



# B·Mike



Vol. 84  
Issue Ten  
November 2024

*"An Injury to One is an Injury to All"*

*The Official Publication of Branch 82*

*Portland, OR*

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

## The Tentative Agreement Issue

Dear readers,

This issue is dedicated to the newly proposed Tentative Agreement. Since it was announced in mid-October, much has been said and written regarding its details, not all of which is accurate. I think it's important for everyone to realize that our Branch 82 officers did not write this TA, nor did they negotiate it. This B-Mike issue is our attempt to sort through all the information, offer some opinions, and present a clearer picture to the members. Because of the timing of the announcement, the November issue was almost completely rewritten for this purpose. I sincerely hope that you read this issue and find it informative and helpful.

Your editor,  
Suzanne

# What to Expect When You're Expecting

- David Norton, President

Well everyone, we have finally received our long-awaited Tentative Agreement. It has been over 500 days since the completion of our last contract, and most members have been waiting to see what this new contract is going to offer the city letter carrier craft going forward. I, like many other members, started every week thinking to myself, “maybe this will be the week that we get a new agreement.” Every station I visited, I would have to explain to letter carriers that I had no idea what was going on with the contract. Every contract update at every event that I attended was vague with National saying the same thing: we are continuing to negotiate with the Postal Service. We also didn’t get any real update at our National Convention this last August. With almost two days being taken up discussing the charges against our National President, Brian Renfroe, we didn’t have time to talk about the ongoing contract discussions, where we were at in those discussions, what we could expect from a tentative deal, or when we might be seeing it. Letter carriers were left to wonder, and patience turned to annoyance and annoyance turned to anger while people left it up to excuses, suspicions, and conspiracies for why it was taking so long. Coupled with a barrage of social media negativity, the anticipation of a new Tentative Agreement has turned ugly.

But, we are done with the waiting and have entered the next phase, studying the new TA. Every letter carrier will have the opportunity to vote it in as our new Collective Bargaining Agreement, or vote it down.

In some ways, this contract is coming at a pivotal time in the USPS. We have a Postmaster General that has implemented a 10-year plan that has changed the way the Postal Service operates, and letter carrier jobs are changing along with it. We are carrying less mail overall and are delivering more parcels.

I have been through several contract negotiations since I have become a letter carrier, and those have been headed by different National NALC Presidents. For many carriers out there, this may be your first one. If it is, you are starting off with a very divisive, controversial contract that has garnered plenty of backlash and vitriol, especially online. There is a lot of misinformation out there. I have had to hear all kinds of things that swing from “not entirely true” to “absolutely false,” and of course a lot of conspiracy theories. It is important that NALC members do their part and try to seek out the correct information on what the TA contains, what its possible implementation means for you as a letter carrier, what a “no” vote looks like, and what may happen if this TA is voted down.

There are a lot of things included in the new TA, and many are technical work rules. Most people want to focus on the money involved or the work rules that affect them on a regular basis, so we won’t cover every little memo or contractual language change, but we will cover those things that will immediately impact the lives of carriers.

The contract ended in May of 2023, and the new contract will expire in November of 2026.

## Economic Package

For the vast majority of carriers, this is what matters the most. What am I going to be paid for doing this job? Isn’t that the reason why we are all here in the first place, to make money? No one works at the Postal Service out of the goodness of their heart.

Letter carriers will receive three 1.3% raises, the first two being paid retroactively:

Effective Nov. 18, 2023 – 1.3% paid retroactively

Effective Nov. 23, 2024 – 1.3% paid retroactively

Effective Nov. 22, 2025 – 1.3%

This is in addition to the Cost of Living Allowance (COLA) that we have had in the past and will retain in the TA if it passes:

The first full COLA will be \$978 annually effective August 26, 2023, paid retroactively

The second full COLA will be \$353 annually effective March 9, 2024, paid retroactively

The third COLA will be \$978 annually effective September 7, 2024, paid retroactively

The fourth COLA will be effective in March 2025

The fifth COLA will be effective in September 2025

The sixth COLA will be effective in March 2026

The seventh COLA will be effective in September 2026

The COLA is based on the Congressional Budget Office’s (CBO) forecast of inflation. That means that we do not know what the future COLAs will be. Also, the COLA is implemented in a prorated fashion with the top step carriers receiving the full COLA and every other step making a percentage of that. This is the way the COLA has worked since the arbitration award of the 2011 contract.

National has put out a chart explaining the wage increases proposed in this TA. They also have a Wage Calculator at NALC.org where carriers can see what their wages are now compared with where they will be by the end of the proposed TA. Those calculations from National include regular pay raises based on step increases. While National states that this is also part of the negotiated wage structure, Branch 82 has included in this issue of the B-Mike a chart that has taken those increases out. While it is true that step increases are part of the letter carrier pay structure, we believe that most carriers just want to see what they are going to get out of this TA outside of the annual step increases. Included in that, from both National as well as the amended version that we came up with, it includes COLA projections. Remember, projecting future COLAs is not a certainty. We will not know what the future COLAs will look like until we get there. Everything right now other than the COLAs that have already happened are just an estimate. We really don’t know.



CCAs don't get the COLA so they get an extra 1% for every year of the contract. Also, CCAs will get an extra .50 cents an hour.

Step P will increase by \$1,000 a year.

They are eliminating the bottom steps of the Pay Scale and are moving all of those in steps AA, A, and B into Step C. This means that the length of time to reach the highest step on the Letter Carrier Pay Scale will decrease slightly, and newly regular carriers are going to start at Step C.

All back pay will be processed "as soon as practicably possible." This doesn't sound great but for those of us who see this contractual, legalese language all of the time, what it means is that the Postal Service will have to perform payroll adjustments for every working (and recently retired) carrier in the country. It is going to take time. I have heard from National that they expect about two to three pay periods to get it done. I guess take that for what it is worth; it will take time to get it done, but it shouldn't take an excessive amount of time.

Your contributions towards your healthcare costs will remain the same with the USPS paying 72% of the overall costs. This doesn't mean that premiums may not go up, but your percentage share of the overall contributions will at least remain the same.

So, that is the money. This is the big one for most employees. What kind of a raise am I going to get and is it enough to keep up with the rising costs of life? If this TA is ratified, you can be sure that you will see a 1.3% raise every year (the first two being implemented retroactively) plus whatever the COLA turns out to be (except the ones that are retroactive, those are listed). That plus whatever step increase you would already be getting. That is what your pay will look like. Is that good enough for you? This is a question you must ask yourself prior to casting your vote.

### **Work Rules**

There are several things that the TA changes in regards to our work rules. Some of them are small, and most carriers may not even notice or care. Some, however, are significant and will change the way letter carriers handle different aspects of the job.

### **Uniform Allowance**

The Uniform Allowances will change slightly, as letter carriers will receive a small raise:

May 21, 2025: \$536 plus an additional \$125 for a newly eligible carrier

May 21, 2026: \$549 plus an additional \$128 for a newly eligible carrier

Carriers will also be allowed to roll over some of their uniform

allowance, just not to exceed the sum of two years' worth of allowance.

### **Article 8**

There are several Article 8 work rules that will be changing if this TA is ratified:

The first one is for regular carriers. They have the right to refuse working over 11.5 hours in a day (12 total hours including lunch) or 60 hours in a week. They can do this without any fear of being disciplined by the boss. This also applies if you are an ODL carrier.

This means that if you have reached 12 hours of work, you can simply bring the mail back, clock out and go home. That is what the TA says. Now, while the details have not fully been worked out on the implementation of this rule, I'm sure that letting someone know that you are leaving will be part of it.

If you want to work over 11.5 hours in a day or 60 hours in a week, there is an opportunity to volunteer to do that. Part of the Article 8 changes in this TA establishes a new pay level for working over 12/60. Carriers will automatically be paid at 250% for anything worked over the work hour limits without the union being forced to file a grievance for it. The extra 250% pay applies to all carriers.

There also will be new opportunities for carriers to work overtime with the addition of two new ODL lists. The first one will be for carriers who want to work overtime but only on their scheduled days. On this list, a carrier will be available to work up to 12 total hours on their scheduled days but will not be called in on their SDO. This is essentially a same-day ODL. This is the provision that was created by Branch 82 and was sent to the 2022 National Convention and ratified as one of our official bargaining positions.

The second new ODL is for carriers that are willing to work only 8 hours a day on their own assignment but are willing to work 12 on their SDO. This would be the opposite of the other list, restricting carriers on every scheduled day but allowing them to work overtime on their SDO.

If you sign both of these lists, then you are on the Big ODL that we have been familiar with.

The new TA is silent on CCAs and PTFs regarding the right to refuse over 12/60, and I have no idea how we are going to keep the new ODL equitable.

### **New Employees**

Nothing changes towards the elimination of the non-career workforce, and we talked about the .50 an hour raise for CCAs in

the economic package portion of this article, but there are some changes in regards to new letter carriers:

MOU Re: CCA Advanced Annual Leave gives CCAs the opportunity to have 40 hours of Annual Leave advanced to them after their initial 360-day appointment. PTFs will also get 40 hours of leave advanced: MOU Re: PTF Advanced Annual Leave gives PTFs 40 hours of Annual Leave prorated to the end of the leave year, and then annually until they are converted to regular.

