriers, affiliated with Oregon AFL-CIO and Northwest Oregon Labor Council (OLC), 5265 NE 42nd Avenue, Portland, Oregon 97218. Phone 503-493-5903. Office hours: M-F 8:00am-5pm, Sat 8:00-11:00am. The B-Mike is published monthly and mailed to the Branch 82 mailing list. The B-Mike is published to promote the objectives of this Branch and to provide better communication with our members. Individual opinions expressed herein are not necessarily those of the Branch Officers or Branch 82, unless identified as such. The editorial committee reserves the right to edit or refuse publication of any article. Articles for publication must be in Word or PDF form and received by the 15th of the month. E-mail articles to: smiller.eightytwo@gmail.com. If you have questions or to request a deadline extension, call the editor in advance. The advertising deadline is also the 15th of the month. All ads must be in PDF form or have prior approval of the editor. Mail to the B-Mike, c/o Branch 82. For rates and further information, call 503-493-5903.



NATIONAL ASSOCIATION OF LETTER CARRIERS
RATIFICATION BALLOT

Proposed Contract

I ACCEPT

I REJECT

Place an "X" or "✓" in either box. Do NOT write your name on this ballot.



BUSINESS REPLY MAIL
FIRST-CLASS MAIL PERMIT NO. 992 GREENBELT, MD
POSTAGE WILL BE PAID BY ADDRESSEE

BALLOT COMMITTEE
NATIONAL ASSOCIATION OF LETTER CARRIERS AFL-CIO
PO BOX 6037 GREENBELT, MD 21044

97-6831

NATIONAL ASSOCIATION OF LETTER CARRIERS AFL-CIO



NO POSTAGE
NECESSARY
IF MAILED
IN THE
UNITED STATES



National
Association
of Letter
Carriers
(AFL-CIO)



Proposed

**NATIONAL
AGREEMENT**



2019-2023

United
States
Postal
Service

Proposed Contract
Voting Deadline
Extended

All ballots must be
received by March 1st.



B-Mike

From the Desk of the Chief Steward

-John Kunz, Chief Steward

January has come and gone and February is in full swing. The last year was a nightmare for me on many levels. I am hoping and praying for a much better year. It seems like things are going in the right direction. Several vaccinations are out for COVID-19 and I am being told USPS letter carriers are to be vaccinated in the second group. When and where along with the other details regarding the vaccinations have not been disclosed to me, so I know as much as you do at this point. Once a good portion of the population are vaccinated schools, businesses, and restaurants should reopen. This means hopefully the country will go back to normal at some point in the future. I like all of you can't wait for this to occur.

