



B·Mike



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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

We have a new building!

Please come see your new Branch 82 Union Hall.



OPEN HOUSE

Wednesday, February 5, 2025

7-8:30 pm

1515 NE 106th Ave, Portland, OR 97220

**The February General Membership Meeting will be held
in the new building: Wednesday, February 12, 7pm.**

As always, dinner will be served starting at 6:30.

(All future meetings will be held at this site.)



A New Year, A New Building

- David Norton, President

Happy New Year, Branch 82! Last year was a doozy, and I am sure that 2025 is going to have its share of ups and downs like any other year.

One new thing that Branch 82 will be embarking on this year will be moving into a new building.

As we have been talking about all of last year- and many of you who have been coming to union meetings will know- we have been looking at purchasing a new building to use as our union hall.

The building that Branch 82 occupies right now is the only one that I have really known. When I first was hired by the Postal Service and started coming to union meetings, LC Hanson was our president and the building at 5265 NE 42nd Avenue was largely the same as it is today. Over the years we have made some improvements to the place: new carpet, new appliances, and we just recently had the place painted; but the funky quirks of the building remained. It has two tax lots (it was at one point two separate houses), there are two separate furnaces and central AC only on one side of the building. The office space has always been adequate, if not a little weird, but the main room/meeting portion of the building has always been small when we have large crowds. On meeting nights, if the place is packed, it can be pretty tight in there. Several meetings were standing room only. We always crossed our fingers that the fire marshal wouldn't show up. While there are a few defined spaces for officers to park in, the parking for members can be tricky. When I first started coming to meetings almost 20 years ago, it was fairly easy to roll up and find a place to park on meeting nights. Now, with the neighborhood growing up, and businesses moving in around us, it can really be challenging. The traffic has gotten so bad around there, it is even difficult to take a left onto 42nd Avenue to go down to the main office. Overall, the area is changing, and while not necessarily in a bad way, it is making it less user-friendly to the membership.

As long as I have been here, the idea of getting another building has been bounced around. While serving on the Executive Board under Jim Falvey's presidency, we talked about it, as well as the possibility of maybe tearing down our existing building to build a new one in the same spot. None of the plans came to fruition, however.

I started talking about the possibility of us purchasing a new building around two years ago. It has been something that I have always had in the back of my mind, but it really started when I just happened to notice a building for sale that was a local Teamsters union hall. It was perfect. It already had offices set up for the officers to work in, and it also had a defined space for membership meetings. It was in the Parkrose area which wasn't

too far from where we were already, and there was a pretty large parking lot there. That building sold fairly quickly, but it got us talking about looking around and seeing what else was out there.

We began by just kicking the tires on it. The Executive Board started talking about the possibility, and we casually started looking at other buildings.

Any new building that we would be using for a union hall would have to meet certain criteria, criteria that are unique to any office building. We needed offices for the branch officers to work in. That was easy enough even if we had to make partitions or share a workspace. We also needed a large room that could accommodate 100+ people for meetings. We needed a full-sized kitchen to prepare meals for those meetings, or at least a space where a kitchen could be added. Parking was also important. We needed to have ample parking for the officers that work at the building every day, but we also needed to have parking to accommodate the attendees to the General Membership and Steward's Council meetings. Even if the parking lot in a new building wasn't big enough, we at least needed to have some parking available in the surrounding neighborhood.

We had goals of having enough room to go back to having Christmas parties, maybe host our Retiree Banquet there, and maybe even have space to rent to other unions. The possibilities were endless as long as we could find the right space that fit all of our very, very specific needs and for a very, very reasonable price.

We looked at several buildings. There were possibilities but nothing fit our needs exactly. Every place either needed a lot of work, was still too small, too big, or didn't have what we were looking for. Finding the right building for meetings was not an easy task. My thought going into the search was to fit the members' needs. We needed a place built for meetings. I really don't think the membership cares or should care about how great the office space is for the officers; we need a place for our branch to grow, accommodate meetings, and have a building that can be used for a variety of different reasons.

After looking at our options and making sure that we could swing it financially, we talked to the membership about the plan to potentially purchase a new building. Everyone seemed to be on board. We brought before the membership some of the buildings we were looking at as well as the brokers we were using.

The brokers were showing us a building on 102nd and Halsey (which was a great price, but we would need to build everything, and it is a very busy area) when we stumbled upon a building up the road on 106th Avenue. It had been vacant for a while and was previously a funeral home, Dignity Memorial, but I always remembered it from its previous name, The Little Chapel of the



Chimes. It had everything we were looking for; it had office space, a large parking lot, and most importantly: meeting space. It was also in our budget. It looked like we had our building. After the membership approved us to enter into negotiations, we put in an offer, and it was accepted. Of course the negotiations, inspections, and dealings with the lenders, brokers, and lawyers were never easy nor straightforward. We finally got the deal done.

We have a few things to do before we can move in there (we are putting up a security fence and installing Radon abatement), but we are set to have our first General Membership Meeting there in February. We also want to hold an open house there on Wednesday, February 5th., 2025 from 7-8:30pm.