The MOU Re: New Employee Experience, Retention and Mentoring Program would be implemented nationally which would include some guidelines for onboarding new employees.

CCAs and PTFs will receive a minimum of one scheduled day off per week except during the December Exclusionary Period.

Prior to leaving Carrier Academy, they will receive comprehensive contact information for the employing office, a defined work schedule for the first week in the delivery unit, and instructions for completing time reporting records. They will also receive an equipment package including a reflective vest, mail satchel, and hat. There is also new defined training that new carriers are supposed to receive for Sundays, and there will be a mentoring program in place for new carriers.

The memo also instructs management to perform the 30, 60, and 90 day reviews, discontinue working carriers outside their crafts during the first 90-120 days, and provide them with route maps and other things to help acclimate the newly hired letter carriers in their new job.

With all of these ideas, implementation and enforcement is always the key.

### **Some Other Provisions**

In the new TA, it also maintains the current no-lay-off clause for letter carriers after six years of career service. The new TA also keeps the existing prohibitions against contracting out city carrier work.

Grandchildren will now be included in the provisions of receiving Bereavement Leave.

You will also be able to cash out 40 hours of Annual Leave if you are at the AL carryover maximum and you have used less than 75 hours of Sick Leave in the year preceding.

Like I said, there are other memos and work rule provisions that are included in the new Tentative Agreement, but for now, we have hit the high spots.

### **What now**

Every active member of the NALC (retirees do not vote for National Contracts) will get a chance to either vote this TA in to become our new contract with the Postal Service, or vote it down. You will receive a ballot in the mail and in past years you would receive a booklet in the mail along with it. It is my understanding that this year, instead of the booklet, you will have a QR code that you can scan that will go directly to the description of the proposed TA. If voted in, the TA will go into effect as our new National Agreement. If it is voted down then per our constitution, the parties have 15 calendar days to meet and renegotiate terms and then turn around and get it back to the membership. What the most likely outcome will be is that this will go before a neutral arbitrator, Arbitrator Nolan who has already been selected, and they will decide for us what this contract will be. It is a big decision, and ultimately an important one.

I don't know if anyone remembers, but I wrote an article for the May 2023 edition of the B-Mike entitled "My Contract Wish List." In it I identified several things that I was looking for in the next negotiated settlement. Out of my list of things that I wanted to see accomplished, several of those issues were addressed, even if none were completely realized. I also challenged every member of Branch 82 to create their own contract wish list, things that you wanted to see in our next contract going forward. I hope that many of you did that and can now weigh the option of a yes or a no vote based on what you were looking for. Did they accomplish any of your goals? If they addressed the problems that you have identified, was it good enough? Was it a start?

The vast majority of Branch 82 members I have talked to are upset about this Tentative Agreement. Most of this is about the economic package that it offers, but also that it does not address several key issues that we as a union have been working on: elimination of the non-career workforce, elimination of Table 2, a reinstatement of the full non-prorated COLAs, start times, and staffing levels. I completely understand. I too am not happy about this TA and how long it took to reach it. I have spoken to many other branch presidents across the country that are in the same position as myself. They feel like they have been out on their own, trying to do what is right for the membership and their branch without any guidance, direction, or support from the National NALC. There are a lot of issues out there, and a lot of them should be settled at the national level. Now to wait over 500 days to put out information about the TA and then have an angry membership about it all seems like too much.

Negotiations with the Postal Service are difficult, and any contract negotiation whether through negotiated settlement or through interest arbitration, is never going to give you exactly what you want, regardless of what you may read on social media. Be careful if people are telling you that we should be going out



on strike in lieu of either ratifying a contract or sending this contract towards interest arbitration. It is illegal for letter carriers to strike.

This is the process that we have regarding our contract negotiations and while it is not perfect, since 1971 it has (overall) served us well. We have made gains in some aspect in every single contract we have had whether that is through work rule changes or wages. We have also taken steps back, namely through the creation of the non-career workforce and through the loss of the 100% COLA and the creation of the prorated COLA. There are risks sending this TA forward to an arbitrator. There just are; don't let anyone tell you otherwise. I would also say that there is a risk when you do not let your voice be heard. The risk of putting up with something that you are unhappy about, the risk of letting that fester, the risk of allowing a compromise to become a source of defeat may be the greatest risk of all.

I have to thank B-Mike Editor Suzanne Miller for changing this entire issue. She had the November issue all planned when this Tentative Agreement came out. She was forced to pivot to get out an issue that included information regarding the TA, collec-

tive bargaining, as well as some opinions for and against. And there are opinions for and against.

I really don't know what is going to happen going forward. No one does, although plenty of people online are acting like they do. This TA is divisive and many people are upset. That doesn't mean that this Tentative Agreement should destroy this union. There have been trying times working for the Postal Service in the past, and there have been trying times in this union as well. Just because people feel differently than you isn't a reason to hate those people or demonize their opinions. We are living in a time of bitter partisanship politically, and this country is divided. Just because half of the country doesn't believe the same way you do doesn't mean that you can hate half of the country. With this Tentative Agreement, our union may now be divided on whether to vote yes or to vote no for it. We can't hate our union family if they disagree with us. We as a union are bigger than our disagreements and are bigger than this moment. Don't forget that. No matter what the members decide what to do with this Tentative Agreement, the work cannot stop trying to improve the hours, wages, and working conditions for city letter carriers. That must continue regardless of what happens.

	A	B	C	D	E	F	G
1	Current Step	Current Yearly Salary	New Step	Estimated yearly salary 9/5/2026	\$ Difference	Percentage Increase	Estimated hourly rate 9/5/2026
2	AA PTF ONLY	\$46,030.00	C	\$55,235.00	\$9,205.00	0.199978275	\$26.56
3	A	\$46,038.00	C	\$55,235.00	\$9,197.00	0.199769755	\$26.56
4	B	\$48,094.00	C	\$55,235.00	\$7,141.00	0.14848006	\$26.56
5	C	\$50,153.00	C	\$55,235.00	\$5,082.00	0.10132993	\$26.56
6	D	\$52,211.00	D	\$57,504.00	\$5,293.00	0.101377104	\$27.65
7	E	\$54,271.00	E	\$59,773.00	\$5,502.00	0.101380111	\$28.74
8	F	\$56,327.00	F	\$62,036.00	\$5,709.00	0.10135459	\$29.83
9	G	\$58,384.00	G	\$64,306.00	\$5,922.00	0.101431899	\$30.92
10	H	\$60,448.00	H	\$66,576.00	\$6,128.00	0.10137639	\$32.01
11	I	\$62,505.00	I	\$68,843.00	\$6,338.00	0.101399888	\$33.10
12	J	\$64,562.00	J	\$71,107.00	\$6,545.00	0.101375422	\$34.19
13	K	\$66,622.00	K	\$73,374.00	\$6,752.00	0.101347903	\$35.28
14	L	\$68,679.00	L	\$75,641.00	\$6,962.00	0.101370142	\$36.37
15	M	\$70,740.00	M	\$77,912.00	\$7,172.00	0.101385355	\$37.46
16	N	\$72,796.00	N	\$80,175.00	\$7,379.00	0.10136546	\$38.55
17	O	\$74,854.00	O	\$82,441.00	\$7,587.00	0.101357309	\$39.64
18	P	\$75,299.00	P	\$83,954.00	\$8,655.00	0.114941765	\$40.36

Estimates based upon National's summary of the Tentative Agreement.



# Let's Talk About the S-Word

- Matt Pierce, Secretary-Treasurer

Hello all: let me start out by saying that I'm currently planning on voting no on this proposed contract. Although, I do try to keep an open mind to listen to reasons why others are going to vote yes. I think that is something we should all do. For the purpose of this article, I don't really think how I'm going to vote matters, but in this charged atmosphere, how someone plans to vote can color others' perceptions of what they say after.

So that being said, let's take an honest look at how things might go after a no vote on the contract. This is what our national constitution says on page 53-54 of the most recent version:

*When the majority of total votes cast is for rejection, the NALC negotiators shall inform the USPS and reopen negotiations within five (5) days after the vote is tallied. If negotiations are not reopened, the NALC negotiators shall determine if there will be binding arbitration, an immediate work stoppage, or a designated job action. If negotiations are reopened, they will not exceed a period of fifteen (15) calendar days, at which time a second ballot shall be mailed to each member for ratification or rejection. If the membership rejects this second ballot, then the National President will determine if there will be binding arbitration, an immediate work stoppage, or a designated job action.*

*Sec. 2. In the case of a nationally sanctioned work stoppage, the President shall issue no recall to work until a full and unconditional amnesty is granted to all participants in that work stoppage.*

So, this is presumably how it will go. The negotiators will meet for only 15 calendar days and then a second ballot will be mailed at which point if the answer is also no, then President Renfroe will have to decide what our next move as a union is. When you read the words work stoppage that's just a fancy way of saying strike.

I know that there are a lot of people out there who think that we should go on strike to get what we want in our next contract. Regardless of what I or you think about that, I want to have an honest conversation about what that might actually look like, so if it ever comes to that people can make an informed decision and hopefully be prepared.