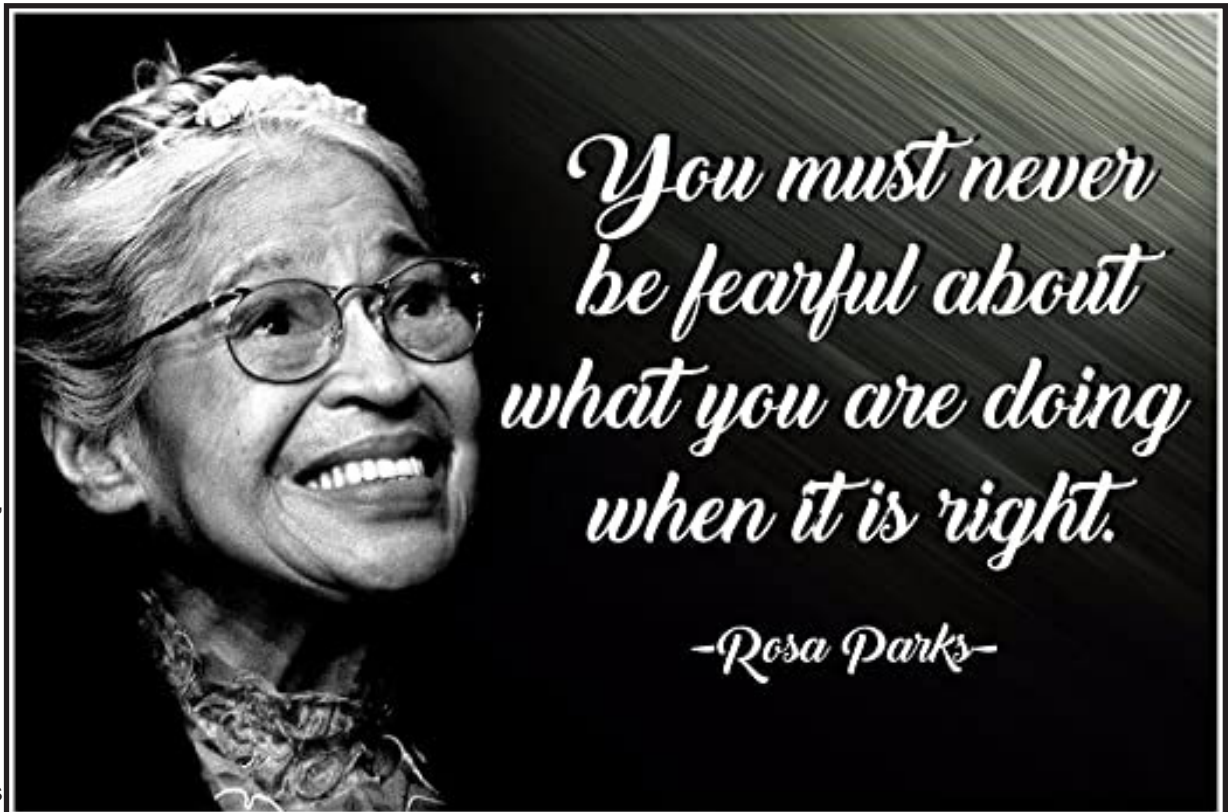
The USPS and the NALC have tentatively agreed to a contract. The ballots are out for all of you to vote on whether you are for it or against it. I got my ballot and have voted for approval. I encourage everyone to read and decide for yourself whether you like it or not and then vote accordingly. I have heard of some carriers forming groups to push people one way or another. Remember this, it is one ballot, one vote. You as the individual have to decide for yourself whether to support it or not. That is how democracy works, the group does not vote for you. Groups have their own agenda, and some groups are run by carriers who are retired. Retirees do not have a voice or vote on contract ratifications.

In the city we are starting to see more discipline for attendance. During 2020 the post office had to abide by the family first act which provided paid leave to carriers for COVID related issues. Unfortunately the family first act was not renewed, so this year we are without these benefits. I continue to encourage eligible carriers to get FMLA regarding absences. I hear a lot from carriers

"I have a doctor's note, they can't discipline me." This can't be farther from the truth, they can and will. A doctor's note has more to do when management requires medical certification for your absence. This is purely a contractual issue, not discipline related. You still can be disciplined with a doctor's note for something called failure to be regular in attendance. The good part is if you have a doctor's note, you probably do qualify for FMLA. So you should look into FMLA for absences that require a doctor's visit.

The reality of attendance related discipline is and arbitrators have ruled consistently that management has a right to a reliable work force. This means absences and tardies not covered by FMLA are susceptible to discipline. If management proves through investigative interviews and other paperwork that you are not regular in attendance, they may have met "just cause" for discipline. Also please remember that if you are disciplined, you have fourteen days to file a grievance. If you don't, this discipline is in your file for 2 years.

Until next month.
Your chief steward
jkunz



A Berry Rushed Retirement Tale

submitted by Kit Dolman, retiree

Pressured into retiring seven months before his 20th anniversary (thus forfeiting the extra ten percent on his annuity), a retired carrier recounts his tale through verse. Illustration by Valerie Wrede.

I once was a carrier, but now I'm retired,
For if I hadn't quit then, I should have been fired.
I'll drink when I'm thirsty, I'll smoke to get high,
And if COVID don't kill me, I'll live till I die.

As I was walking my park-and-loop route,
A blackberry bush offered ripe luscious fruit;
I paused for refreshment, not thinking it wrong,
When our supervisor came driving along.

"That's a time-wasting practice!" was his way to greet,
"And that's why you're always late back from the street.

Let me never see you eat berries again
Off this bush, or I must issue discipline."

I called in at lunchtime, and told them no way
Could I get in by four without some help that day.
They said, Carry on, go as fast as you can,
We'll see if there's someone to lend you a hand.

Two front yards on Ninth Street grew raspberry canes,
And one seemed to take no harvest for their pains;
But as I stooped down to select the most choice
I was startled to hear a curt, close-at-hand voice
Make a snappy demand for my vehicle key:
The help they'd sent out was the 204B!

She finished my route while I finished that loop,
Then rushed off to tell Super all the hot poop;
So when I walked in with outgoing and throw-backs,
He was waiting right there, and his aspect was black.

"It was only this morning I warned you to stop
Eating berries, yet H---- says when she came up
You were munching on berries! A flat refusal
Of a direct instruction ----" "I said, "Not at all.

My orders this morning were never to eat
The blackberries there at 500 Twelfth Street,
But when H----- found me, what she saw me taste
Were raspberries on Ninth ---- a quite different case."

He paused: Would he take it? It hung by a pin,
But our stalwart steward was listening in
With a steely look, showing she'd certainly grieve
Discipline; and he saw that; I got my reprieve.

But when later the postmaster asked me what month
I was thinking of going into retirement,
And I said "Next June," with a look in his eye,
"Well I don't think you'll make it," was his cool reply.

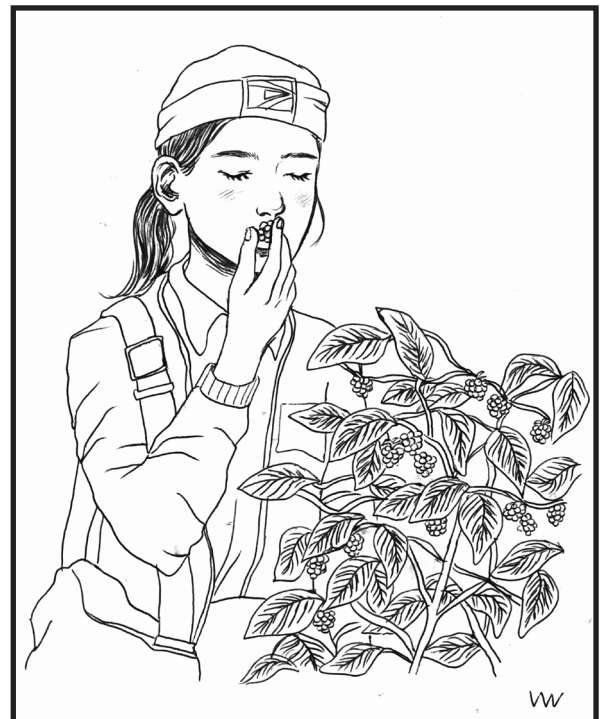
I was slow in the uptake: I asked him in doubt,
"Oh, you think I won't?" but I figured it out,
And when he repeated, "Yes, I'm pretty sure
That you're not going to make it," I said "November."