First, maybe I'm being pedantic here, but can we all please stop saying "We need to bring back the right to strike." We have never had the right to strike. It has always been illegal for us as federal employees to strike. It was illegal when the NALC did it in 1970. Under the Postal Reorganization Act it continues to be so. We can't bring back something that never was. But that doesn't mean it won't ever happen.

Let's look at how it might look if it did. The first thing that would

likely happen is that the federal government through the banking system would immediately freeze all of the assets of our national union and branches due to us breaking the law. The second thing, obviously, would be to order us back to work with the threat of jail and/or fines. But the big one for a lot of our members would be suddenly no more pay, and because we can't have a strike fund and our assets would be frozen, we would all be self-funding a strike while not getting paid. Depending on how nasty they wanted to get, they could also freeze or cancel our benefits because we'd be acting illegally. That might include canceling our health insurance.

I'll be completely honest with you. I have been very lucky in my life and career at the post office. I've been working non-stop at the USPS for 26 years, I didn't have my first child until I was 47, my wife has a good career, we've paid off all our debts, and we live in a house purchased in NE Portland in 2001. Also, we have been very lucky to not have had any serious health problems or financial upheavals in our life and so far, have a healthy child. I can afford to go on strike and not get paid for two months and possibly lose my health insurance but can those advocating striking do that? How many of our members can? Can you?

Remember a strike is a war of attrition. Workers are trying to inflict financial harm on the employer and the economy at large to such an extent that the employer caves or is forced to give the strikers what they want. But the other side is the employer knowing that our workers without a strike fund and probably frozen assets are going without pay and possibly benefits at the same time and hoping that the workers cave because of it.

And you might be saying, "yeah, but one or two months without pay is the worst case scenario." But is it really? First of all, the constitution says we won't go back "to work until a full and unconditional amnesty is granted to all participants in that work stoppage." Considering this would be for breaking the law, it wouldn't just be between NALC our employer but also the President of the United States and the Department of Justice. That in and of itself might take weeks. And then let's talk about the USPS payroll system. If every employee was granted amnesty and back pay, how long do you think it would take accounting and payroll to actually pay people? I don't think it's unreasonable to think that we might have to go months without getting paid. Finally, a strike just might take that long. It has with other unions in the recent past including the Boeing machinists.

Strikes can be a necessity in the labor movement, but it's very important to remember how difficult one would be on our members, were we to use it to try and achieve our goals. Please, let's not just throw around the term without understanding what people will actually go through. I just sincerely hope it never comes to that.

*In Memoriam*

## TRISTAN THOMAS

## 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

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

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

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



OUR #1 PRIORITY IS YOU!

503-760-5304 or 800-331-0968 | [www.nwprioritycu.org](http://www.nwprioritycu.org)



Federally Insured By NCUA



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



**B-Mike**

# Why I'm (Probably) Voting Yes

- Casey English, Trustee

First, let me start by saying that I don't like the Tentative Agreement. Beyond simply disliking it, I'm outraged at how it was given to us. President Renfroe spent a year and a half promising us huge gains in pay, the elimination (or serious change) of the CCA position, and significant workplace improvements. We got none of that. Put simply: we were lied to. The idea that this TA took more than two months to negotiate is ridiculous, let alone the more than 20 months we actually had to wait for it. I think President Renfroe engaged in serious political gamesmanship and intentionally delayed reaching this TA in order to survive the charges that were levied against him by Director of City Delivery Chris Jackson.

And yet, I'm still probably going to vote to ratify the Tentative Agreement.

To me, everything external to the actual terms of the TA are noise, and I'm going to be voting solely on what is contained in the TA and what I think the likely outcome from interest arbitration is. And personally, I don't believe that interest arbitration (which would be the likely next step if the TA is voted down) will yield much better. In fact, I believe there is a real risk it yields worse. Other people are going to vote for different reasons, and that's okay. But I think it's still important to understand the full implications of a "no" vote and the risks involved.

Something that I think is important to recognize is that arbitrators have a history of giving "like for like" when awarding contracts; they usually model their awards on what the other postal unions got in their last round of bargaining. We have CCAs and Table 2 because the APWU negotiated and ratified a contract that created a non-career workforce and a lower tier of pay. And both sides know this. The Postal Service will use their other agreements to argue why the NALC shouldn't get more, and the NALC will use them to argue why we shouldn't get less. So, let's start with those other contracts.

In December of 2021, the APWU reached a tentative agreement with the Postal Service. They got 1.3% a year, plus COLAs and full back pay. PSEs got a 50-cent raise and an additional 1% a year in lieu of COLAs. In January of 2022, the Rural Carriers reached a tentative agreement which gave them 1.3% a year, plus COLAs and full back pay. RCAs got a 50-cent raise and an additional 1% a year in lieu of COLAs. In December of 2022, the Mail Handlers reached a tentative agreement and got 1.3% a year with COLAs and back pay. MHAs got a 50-cent raise and an additional 1% a year in lieu of COLAs.

If that sounds familiar, it's because it's identical to the pay package that's in our Tentative Agreement. Now I want to

be clear, I believe that letter carriers are the face, backbone, and heart of the Postal Service. We are the hardest working employees in the entire agency, and we deserve to be paid like it. But the reality is that's not how arbitrators think. I believe that Arbitrator Nolan (the neutral arbitrator we jointly selected to hear our case) is almost certainly going to give us the exact same pay package the other unions have gotten, with any possible changes being minor.

But pay isn't the only thing the arbitrator is going to look at. They have full authority to rewrite every part of our contract. And there are a lot of parts of our contract that will be under attack if we go to arbitration. Every time we go before an arbitrator, the Postal Service comes after our COLA. I don't like that Table 2 carriers don't receive the full COLA, but it is still uncapped. No matter how much the Consumer Price Index (CPI) raises, our COLA is going to rise to match it. The arbitrator could very well decide to put an upper cap on that (or eliminate our COLA entirely), meaning that our pay will never be able to fully keep up with inflation. Do I think that's likely? Not necessarily, but I'm not going to be surprised if it happens.

Another very real item that will be under attack is our share of healthcare premiums. Other federal agencies pay about 72% of the total premium of an employee's healthcare plan. The Postal Service pays about 73%. Before the 2013 Das Award that created CCAs, that number was 80%. With the idea that switching us all to a new "all-postal" healthcare system would result in lower premiums gone up in smoke, the Postal Service is almost certainly going to try to lower that number once again. And let me be clear: any reduction in the Postal Service's healthcare contribution is a pay cut for us. I think this is one of the likeliest outcomes of arbitration- something largely identical to the TA but requiring us to pay more for healthcare.

So, I take all of that, along with the fact that we will be presenting our case to the same arbitrator that just a month ago decided that the Postal Service doesn't have to pay back any of the employees that had their pay stolen from them as a result of the LiteBlue hack, and put it all together. And for me, I decide the risks of losing what we have (and what we kept in the TA) outweigh the chances of gaining much more than what is being presented to us.

Now, you may look at all of this and decide that you lean the other way, that it's worth the risks to go to arbitration to try to get a better contract. And that's fine! I don't fault anyone for wanting to vote this down. I just hope everyone is fully informed before they do so.

Until next time,  
Casey



# My Vote is a YES. But Just Barely

- Abe RedCloud, MDA Rep

That's right, I am voting YES on ratifying the Tentative Agreement. I'll tell you right away that it is barely on the side of the fence for a yes, rather than a 100% yes. When thinking of how I wanted to vote on this Tentative Agreement, I had to think of ALL the positives and ALL the negatives of either a yes or no vote. After thinking about it, I have decided that my vote will be a YES. I've talked with some people about their vote, and I'd have to say that some are thinking about it all and some are buying into what they read online. Guess what? Many people on social media are skewing the truth to make people angry and vote no because they want more to join them.

This is the most hate I have seen on social media for any contract we have had. Some may say that this is due to the length of the time between the expiration of our last contract and this TA, and in a sense that is how it all started. Then people got riled up and began buying into all the hate and negative talk and now can't/won't make their own thought-out decision. I hope all of you have sat down and thought of all the pros and cons of the way you're going to vote and aren't suckered into a vote no group just because your friends are in it or feel pressured to be in it. Make your own decision and do your own research with the real information. And voting no just because you want to prove a point is not the right way to go about this.

Ok, so why am I a YES vote? Is this TA everything I wanted? HECK NO! Is it pretty darn good and it's a no-brainer? NOPE. Is it lacking in many parts but has some good stuff too and no need to think too hard and vote yes? Negative. I too am not really happy with this TA, but I feel that is not enough reason to vote no. This is a SUPER important thing for our work lives and deserves DEEP thought about all avenues of the way we will vote.

Now let's get to what I see as the positives of voting YES. The wage increases are all 1.3% instead of the two 1.1% increases that we got in the last contract. Some might argue that in the last contract we had four raises and this one only has three. Well, the 2016-2019 contract only had two wage increases. Also, no matter how many raises each contract has, it has been one raise a year since 2019. As far as the amounts this contract has, this is what the USPS can afford without having financial issues. Other companies got more because they had the overhead to do so. We can't just get a HUGE raise and have no money to pay the wages, the money has to come from somewhere. Yes, there are too many higher-ups getting too much money for positions not needed, but there is no way to change that with this contract. Maybe right now, outside of the contract, we can fight with rallies all over the US to get unnecessary management out so that next contract we can get better raises. So just voting no because you want HUGE raises right now is not justifiable with the money the USPS takes in and has. The COLAs are awesome as always, and we are among the only 11% of US employees that get them. So that's definitely a positive. And the CCAs are getting 2.3% raises which is better than the 1.1% and 1.3% that they got in our last contract.

Even though I was hoping for a new way to get uniforms as the current one is broken, we are getting a bigger increase (\$37 then \$48 more) than our last contract (\$12 more). And we can roll over our funds when we are needing higher priced items like rain gear when we already have good uniforms for a few years. This isn't great, but it's better than our last contract. We now can clock out when we reach our maximum hours and no disciplinary action can be taken! That's HUGE! Automatically getting the 50% extra pay for any time worked over 12/60 saves a lot of work and headaches with having to fight and grieve every circumstance. That's better. And now we can be on the ODL for ONLY our scheduled days and not our days off!! LOVE THIS! Lots of new employee guidelines to help protect our new employees and make their work lives easier and better when first starting is GREAT!! PTFs and CCAs now get advanced annual leave! That's awesome! And there is some more good stuff in there, but I have included my favorites here.

Is there a lot missing that we all wanted in this contract?? ABSOLUTELY! But after looking at all those positives, is that some good stuff? YUP. A negotiation is both sides agreeing on provisions. I'm sure that the NALC tried for the stars and this is what it came down to for the USPS to agree. I'm a firm believer that this TA took so long because the NALC wanted MUCH more, but the USPS wouldn't budge and we want to AVOID arbitration! Why, you say? In arbitration both sides argue what they want and the arbitrator will make our contract. This is someone that has never worked for the USPS and understands nothing of what it is like to work for the USPS or be a letter carrier. We've received horrible decisions out of arbitration like the TE position and the CCA position. What terrible additions will come next in arbitration? You think we will get higher raises in arbitration? As I stated earlier, that can't happen because we don't have the money to do so. All in all, arbitration is a VERY scary situation to be in and have someone decide ALL OF OUR RIGHTS that will bind us for the next few years. Also, if we do go to arbitration, it will be at LEAST next summer before we will have a contract. If the vote is NO for this TA, we have another 15 days to settle on a new revised agreement before arbitration. You think they will decide on something 1,000 times better in 15 days? HIGHLY DOUBTFUL. And then arbitration is the next step. This for me outweighs the stuff we didn't get in this contract and landed me with a yes vote.

I hope that I have shed some light into another way to think about your own decision of your vote on this TA. This is more important than just being angry and voting no because of that. Look at all sides and make the most informed decision you can. Don't buy into the hate, be an individual and make the best decision you can with all the REAL information.

In Unionism and Solidarity,  
Abe RedCloud



# TENETative Agreement

- Jon Cabral, Chief Steward & Recording Secretary

I've thought a lot about how to speak on the Tentative Agreement (TA), and ultimately feel that I will not be able to stay as objective as I hoped I would, but I will do my absolute best to try. For me, there is just far too much wrong with the circumstances that have led up to the release of the TA, things that I can not seem to let go of. First and foremost being that the expectations set up for us were ones of grandeur; they were ideas of sweeping and long lasting gains and compensation that would be seen as no less than "historic." If National was of the opinion that we had on our hands a situation that could be described as a 'hard pill to swallow,' why, for the last 21 months, would they hype up our negotiating position to levels, at least for them (maybe anyone), that were unachievable? If our expectations needed to be quelled, why for 21 months keep up, what in hindsight, looks to have been a charade?

I'll end the beginning of this article by saying I think we had a deal, that what President Renfroe had been saying for the better part of two years, was more or less in the ballpark of the truth. That ultimately the reason we didn't get that deal we deserved is because of the absolute distraction that was the charges brought against Renfroe by Vice President James Henry and his proxy, Director of City Delivery Chris Jackson. These three men turned our union into a circus, wasted the time and money of the membership, and aired all our dirty laundry for management to revel in. It made us weak, and just as I thought would happen, what I've been saying for more than a year, management would take advantage of that curated chaos, and use it to neutralize our strength.

This TA, if nothing else, is absolute proof of that. Everyone can argue about the validity of the charges, the actions of Renfroe that led to them, but at the end of the day, Renfroe, Henry, and Jackson are all to blame. Renfroe for acting in a manner that created opportunity for him to be charged, Henry for taking advantage of the situation for political gain, and Jackson for being, well, what could only be described as Jim Henson's greatest work of art. It is so beyond important that all our members keep this in mind when voting in the next election and show our leaders what the consequences are for imploding our union and failing to achieve for us what we elected and compensated them to do: to get us a fair, rewarding, and progressive contract.

## My Opinion:

I am voting no on this contract, not entirely because of its contents, which are by no means great, but mainly as a rebuke of Renfroe's inability to achieve the goals he clearly and vocally laid out before us, and a rebuke of the rest of our National leadership working in DC, who have sat idly by, their hands in *our* pockets, serving only themselves. I pose that these 'leaders' had no trouble leaking various reports, letters, investigations, and comments pertaining to the charges brought against Renfroe,

in addition to the charges themselves, but were simultaneously incapable of leaking anything to the membership pertaining to the contract? What is their logic? That we have a right to know details about trumped up charges, but nothing about the contract itself? There's only one reason this could be, and it is because it wouldn't have served them politically, and it absolutely disgusts me. Of course, that wouldn't even have been necessary if we were simply given regular and meaningful contract updates by Renfroe himself.

Even if everything I stated above wasn't a factor, I still don't think I would be able to vote for this TA in good conscience. We were not only promised more, but we also deserve more, having worked through a once-in-a-lifetime pandemic and through record inflation. We are essential employees and deserve to be treated and compensated for everything we have had and continue to endure. Most importantly, this TA will do nothing to solve the hiring and staffing problems that plague many installations across the country, including ones we represent. CCAs, our craft's most vulnerable workforce, will still be under-compensated and will still receive less than their career counterparts, all while performing the same job. This will continue to erode service standards for our customers and create opportunities for our effectiveness to be called into question by the media and politicians.

**What I wanted that we didn't get:** All-Career Workforce, New Unified Pay Table, Fewer Steps, Less Time to Top Step, Higher Career Starting Pay, Career Starting Pay More Than Clerks, 100% COLAs For All Steps, \$25/hr CCA Starting Pay, Protection From Forced OT, Mandatory Use of Auxiliary Assistance, Paid Paternity Leave, Reduction in Non-Career Time, Uniform Upgrades, Permanent Joint Route Adjustment Process, Increase to Earned Annual Leave, Decrease in Time to Earn Additional Annual Leave, and the list goes on...

## Be Informed:

Another frustrating and difficult consequence of this TA is all the misinformation that surrounds it. There are plenty of legitimate and valid reasons to vote no on ratification of the TA, and people should stick to those reasons. What would be unfortunate is if people vote either for or against ratification based on lies, misinformation, exaggerated truths, or anything of the like. Either through lack of understanding, lack of knowledge, reliance on AI tools and internet searches, biased articles, or misleading statistics, information is being spread that will only end up doing a disservice to our members and to the process as a whole. We should all want nothing more than for people to vote their heart based on the most accurate information available. It can be difficult to know what information to trust, but if you have any doubts, please call us at the union hall so we can help to clarify.



### **Some Facts About Pay:**

\*3.9% general wage increases and uncapped COLAs are in line with previous contracts.

\*This TA would give us roughly the same percentage increase (at top step) as UPS drivers over the same time frame. Roughly 11.5% and 12% respectively from 2023 to 2026.

\*Currently, clerks at their first step make roughly \$4/hr more than carriers at theirs, by the end of this TA it would be roughly the same.

\*Currently, carriers top out at higher pay than clerks do.

\*Currently, carriers earn more money over a 30 year career than clerks do, but not by much.

\*Currently, it takes a carrier 26 years to earn as much money as a clerk would over that time frame. Meaning, every year, years 1- 25, a clerk will have earned an accumulated total career-to-date amount that is greater than what a carrier would have earned each of those years. Under the TA, this would drop down to 13 years for carriers currently working, and down to four years for the new carriers who will be starting at Step C next year. (This excludes future COLAs.)

### **Make a Choice:**

There are two choices in front of us: to vote for ratification of the TA, or to vote against ratification of the TA. Neither of which really has a good outcome. I did not make my decision to vote no lightly, as I truly believe whichever path we go down will be made up of extremely difficult terrain.