(A muted cornet goes Hwa

Hwa

Hwa

Hwa-a-ah)



In Memory of Andrew Rilling

submitted by Thos. D. Friesenhahn

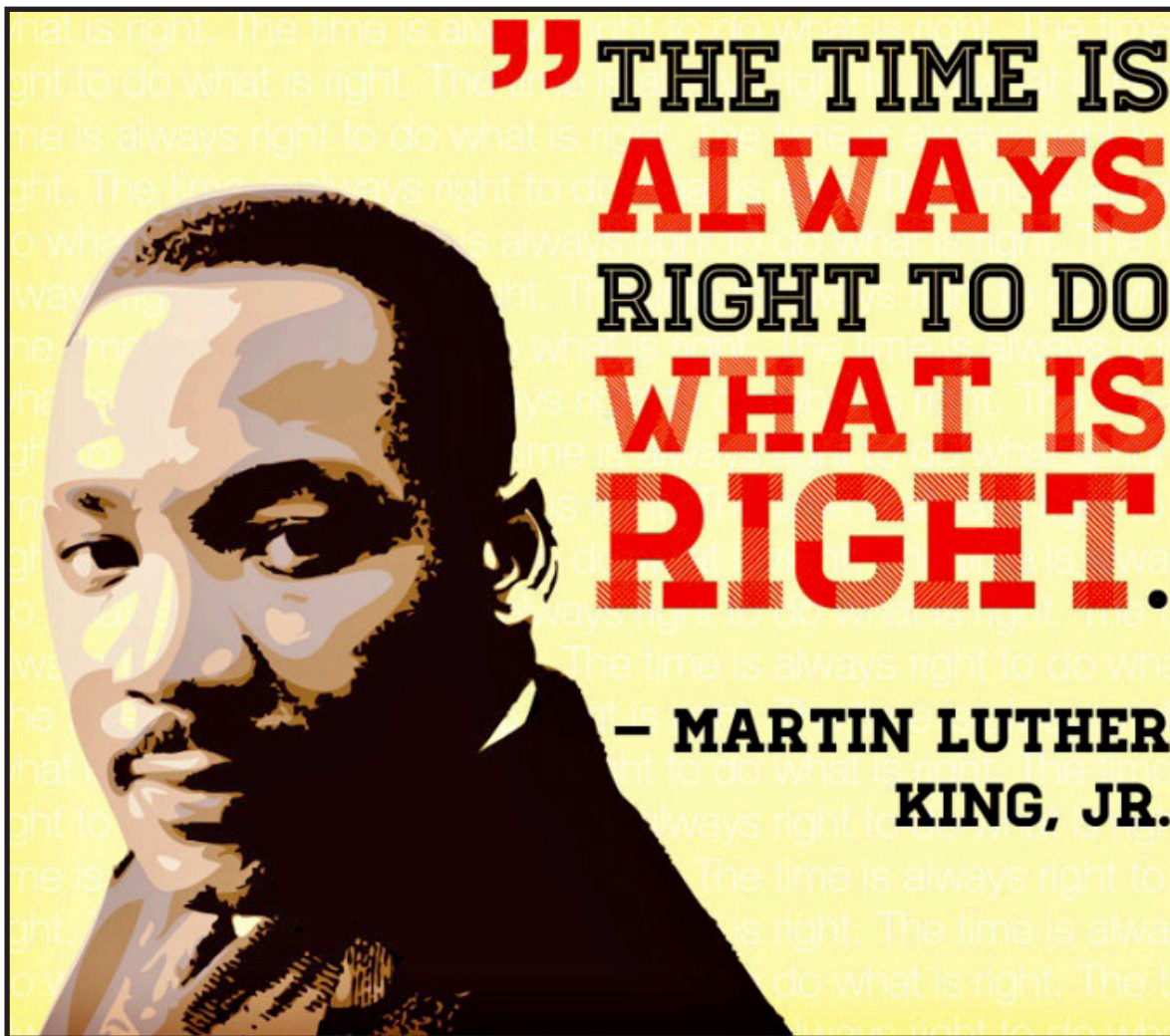
Oct. 5, 1983 - Jan. 8, 2021

Andrew Reg Rilling, 37, of Vancouver, WA, died peacefully at home after a long battle with his disease. He was a member of NALC Branch 82 and a city carrier for several years at Waterfront Station in Portland.

Andrew was surely one of the funniest, sweetest, and cleverest people to ever don the postal blues.

He will be missed dearly by all who knew him.