A no vote would force the National parties to meet again and try to reach a new TA within 15 days. If the new TA is presented to us, and we vote it down again, it is up to Renfro himself to decide whether or not we go to arbitration, or if there is going to be some sort of collective work action. A second no vote would more than likely result in us going to interest arbitration. At arbitration, each side will present their case to a panel of three arbitrators, with the neutral arbitrator in this instance being the person who recently sided with management on the Liteblue breach. They chose to let management get away with failing to properly secure their website, which resulted in a loss of pay to many of our members. Arbitrators are also extremely arbitrary, and anyone who tells you that we will have a better chance at arbitration has zero understanding of the process, or how reliant it is on the ever fleeting attention span of those charged with settling our dispute. Of course, if it does happen to go in our favor at arbitration, those same people will say it was obvious all along, which it most certainly is not. We have a lot to overcome at arbitration to prove our case, and we will be reliant on the same leadership who got us this TA to be able to effectively present it.

A yes vote would result in the implementation of this TA, which will give us wage increases at every step, a reduction in

steps and time to top step for new employees, a continuation of our uncapped COLAs, no increase in our share of healthcare premiums, and more or less a neutral to positive continuation of our current and last agreements. This TA is basically nothing new. It's what we've been getting, and that is not necessarily the bad part. What's wrong with it is that it doesn't even come close to touching on what was promised to us, what our expectations were set up to be, and doesn't compensate us more than the clerks for work that is objectively harder to perform, and barely keeps us caught up with them. This is not a TA that should have taken 500+ days to achieve. There simply isn't anything in it that is so groundbreaking to have taken this long. Another factor to consider is that if ratified, this TA will continue a precedent in the making, where the disparity of pay between the bottom and top steps of our craft continue to grow ever larger.

So there are your choices: rely on the leadership who took more than 500 days to present this middle of the road TA to put on a successful and winning case at arbitration and risk losing what we could have now, or take what has been presented, hold tight until its expiration, and in the meantime vote for leadership that will be able to get us the contract we deserve, and further risk deepening the groove of what has been established in our agreements over the last decade.

### **Vote:**

I want to start by saying please do not make the rash decision to leave the union, as it won't solve your problems. I don't blame anyone if this thought crosses their mind, it's only natural to want to exert whatever control you might have over a bad situation, but quitting will not only take your actual power away, it will also only serve to greatly hinder our branch's ability to represent your brothers, sisters, and siblings in the greater Portland Metro. Quitting is a selfish action. It means you put yourself before your co-workers, and it means you don't believe in the greater good of all letter carriers. Last, quitting takes away your voice, leaving you silent at a time where our union is at a critical junction, and amounts to blind ignorance. Ignoring a vote as important as this, at the end of the day, isn't a protest. It's irresponsibility at its most potent.

Democracy only works if everyone participates, and if you have access to a system that functions democratically, it is your responsibility to exercise the privilege afforded to you via that system. Participation is the only way to ensure the success of the process.

Democracy is also not quick, and it does not easily change directions, but it is fair and effective, if, and only if, you take part in it. So please, vote. Regardless of which way you vote, do not throw away your opportunity to be heard. Please also encourage everyone you know to vote, everyone in your station, former

station, former installation, anyone you can connect with.

If we collectively do not like how things are being done, then it is incumbent upon us to take action and make the change we want to see. We are strongest when we are together, and we can not let any individual or group, whether from outside or inside our union, push us to division. We must stand against them united.

Thank you for making your way through my article, I know it was a lot. As a reward (?) and for your viewing pleasure, below is the Sator Square, an ancient, latin, five-word, two dimensional palindrome. I was originally going to try and tie the themes of Tenet with our TA situation but ran out of time, so I give you the inspiration for the film instead. Quickly though, I will say that the film deals with the concept of free will, whether it exists, or if everything has a predetermined outcome. I think we will see firsthand that our collective actions can change the course of events that have seemingly already been decided for us. Our ability to vote and have real impact on our work lives and the operation of our union is evidence of this. Or, were we always destined to go to arbitration, and this TA, its lack of substance, and our want for better terms, is the course correction to make happen what should have happened many months ago?

S A T O R  
A R E P O  
T E N E T  
O P E R A  
R O T A S

In Solidarity,  
Jonathan Cabral

If you care to know my opinions on more specific sections of the TA, you can read on below:

**Term - 42 months**

The last contract moved the end date to spring, now we are moving back to fall. All I can really say is that it's good it won't be ending in an election year, then again, our current one should have truly ended 18 months ago.

**Career Wages - 3.9% over the life of the agreement**

This is basically what we got in the last contract, and it probably would have been acceptable if they actually solved the problems all Table 2 carriers experience. They didn't, which makes this not good enough.

**COLAs - uncapped**

These are an integral part of our compensation package, pro-

tecting us from inflation that occurs in the middle of a contract, however they are not applied equally amongst all steps, something that was promised to us.

**Pay Steps - Eliminating career steps AA, A, and B (eventually)**

They are only going to eliminate them for new employees hired next fall and going forward, in lieu of bumping all current career carriers up two steps. Again, we were told that we would see a decrease in the number of steps to top step, but that is not happening for most of us.

**CCA Wages - \$21.71/hr to start**

I guess this increase keeps their wages competitive with fast food workers. It falls very short of the \$25/hr we were told by Renfroe at last year's Region 2 RAP.

**CCAs - they still exist**

Not only did we fail to get an all-career workforce, the time spent as a CCA remains capped at two years and wasn't reduced in any way. If we were going to keep CCAs, why wasn't non-career time capped at one year? This would have been a solid step in the right direction, but no. Zero movement.

**Backpay - we get it**

Seems like it should be bare minimum stuff, but when it takes 500+ days to negotiate a TA, that back pay dollar amount gets bigger everyday and is something more and more likely management isn't going to want to pay.

**Uniforms - we get them**

We would see a negligible increase in uniform allotments, which is leagues behind what we were promised: a solution to the monopolization of uniform vendors, a base uniform package for new employees catered to the weather conditions of where they work, and more sturdy items. We get to rollover one year's allowance though, which I guess is nice seeing as how it will take two years worth of allotments to purchase one rain jacket.

**Health insurance - same 72% covered by our employer**

Not a loss, not a gain, keeps us in line with the rest of the federal workforce. With the implementation of the Postal Service Health Benefit (PSHB) plans, many carriers will see a decrease in premiums, even from this year. (Not me though, Blue Cross will be ripping me off in 2025.)

**Work hour limitations - right to refuse at 11.5/60**

Step B teams and arbitrators are already awarding this in many places, and I want to know what we gave up to get this in the TA. The limitations already existed, but now it is clearly stated that there can be no reprisal. Worse still, it seemingly is only going to apply to full-time carriers; CCAs and PTFs were





conveniently excluded from this section. These are the employees who needed this protection most, as they are the most vulnerable.

#### **Pay for work past 12/60 - auto 250% pay in lieu of having to file a grievance**

This is a huge gimme to management, not only can they now work 'volunteers' past their contractual limits, they will no longer have to pay stewards and supervisors the time and resources it takes to process those grievances. Huge win for management, but again I feel like we had to give something up to get this.

#### **ODL Lists - 2 ODL 1 WA**

The resolutions that were passed at the National Convention were to make two new lists, one for carriers who want to work OT only on their scheduled days, and a separate list for carriers who only want to work OT on their SDOs. Although there are two lists, carriers who sign both lists "effectively are on the same ODL that has been in place for many years." The work assignment list will remain unchanged.

#### **Layoff Protection - maintained in current form**

Any career employee with more than six years of career service can not be laid off. This makes me feel good, but I don't know if it really does anything. I don't want to lose it, but at the end of the day, if Congress decided to disband the USPS, they could very well include provisions that remove this protection. Extreme scenario, but possible nonetheless.

#### **New Employee Retention - a good idea**

All I see in the outline for new employee retention is a bunch of language that management isn't going to follow and which we are going to have to file countless grievances on to ensure compliance, all while receiving no support from National. Nice ideas, but meaningless if management isn't going to follow those rules.

#### **Route Evaluation - more nothing**

We are still not getting a permanent joint route adjustment process, and will seemingly keep having to deal with processes like TIAREAP which proved to be an absolute failure. Furthermore, they've agreed to eliminate at least eight minutes of fixed office time whenever a joint route adjustment process is used. This is our national union giving more concessions to management on office time. They've already allowed them to put certified letters in our DPS, clock in on our scanners, load packages directly into our vehicles, etc. When are they going to stop letting management nickel and dime our fixed office time?

#### **Leave - exceed max payout**

Carriers can cash out up to 40 hours of annual leave if they are

beyond the max carryover limit, but only if they also used less than 75 hours of sick leave. This further incentivizes carriers to not take time off from work, what could turn out to be a very slippery slope.

#### **CCA and PTF Leave - 40 hours advanced**

PTFs will now receive 40 hours of advanced AL when they start, and CCAs will receive 40 hours of advanced AL after their first break in service. This is ultimately very good, but I foresee complications. If a PTF quits and has used their advanced leave, they would have to pay back that money to the USPS. If this TA came with other provisions that made the job more appealing, this would be an amazing benefit to have, but since it doesn't, I think it has the potential to do more harm than good.

#### **Bereavement Leave - grandchildren added**

If you thought management would never deny a grandparent carrier from being paid sick leave to attend their deceased grandchild's funeral, you thought wrong. Now they have to.

#### **New Vehicles - must have AC**

This provision would require management to "make every effort" to buy vehicles that have AC and to notify the union when they plan not to, for reasons like it wouldn't be necessary based on the climate of the delivery area. It would also require them to fix and maintain the AC units in each vehicle and not let them stay broken or deficient.

#### **16.7 emergency placement - carriers can choose to use annual leave**

I like this in theory, as management frequently uses 16.7s to punish carriers and withhold pay from them for erroneous reasons, but I think it is poorly written. First of all, carriers can be placed on 16.7 for health reasons, so not being able to choose sick leave, a benefit carriers can carry over indefinitely, seems really unfair. Second, management will now have an argument that when a carrier is placed on a 16.7 and chooses to use their annual leave, that ultimately they were not harmed as they were still compensated. I can picture stupid arbitrators eating this argument up in cases where they want to 'split the baby' so to speak, and not force management to pay them admin leave when the 16.7 was improper, essentially stealing their annual leave.

#### **Dues Checkoff - puts dues processing in the hands of our union**

This is really great, as the post office's records are kept terribly, and we have constant issues where dues aren't withheld in the right amount, or the right time, or the right place, or correctly started or stopped. Our branch loses money every pay period due to the ineffective and cumbersome implementation of the USPS. In theory this would resolve a lot of those issues.

STEP	WEEKS IN STEP	YEARS TO STEP	ANNUAL SALARY OF STEP	HOURLY RATE OF STEP	SALARY EARNED WHILE IN STEP	YEARS IN SERVICE	SALARY EARNED IN YEAR	ACCUMULATED CAREER SALARY EARNED BY END OF YEAR	YEARS IN SERVICE	SALARY EARNED IN YEAR	ACCUMULATED CAREER SALARY EARNED BY END OF YEAR
<b>CLERKS - 2021-2024 CONTRACT</b>						<b>CLERKS - 2021-2024 CONTRACT</b>			<b>CARRIERS - 2019-2023 CONTRACT</b>		
FF	36.00	0	\$54,333.00	\$26.12	\$37,615.15	1	\$54,651.46	\$54,651.46	1	\$46,275.23	\$46,275.23
EE	36.00	0.69	\$55,368.00	\$26.62	\$38,331.69	2	\$56,004.92	\$110,656.38	2	\$48,569.15	\$94,844.38
DD	36.00	1.38	\$56,403.00	\$27.12	\$39,048.23	3	\$57,597.23	\$168,253.62	3	\$50,865.38	\$145,709.77
CC	36.00	2.08	\$57,438.00	\$27.61	\$39,764.77	4	\$59,030.31	\$227,283.92	4	\$53,161.77	\$198,871.54
BB	36.00	2.77	\$58,473.00	\$28.11	\$40,481.31	5	\$60,543.00	\$287,826.92	5	\$55,457.15	\$254,328.69
AA	36.00	3.46	\$59,508.00	\$28.61	\$41,197.85	6	\$62,055.69	\$349,882.62	6	\$57,753.15	\$312,081.85
A	36.00	4.15	\$60,543.00	\$29.11	\$41,914.38	7	\$63,488.77	\$413,371.38	7	\$60,051.65	\$372,133.50
B	36.00	4.85	\$61,578.00	\$29.60	\$42,630.92	8	\$65,081.08	\$478,452.46	8	\$62,425.88	\$434,559.38
C	36.00	5.54	\$62,613.00	\$30.10	\$43,347.46	9	\$66,434.54	\$544,887.00	9	\$64,878.92	\$499,438.31
D	36.00	6.23	\$63,648.00	\$30.60	\$44,064.00	10	\$68,106.46	\$612,993.46	10	\$67,175.81	\$566,614.12
E	36.00	6.92	\$64,683.00	\$31.10	\$44,780.54	11	\$69,459.92	\$682,453.38	11	\$69,471.69	\$636,085.81
F	36.00	7.62	\$65,718.00	\$31.60	\$45,497.08	12	\$71,052.23	\$753,505.62	12	\$71,768.00	\$707,853.81
G	36.00	8.31	\$66,753.00	\$32.09	\$46,213.62	13	\$71,928.00	\$825,433.62	13	\$74,062.46	\$781,916.27
H	36.00	9.00	\$67,788.00	\$32.59	\$46,930.15	14	\$71,928.00	\$897,361.62	14	\$75,179.19	\$857,095.46
I	36.00	9.69	\$68,823.00	\$33.09	\$47,646.69	15	\$71,928.00	\$969,289.62	15	\$75,299.00	\$932,394.46
J	36.00	10.38	\$69,858.00	\$33.59	\$48,363.23	16	\$71,928.00	\$1,041,217.62	16	\$75,299.00	\$1,007,693.46
K	36.00	11.08	\$70,893.00	\$34.08	\$49,079.77	17	\$71,928.00	\$1,113,145.62	17	\$75,299.00	\$1,082,992.46
L		11.77	\$71,928.00	\$34.58		18	\$71,928.00	\$1,185,073.62	18	\$75,299.00	\$1,158,291.46
TOTAL EARNINGS OVER 11.77 YEARS:					\$736,906.85	19	\$71,928.00	\$1,257,001.62	19	\$75,299.00	\$1,233,590.46
						20	\$71,928.00	\$1,328,929.62	20	\$75,299.00	\$1,308,889.46
						21	\$71,928.00	\$1,400,857.62	21	\$75,299.00	\$1,384,188.46
						22	\$71,928.00	\$1,472,785.62	22	\$75,299.00	\$1,459,487.46
						23	\$71,928.00	\$1,544,713.62	23	\$75,299.00	\$1,534,786.46
<b>CARRIERS - 2019-2023 CONTRACT</b>						24	\$71,928.00	\$1,616,641.62	24	\$75,299.00	\$1,610,085.46
A	46.00	0	\$46,038.00	\$22.13	\$40,725.92	25	\$71,928.00	\$1,688,569.62	25	\$75,299.00	\$1,685,384.46
B	46.00	0.88	\$48,094.00	\$23.12	\$42,544.69	26	\$71,928.00	\$1,760,497.62	26	\$75,299.00	\$1,760,683.46
C	46.00	1.77	\$50,153.00	\$24.11	\$44,366.12	27	\$71,928.00	\$1,832,425.62	27	\$75,299.00	\$1,835,982.46
D	46.00	2.65	\$52,211.00	\$25.10	\$46,186.65	28	\$71,928.00	\$1,904,353.62	28	\$75,299.00	\$1,911,281.46
E	46.00	3.54	\$54,271.00	\$26.09	\$48,008.96	29	\$71,928.00	\$1,976,281.62	29	\$75,299.00	\$1,986,580.46
F	46.00	4.42	\$56,327.00	\$27.08	\$49,827.73	30	\$71,928.00	\$2,048,209.62	30	\$75,299.00	\$2,061,879.46
G	46.00	5.31	\$58,387.00	\$28.07	\$51,650.04						
H	46.00	6.19	\$60,448.00	\$29.06	\$53,473.23						
I	46.00	7.08	\$62,505.00	\$30.05	\$55,292.88						
J	46.00	7.96	\$64,562.00	\$31.04	\$57,112.54	<b>CURRENT CARRIERS - IF TA RATIFIED</b>			<b>FUTURE CARRIERS - IF TA RATIFIED</b>		
K	46.00	8.85	\$66,622.00	\$32.03	\$58,934.85	1	\$48,896.73	\$48,896.73	1	\$53,245.08	\$53,245.08
L	46.00	9.73	\$68,679.00	\$33.02	\$60,754.50	2	\$51,320.92	\$100,217.65	2	\$55,672.38	\$108,917.46
M	46.00	10.62	\$70,740.00	\$34.01	\$62,577.69	3	\$53,747.23	\$153,964.88	3	\$58,098.85	\$167,016.31
N	46.00	11.50	\$72,796.00	\$35.00	\$64,396.46	4	\$56,174.77	\$210,139.65	4	\$60,523.31	\$227,539.62
O	46.00	12.38	\$74,854.00	\$35.99	\$66,217.00	5	\$58,600.08	\$268,739.73	5	\$62,951.54	\$290,491.15
P		13.27	\$75,299.00	\$36.20		6	\$61,025.46	\$329,765.19	6	\$65,378.77	\$355,869.92
TOTAL EARNINGS OVER 13.27 YEARS:					\$802,069.27	7	\$63,454.15	\$393,219.35	7	\$67,803.12	\$423,673.04
						8	\$65,964.27	\$459,183.62	8	\$70,312.35	\$493,985.38
						9	\$68,555.62	\$527,739.23	9	\$72,906.23	\$566,891.62
						10	\$70,981.58	\$598,720.81	10	\$75,334.50	\$642,226.12
						11	\$73,409.08	\$672,129.88	11	\$77,757.15	\$719,983.27
						12	\$75,835.50	\$747,965.38	12	\$79,330.50	\$799,313.77
						13	\$78,258.85	\$826,224.23	13	\$79,566.00	\$878,879.77
<b>CARRIERS - UPON RATIFICATION OF TA</b>						14	\$79,439.19	\$905,663.42	14	\$79,566.00	\$958,445.77
A	46.00	0	\$48,646.00	\$23.39	\$43,033.00	15	\$79,566.00	\$985,229.42	15	\$79,566.00	\$1,038,011.77
B	46.00	0.88	\$50,819.00	\$24.43	\$44,955.27	16	\$79,566.00	\$1,064,795.42	16	\$79,566.00	\$1,117,577.77
C	46.00	1.77	\$52,994.00	\$25.48	\$46,879.31	17	\$79,566.00	\$1,144,361.42	17	\$79,566.00	\$1,197,143.77
D	46.00	2.65	\$55,170.00	\$26.52	\$48,804.23	18	\$79,566.00	\$1,223,927.42	18	\$79,566.00	\$1,276,709.77
E	46.00	3.54	\$57,347.00	\$27.57	\$50,730.04	19	\$79,566.00	\$1,303,493.42	19	\$79,566.00	\$1,356,275.77
F	46.00	4.42	\$59,519.00	\$28.61	\$52,651.42	20	\$79,566.00	\$1,383,059.42	20	\$79,566.00	\$1,435,841.77
G	46.00	5.31	\$61,695.00	\$29.66	\$54,576.35	21	\$79,566.00	\$1,462,625.42	21	\$79,566.00	\$1,515,407.77
H	46.00	6.19	\$63,873.00	\$30.71	\$56,503.04	22	\$79,566.00	\$1,542,191.42	22	\$79,566.00	\$1,594,973.77
I	46.00	7.08	\$66,048.00	\$31.75	\$58,427.08	23	\$79,566.00	\$1,621,757.42	23	\$79,566.00	\$1,674,539.77
J	46.00	7.96	\$68,221.00	\$32.80	\$60,349.35	24	\$79,566.00	\$1,701,323.42	24	\$79,566.00	\$1,754,105.77
K	46.00	8.85	\$70,396.00	\$33.84	\$62,273.38	25	\$79,566.00	\$1,780,889.42	25	\$79,566.00	\$1,833,671.77
L	46.00	9.73	\$72,571.00	\$34.89	\$64,197.42	26	\$79,566.00	\$1,860,455.42	26	\$79,566.00	\$1,913,237.77
M	46.00	10.62	\$74,750.00	\$35.94	\$66,125.00	27	\$79,566.00	\$1,940,021.42	27	\$79,566.00	\$1,992,803.77
N	46.00	11.50	\$76,921.00	\$36.98	\$68,045.50	28	\$79,566.00	\$2,019,587.42	28	\$79,566.00	\$2,072,369.77
O	46.00	12.38	\$79,095.00	\$38.03	\$69,968.65	29	\$79,566.00	\$2,099,153.42	29	\$79,566.00	\$2,151,935.77
P		13.27	\$79,566.00	\$38.25		30	\$79,566.00	\$2,178,719.42	30	\$79,566.00	\$2,231,501.77
TOTAL EARNINGS OVER 13.27 YEARS:					\$847,519.04						
TOTAL EARNINGS OVER 11.50 YEARS:					\$759,530.77		\$2,178,719.42			\$2,231,501.77	