SAMHSA 1-800-662-4357



Safety Stand Up

-Don Cadwell, Safety Officer



I am Don Cadwell, your Branch 82 Safety Officer. I have been a letter carrier for over 16 years working at Sellwood DCU on the same park-and-loop route for the last 13 years. I am a graduate of Region 2 Steward College and have been a steward for 15 years. I have filed thousands of grievances in those years, but I find it faster to work with management to solve our disagreements. When asked, I fill in for our branch officers. I have been on the Portland District Safety Task Force for over six years and am currently the Co-Chair. I am your branch Safety Officer at the appointment of our branch president David Norton, who I am honored to serve.

We are still in the middle of winter with all the seasonal issues that make our job difficult. It is important that we do the basics and perform a vehicle inspection every morning before we hit the street. Do not drive a vehicle that you feel is unsafe to drive. We have a shortage of vehicles in safe working condition. I've heard all too often of carriers delivering in a vehicle that should not be on the road until repaired. It's your responsibility to report it and management's responsibility to provide us with a safe operating vehicle. Don't bend to pressure from anyone, and please look out for our CCAs that might be asked to. Every station should have tire chains in every vehicle, traction cleats for us to wear in the snow and ice, and headlamps for us to wear when we are delivering after dark. Stations should also have a plan in

place to clear the snow and ice away and someone to put chains on our vehicles so we can do our jobs of delivering the mail.

I want to encourage all of you to get involved in your station's safety programs- from listening and sharing at your morning safety huddles to being on your safety committee meetings which should be held every month. Look out for one another, mentor our new carriers and new supervisors. Many have not been with the post office very long, and safety is all our responsibility.

If you feel that your safety concerns are not being taken seriously by management, please call or text me at 971-322-9701 or call our union office to report it to us. I guarantee you we will take it seriously. Be safe my brothers and sisters.

REFINANCE your current vehicle from another financial institution to NWPCU. Or... PURCHASE a new or used vehicle and finance with us.

**NO PAYMENT!
90 DAYS**

ON NEW, USED AND REFINANCED VEHICLES!

When you purchase through **AUTO SOLUTION**, our Auto Broker, you'll receive an additional .25% off of our already LOW rate. Call Peter (503-913-3721) and he will find your dream new or used vehicle.

You may have **EQUITY** in your vehicle! If you do, talk to one of our loan officers about the best way to use it.

If you are out-and-about and stop into a new car dealership, tell them you are a member of NW Priority Credit Union. We participate in the **CUDL** program. You can purchase your vehicle and have it financed with us without coming into our office. The dealership will get all your financing paperwork completed and your auto loan will be at **YOUR** credit union.

For those with less than perfect credit, we have a loan for you; our **DECLINING AUTO LOAN**. When you pay your loan on time for 12 months, we will **LOWER** your rate by .25%. This will happen yearly until the loan is paid off. This is a great loan to rebuild your credit.



AUTO SOLUTION

OUR #1 PRIORITY IS YOU!

503-760-5304 or 800-331-0968 | www.nwprioritycu.org



NCUA

Federally Insured by NCUA



MILWAUKIE | SE PORTLAND | BEAVERTON | PORTLAND P&DC | VANCOUVER | PORTLAND AIRBASE

*First payment may be deferred up to 90-days and is dependent upon when your loan closes. Interest continues to accrue during the deferred payment period. The actual Annual Percentage Rate (APR) is based on your credit history and other credit qualifications. All rates are subject to change at any time without notice. All credit is subject to approval. Current NWPCU auto loans may refinance with a minimum advance of \$5,000. **APR=Annual Percentage Rate. Promotion effective January 1 through March 31, 2020. Contact us for details.



B-Mike

13

Presidents Day and Patriotism

-Bruce Hall, Veterans Representative

Presidents Day is celebrated on February 15, 2021, this year. This is a day we remember some of the great leaders of our great nation, such as George Washington and Abraham Lincoln. Let us also remember our veterans who have served so that we have a democratic nation where we have the freedom to elect great leaders.