Grade 6 Clerk/ Regular Carrier: Current vs. Future Wages and Career Earnings



# A New Season and a New Tentative Agreement

- Don Cadwell, Branch 82 Safety Captain

Hello, and welcome to another mail delivery season. Fall going into winter brings us some of the most challenging weather of the year. It's going to get darker; the mail is going to get heavier, and there are going to be more slip, trip, and fall hazards on your route than any other time of the year. This year is different than most because we have extra mail due to the contentious election we have going on. Regardless of what the outcome is and how you believe politically, we as letter carriers have a job to do and we will do it responsibly, professionally, and above all, SAFELY.

Safety is the key to efficient delivery of every mail type, whether it is political mail, a holiday card, or regular old bulk mail. Safety must come first. In this bitter divide we are living in, it is easy to get distracted, but don't do it.

Make sure you have the necessary equipment you need this season to be safe. All stations should be prepared. Do you have headlamps and extra batteries? Do you have chains in your vehicle? Now is the time to make sure you have them in case the weather takes a sharp turn. Window scrappers, de-icer, and foot chains are all going to be needed soon. Now is the time to make sure that management is stocking these items. Don't wait until the last minute when it may be too late. Do it now.

We as letter carriers also received some news that have many in a heightened state of agitation, the new Tentative Agreement. I have spoken to many carriers in Sellwood where I work, as well as other stations. People have strong opinions. I understand that, and I also have some strong opinions about this new TA. Regardless of how you feel, we are letter carriers that are doing a job and must work in a safe manner. Again, safety must come first.

We as a union will continue to discuss the Tentative Agreement. While there are aspects in it that I believe are lacking, it also includes some agreements to start up the district safety taskforce that we previously had. In that taskforce, we accomplished some important safety improvements that we as carriers can use and we as a union can enforce management to abide by.

Regardless of how you feel about this TA, and believe me, I have opinions about it, safety must be on the table, and we as a union must be moving forward on it. We must get more control over the safety of letter carriers and the implementation of safety programs that are imposed by management. No matter what happens, if you vote yes on the TA or you vote no, safety should be an aspect of any contract that letter carriers have with the Postal Service that should be improving. We should always be looking forward, allowing us to do our

jobs in a manner as safe and as healthy as possible. Any collective bargaining agreement we have with the Postal Service is going to include some measure of safety in it. We currently have articles in the JCAM and other agreements that ensure that we as letter carriers have a say in our own safety. It is important that any agreement going forward that we have with the Postal Service is looking to improve that safety for all of us.



## *Last Punch Bunch*

**Jay Beaty-Evergreen**

**Alan Burlingame- Parkrose**

**Shannon Gregory- Tigard**

**Stephen Tan- Evergreen**

# **Congratulations!**



**B·Mike**

# Thanksgiving

- Bruce Hall, Veterans Representative

Thanksgiving is on November 28, 2024. We often talk about thanking veterans for what they have done and for what they are doing. I would like to include veterans in the act of being thankful. Everyone should be thankful for many things:

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

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

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

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

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

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

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

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

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

Remember veterans on Veterans Day, November 11, 2024. This year, the PORTLAND VETERANS DAY PARADE will be on Monday, November 11, 2024. I have submitted an entry for VFW Post 1325, NALC Branch 82, and Aerie 3426. We will be staging at 8:30-8:45am between NE MLK and 14th Ave. If you want to march in the parade, meet us there. The parade will start at 10:00am and proceed north on MLK Blvd. to NE Alberta St. There will be a brief ceremony in the parking lot behind DHS, 5325 NE MLK Blvd., at about 11:00am. If you can't join us in the parade, I encourage you to remember the veterans that you know and thank them for their service.

Veterans can find several businesses and restaurants that offer specials and discounts that day. Enjoy the day as we honor veterans.

HAVE A GOOD VETERANS DAY!!

# Open Season is Here

- Eric Matras, Health Benefits/ MBA Rep.

Greetings, Brothers and Sisters

Open Season runs from November 11 through December 9. If you are not enrolled in one of the NALC Plan Options, this is a perfect time to compare your current coverage to what our union-owned union-operated and not-for-profit Plan offers. As I have been reporting, with the creation of the Postal Service Health Benefits ( PSHB ) program, NALC will be offering our High Option and CDHP Plan. To learn more about carrier options visit OPM's website. Information can be found at [www.opm.gov/healthcare-insurance/psbh/auto-enroll/](http://www.opm.gov/healthcare-insurance/psbh/auto-enroll/). You can also contact the NALC at [nalchbp.org](http://nalchbp.org) or talk to an office representative at 888-636-NALC ( 6252 ).

Enrollment codes for the NALC Health Benefit Plan are as follows:

- 77A-Self Only High Option Plan
- 77-B Self and Family High Option Plan
- 77-C Self Plus One High Option Plan
- 77-D Self Only Consumer Driven Health Plan (CDHP)
- 77-E Self and Family CDHP
- 77-F Self Plus One CDHP

Locally, for all of us, the Portland RPDC will be hosting a Health Fair on Thursday, November 21. It will run on and off most of the day in three shifts. 6am-10am, 12pm-4pm, and 6pm-10pm. This should allow letter carriers to be able to attend and access various plan options. The NALC HBP has served our members since 1950. Director Stephanie Stewart has worked tirelessly to take suggestions from our membership. It was the membership that requested foot orthotics coverage, and Stewart got it done. She expects that there will be carriers who will be looking for a new plan this upcoming season, especially if their current plan is not participating in the PSHB. If anyone reading this article fits that description, we would suggest joining one of the NALC options.

As we approach the busy holiday season, I would like to take this opportunity to wish all of you a wonderful joyful Thanksgiving and Christmas!

Sincerely in Solidarity

Eric Matras  
Health Benefits/MBA representative





Wyatt Gilderson cooked a delicious meal for the October stewards council. We are always looking for members to cook a meal for meeting attendees at the general membership meetings and the stewards councils. The branch reimburses the cook, and everyone is so appreciative of their efforts.