2020 was a very eventful year. We started out with the COVID-19 pandemic. It has forced us to restructure the way we live and do things. We have not been able to socialize and congregate so that we can work together to accomplish most of our normal life programs, projects, and plans. We had to deal with isolation, distress, and a depressed economy. We also saw a lot of Zoom and gloom. Then on top of the pandemic, we had to deal with several political events including protests over social issues and a very divisive year of state, local, and finally, a presidential election. People have been displaying their own ideologies and preferences and not been willing to accept the ideas and preferences of others. We have a divided nation on many levels. People seem to blame their opponents for what is happening instead of accepting responsibility for things they have done wrong. Now is the time to self-examine our individual lives and strive to work together to reunify our great nation, respecting one another, while making decisions that are good for improving our nation.

Let's show that our patriotism is a fundamental basis for our great democracy. It is the catalyst that drives us to work together to make this a better nation for all. Hopefully, the following acronym on PATRIOTISM will reinforce some of its ideas:

- *Participate with others to help one another
- *Activate your feelings and emotions positively
- *Thank everyone who has had a part in our freedom
- *Remember those who have given so much
- *Idolize those who have paid the price
- *Organize to ensure our freedom
- *Transform apathy into activity
- *Interact with others to maintain our freedom
- *Sacrifice to help others who have sacrificed more
- *Memorialize all who have paid for our freedom

As we think of these various aspects, let's remember what veterans have done to pay for freedom in the past, and let's see how we can help them.

There are numerous veterans' organizations available for veterans. If you are a veteran, consider joining a veterans' organization. Most of them are constantly fighting to protect veterans' rights and benefits. It is a political battle, and they

need all the support they can get. They also can help veterans with claims as well as physical needs. There is strength in numbers!

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

Since the USPS has a large number of veterans as employees, the NALC has developed an NALC Veterans group as a way to thank letter carrier veterans for their service and provide them with a meaningful forum. If you would like to become a member of the NALC Veterans group and receive a pin, you can send a postcard to:

National Association of Letter Carriers
NALC Veterans Group
100 Indiana Ave. NW
Washington, DC 20001-2144

ACTIVE IDUTY

ROBERTO JIMENEZ, (Creston) Army, Qatar

CASEY JAMES, (Waterfront) Army, Jordan

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

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

BILL QUIGLEY JR, grandson of Ken Quigley (Gold Card Member) Army, Iraq

CHRISTOPHER MANIVANH, son of Simang Manivanh (Hillsboro) Army, Iraq

GREG GERARD, son of George Gerard (Beaverton) Navy, Virginia Beach

ZACHARY PADACA, son of Eleanor Padaca (River District)) Navy

DEAN SCHUCHARDT, son of Patricia Schuchardt (Multnomah) Army

TOM TOTTEN, son in law of Lee Travis (retired) Army, S. Korea DMZ

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

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

Include the following information: Name, Address, City, State, Zip, NALC branch number, Branch of service, and indicate if you belong to any of the following: American Legion, Disabled American Veterans, Veterans of Foreign Wars, or any other veteran related group.

This is a way that the NALC shows that veterans have contributed and are contributing much to our country through their service. Many of these veterans have continued their service by working for the United States Postal Service. We have several Branch 82 members and members of their families who are on Active Duty. We have been printing their names and Branch of service and duty stations for several years now. We appreciate all they have done and are doing to serve our great nation.

We would like to get to know the people on this list a little better. We would like members to submit a biographical sketch of these people who are on Active Duty. Let us know when they entered the service, how long they have served, what their Military Occupational Specialty is, where they have served, what they do, what unit they are in, any special needs they might have, or anything of interest. Also include their e-mail or postal address if they would like communications from Union members.

Please send these biographies to me at vfwbruce@gmail.com or mail to Bruce Hall, 8017 N. Washburne Ave., Portland, OR, 97217-7251.