# MDA Report

- Abe RedCloud, MDA Rep

GOBBLE GOBBLE GOBBLE!!! That's right, it's that month of the year when we all need to remember the people we are thankful for and other stuff that we are thankful for from the past year. Oh, and of course eating way too much until we feel like we can't move!!! LOL. I know some people I am thankful for... it's all of you that either participated in an MDA event, donated money to an MDA event, helped collect money for an MDA event, volunteered for an MDA event, etc. Without all of you, we would not be able to make the difference that we have, so THANK YOU ALL!!! Ok, so here are some results from the raffle we just had.

## Branch 82 MDA Raffle Results:

Stations with the most tickets sold:

1st place with 395 tickets sold = Evergreen Station! AMAZING job as always!! A special thanks to all that helped sell tickets at Evergreen!! Donuts have been delivered!

2nd place with 136 tickets sold = Kenton Station! Donuts will be delivered.

3rd place with 120 tickets sold = Rose City Station! YOU ROCK! Honorable Mention

4th place with 117 tickets sold = Hillsboro Station! YOU ROCK! Honorable Mention

Winners of Raffle Prizes in order drawn and prizes:

1st David Boltz, Evergreen- IPAD

2nd Shawn Budiselic, Evergreen- Projector

3rd Jim Gorham- Dash Cam

4th Oleg / Paz, Evergreen- Beats Headphones

5th Nicole Gibson, Creston- Portable Charger

6th Kristin Hargis, Rose City- Portable Charger

7th John Vu, Evergreen- Handheld Pacman Game

8th John Vieira, Hillsboro- Portable Charger

9th Kenton Station- Wireless Meat Thermometer

10th Adam Cuttler, Clackamas- Heated Gloves

11th Tony Woodyerd, Multnomah- Heated Gloves

12th Ronnarit Bootkhot, Kenton- Heated Socks

Congratulations to all the winners!!!

## Fill the Satchel:

This event will have ended by the time you get this B-Mike. I am writing this in mid October, so I don't have the results yet. I will share the results with all of you in December.

That's all for now. I hope you all have an amazing November!

In Unionism and Solidarity,  
Abe RedCloud

## Retiree Luncheon

November 13

IHOP

4931 SE 82nd Avenue

Portland, OR 97266

NOON

(third Wednesday of each month)

Retired and active letter carriers are welcome!



**B-Mike**

## 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

## 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 second Wednesday, 7:00PM

Retiree Luncheon third Wednesday, noon

Stewards Council third Wednesday, 7:00PM

Executive Board fourth Wednesday, 6:30PM

All members are welcome, unless otherwise noted.

All meetings are held at the NALC Branch 82 Office,

5265 NE 42nd Avenue, 97213.

Retiree Luncheons are held at

IHOP, 4931 SE 82nd Avenue, 97266.

## INJURED AT WORK?

Call BRANCH 82 OWCP REP

Mike O'Connor

Wednesdays and Thursdays

503 493-5903

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

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



# NALC Branch 82 Membership Meeting, October 9, 2024

**Call to Order:** 7:10

**Pledge of Alliance:** Bruce Hall

**Deceased Members:** Tristan Thomas, Active- Lents

**Moment of Silence**

**Roll Call of Officers**

**First Time Members:**  
Jonathan Bowin, Sellwood  
Tyler Ebright, Sellwood  
Christopher McLaughlin, Rose City  
Joshua Penny, Sellwood  
Peter Shen, Parkrose  
Jeff Wright, St. Johns

**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, Wyatt Gilderson. Carried.

**Communications**

**Membership Report:** Regular: 1203, PTF: 188, CCA: 70, Retiree: 501, Gold Card: 91, Management & Other Crafts: 53, New Members: CCA-21, PTF- 10. Total Membership: 2096. Non-Members: 40, Organized: 97.31%

**Retired:** Michel Leet, Parkrose; Edward Riley, Parkrose; Michael Doney, Parkrose; Alan Burlingame, Parkrose **Canceled:** Christopher Knight, Gresham- mgmt; Thomas Desmond, Kenton- mgmt; Nicholas Kampfer, River District- Craft Transfer; Brent Farmer, Sellwood- mgmt **Separated:** Kalahan Gray, River District; Samuel Sanchez, Waterfront; Luis Perez, Kenton; Eduard Zaragosa, Tigard; Irvin Bannan, St. Johns; Trevor Jones, Newberg

**Secretary-Treasurer's Report:** Cody Harris made a motion to pay the bills. Seconded, English. Carried.

**Unfinished Business:** President Norton updated the membership on the status of purchasing a new property.

**New Business:** Matt Pierce spoke about the nominations process for the State Convention in Ashland, OR in April of 2025. Norton opened nominations un-

til completed and then closed them. 51 members were nominated. Willie Groshell asked why the body had not been given the opportunity to vote on the change in spending for the regional assembly. Norton explained that it is up to the Branch President to send anyone to regional assembly. Pierce reminded the group that the branch voted to purchase the new building at a price up to \$1,800,000, and that we all agreed to save money while in this process. Gilderson brought up that it had all been discussed at the last meeting.

**Trustee's Financial Report**

**Resolutions and Bylaws:** Resolutions and Bylaws Chairperson Jim Falvey read the by-law change for local negotiations. Motion (Recommendation): One of disapproval. Discussion. Motion: Richard Shay called for the question. Seconded: Jennifer McGeorge. Carried. The recommendation of disapproval was carried, motion fails.

**Health Benefits and MBA Report:** Eric Matras announced the Health Fair on Thursday November 21 at the plant. Norton said OPM released a list of health plans that will automatically port carriers over from the FSHB plans to the PSHB plans.

**Labor Management Report:** Norton said there are no removals or 16.7's in the branch right now. He explained that staffing is a huge problem, not that we don't have enough carriers, but that management isn't properly balancing out the staffing. He said many offices still don't have enough PTFs, while others are over-staffed and carriers aren't getting enough hours. The branch had Kollin Luman file a citywide grievance on Sunday scanning/staffing. It went to Step B, and we won the grievance. Luman went over the grievance. He said the Step B decision instructed management to stop the practice, to hold stand-ups rescinding the instructions, and to pay the branch when they falsify scans. Norton explained that they are disciplining carriers for multiple aspects of scanning. Also for street inactivity time, what used to be called stationary time. Jon Cabral said management is not putting carriers in for the leave they are requesting, or that they are arbitrarily changing

leave without telling carriers, and everyone needs to look out for their coworkers and let their stewards know when or if this is happening to anyone.

**Health and Safety Report:** Don Cadwell said winter is coming, and stations need to be prepared for the after dark season. If management isn't ordering supplies, reach out and let him know about it.

**Legislation Report:** Norton announced that all our endorsements are printed in the B-Mike. Abe RedCloud said the Satchel for Oregon State will be coming out soon as well.

**MDA Report:** RedCloud reported that we raised \$4,105 through the MDA Raffle, and Evergreen sold the most with 395 tickets. Kenton hit second place with 136 tickets sold. He drew the names of the winners.

**Retirees Report:** Sammy Smith announced the retiree luncheon on the third Wednesday of each month at IHOP, 4931 SE 82nd. Anyone with the day off should come. It's good to have younger carriers with retirees to talk about the job and share stories.

**Veterans Report:** Hall said the Veterans Day Parade will be held on the 11th in the same location as last year (between NE MLK and 14th Ave.).

**Labor Solidarity Report:** Boeing workers, our Local AFSCME, postal workers, and Starbucks Workers United were all discussed.

**Good of the Association:** Brad Melland said we are in desperate need of uniforms. There are many new hires, and we really need items to get them started on their job. Norton thanked Janet Barlow and Lois Brumfield for filling in last minute. We really appreciate their hard work.

**Kitty Award:** Don Cadwell, Sellwood, won \$78. **Jackpot:** \$100 went unclaimed by Thersa Romo, Lents. **Treasure Chest:** \$215 went unclaimed by Walter Ross, retired.

**Adjourned:** 8:50.





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



**B·Mike**

Non-Profit  
U.S. Postage Paid  
Portland , Oregon  
Permit No. 4  
ADDRESS SERVICE REQUESTED



The next general membership meetings will be held  
Wednesday, November 13 and Wednesday, December 11,  
both at 7 pm. Dinner will be served prior to each meeting.

# PACKAGE.ZIP



Sorry, I was in a big hurry yesterday  
and now although the customer  
appreciates that the parcel is  
secure, he wants to know how the  
heck he's supposed to get it out.  
What should I tell him?

## CUSTOMER COULD...

- Use a toilet plunger
- Drill it out
- Use double shoe horns
- Grease (Not the musical)
- Bop it, twist it, pull it
- Use Jaws of Life
- Cut back of mailbox out, push parcel through
- Cut box end open, remove contents, leave box
- If fit, therefore you must acquit
- Wiggle fingers into small gaps beside package, pull
- Slice open top of mailbox with reciprocating saw; peel back halves; reach inside and lift out package; bend mailbox back together with Benzomatic torch and auto body hammer; use welding equipment to weld halves of mailbox back together; use metal grinder to grind down welds until smooth; repaint mailbox in color of your choice.

**SCAN THE QR CODE TO VOTE!**

BY KERRY MAITE & TERRY SHOTT  
© 2024 NATIONALAFC.COM  
PHOTO: UNUSUAL THE ENVELOPE