Hopefully, this information will make us more enlightened as we endeavor to know and support our military.

Patriotism will tie us together in a concerted effort to make America strong and help us remember that FREEDOM IS NOT FREE!!



Stephen Walls, Lents Station, delivers with a smile on a sunny January day.



Brookfield® Uniforms

EXPERIENCE THE BEST IN POSTAL UNIFORM QUALITY AND SERVICE

- Union Preferred Supplier of Union Made and Made in the USA products
- Free Hem – Free Waist Alterations – Free Shipping
- **Spend the Full Allowance and Receive a Pair of 5 oz. Slacks or Shorts**
- **Or Full Allotment Bonus of \$45**

Buy Union It Matters

Call Your Experienced Representative

Donna Halvorson 503-781-0624 or Fax: 503-786-6120

Covering the Greater Portland Area

World Class Service

Brookfield Customer Service at 1-800-527-0606

Monday-Friday 7am-6pm & Saturday 8am-1pm, CST

www.brookfielduniforms.com



B-Mike

NATIONAL ASSOCIATION OF LETTER CARRIERS

Branch 82

5265 NE 42nd Ave
Portland, Oregon 97218



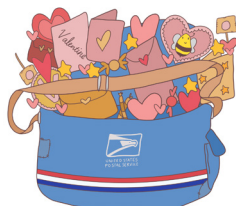
Non-Profit

U.S. Postage Paid

Portland, Oregon

Permit No. 4

ADDRESS SERVICE REQUESTED



The February general membership meeting is canceled.

PO'ed at the PO

ANNUAL PPP* 2020 SURVEY RESULTS IN!

Results are based on a national random sample of 333,986 letter carriers conducted by telephone December 18-28, 2020. The margin of error is + or - 50 percentage pts.

Which of these best describes your reaction to apartment dwellers with tiny receptacles who only pick up their mail every couple weeks?

- 75% Giving customer a piece of my mind
- 22% Pulling everything and sending it back in ten days
- 02% See the recycle bin with all the Red Plums? Bingo!
- 01 % Other

Does the "Item-Slightly-Larger-Than-Your-Mailbox of the Month Club" really exist or is it one of those wild and crazy urban myths?

- 56% Seems like a thing
- 32% Hmm, that would explain a lot
- 10% You've been visiting too many QAnon sites
- 02 % Other

What on-the-job injury annoys you the most?

- 76% Throwing my back out
- 14% Slips, trips and falls
- 05% Staple gouges, paper cuts and skeeter bites
- 05 % Other

Strangest thing ever found in a collection box?

- 08% Burning cigarette butt
- 01% "Grease" DVD
- 01% Nixon/Agnew campaign button
- 01% Tickle Me Elmo
- 89% Other

What's the most annoying remark from customers?

- 78% You're late!
- 13% Hot enough for ya?
- 06% You can keep the bills
- 02% Where's my check?
- 01% Epstein didn't kill himself

What's your most annoying office experience?

- 44% Being the last one out of the station
- 33% Having a bad case of the nixies
- 16% Coworkers insisting on pronouncing the word *envelope* instead of *onvelope*
- 01% Having the case farthest from the swing room
- 06% Accidentally pulling case dividers
- 05% Other

What's your most annoying street experience?

- 34% Getting a left notice slip filled out then they finally answer the dang door
- 43% Pushing a massive wad of mail through a slot, then the customer immediately opens the door
- 13% Customer putting fence up blocking a favorite short cut
- 03% Realizing it's the wrong slot a split second after releasing the handful of mail
- 01% Diverting delivery order to get rid of chirping baby chicks, or beeping birthday cards, for that matter
- 01% Boss discovering most favored nap spot
- 05% Other



*Postal Pet Peeves

BR.82'S PUSHING THE ENVELOPE BY KERRY WAITE & TERRY KNOTT © 2021 ILOVETHEPOSTOFFICE.COM