**The address of the new building is:
1515 NE 106th Avenue
Portland, OR 97220**

We hope to see you there.

We placed our current building on the market, and we already have a potential buyer.

This building that we are currently in, Bud Stroll Hall on 42nd Avenue, has been a great place for Branch 82 for many years. It has held countless meetings- some important, some contentious, and many boring ones. We have had election counting, float building, phone banking, training after training, barbeques, and holiday parties. This hall is where my children came to visit

Santa when they were little, and now they are all but grown up. And when I am alone and walk into the Vice President's office, I see Kelly Pendell, Debbie Burbank, Jerry Fitzsimmons, and Jim Baxter turn around in their chair to greet me, each in their distinctive way. I have shared meals, thoughts, aspirations, good times and bad with friends in that building. I have some very fond memories in this union hall. It really is amazing how a building can hold such a special place in your heart, and this funky little building on 42nd Avenue has been the epicenter of my union life for almost 20 years. The thought of leaving it has been a tough one for me.

Sometimes you must say goodbye to something meaningful in the spirit of progress, and this new building is not for me and my memories but for current and new carriers in Branch 82 to make new memories. It is a building for the future, and I am committed to do the work now, so that future generations of letter carriers in Branch 82 can have a place to call home that fits all of the needs of this branch for years to come. Our new building is bigger, can accommodate larger groups of people, has ample parking, and will offer opportunities to the membership that our current building cannot. The location is very close to the current hall on 42nd and has easy access from I-84 and I-205.

It is a new year, and we have a new building to call home. It will take some work to move into our new digs, so if you are willing to help us move please let us know. I look forward to seeing everyone there.



Blessed are the peacemakers.

Thank you, Jimmy Carter, for everything you did for this country and for our world.



Thrifty Opportunity

- Betty Nash, Vice President

It's a new year, and with every new year we hope to be better. Now that means different things to different people. It may mean that I want to make more money to support myself and my family. Doing better may mean saving more in my Thrift Savings Account so that one fine day when I'm old enough to retire, I can do so knowing that I can live comfortably. None of us want to rely on our children or state agencies to take care of us; we want to live with dignity.

I recently spoke with a new carrier who was asking me about health insurance, and I mentioned that he should be sure to contribute as much as possible to the Thrift Saving Plan. He said he was too young to be worried about that right now and he needed all of his paycheck to get by. I tried to convince him how important it is to get started early, and since he is young it's the perfect time to begin preparing for retirement.

He didn't know that the Postal Service will match your contributions dollar for dollar for the first 3% and 50 cents on the dollar for the next 2%. This is free money that he is throwing away. I told him that it is one of my biggest regrets after working as a carrier for 37 years, that I didn't contribute more money to the TSP when I could have. The contributions are taken out pre-tax, if that's what you choose. Of course there are lots of different types of plans, and they do all of the work for you. Just pick the year that you plan on retiring, and the TSP will manage your money for that time frame.

I explained to him that I didn't even miss the money since it was taken out before I had my hands on it- out of sight out of mind. I didn't think about it until it came time for our daughter to begin college, and I was grateful that there was money to send her to college. By the time our next daughter was ready for college there was still enough money, but I wish there was more. I should have planned better. My daughters were born while I was working at the post office, and we just got so busy with school events, sports, and life. I didn't take the time to review my savings plan and by the time I did, I had wasted huge chunks of time in which my money could have grown.

I sometimes listen to the Clark Howard podcast. Clark Howard is a millionaire, and he has a podcast in which he talks about the best ways to save money, invest, and keep more of your hard-earned money. One day someone called in asking if they should "roll over" their money in the TSP to another financial institution. It was a big NO!! Clark said that the TSP is one of the very best-run plans with the lowest overhead, and he would never take money out in order to transfer it to a different company. He said that money in the TSP is in good hands.

Now don't get me wrong, my husband and I will not starve, but it was an enormous missed opportunity. If I had only contributed another few percentages of my paycheck, I know I would

feel more confident about retirement. Sometimes retirement just creeps up on you. One day I was working 9-10 hours comfortably each day, and then my knees started hurting. Next it was getting harder and harder to get up early. Now I have grandsons and I am old. It happened in the blink of an eye.

We don't know how the retirement age for social security may change or if there will be enough money for everyone to get their full entitlement when they retire. The TSP is a way to protect yourself and protect your family. Don't waste this opportunity.

If you are starting out in your postal career, thinking about your future, doing better for yourself: don't waste this opportunity.

If you are thinking of retiring in the next 10-15 years, start investing a higher percentage of your income, you won't miss it. Don't waste this opportunity.

I want the best for all letter carriers. You are the hardest working people in the post office. So please, don't waste this opportunity.

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



Judith Hyde Scholarship Application

THE PURPOSE OF THE JUDITH HYDE SCHOLARSHIP is to reward the child of a Branch 82 Letter Carrier for community service as exemplified by Judith Hyde.

Judith Hyde came to know and love a little girl born HIV positive who had been adopted by a friend of hers. After the child died, Judith became concerned about the lack of knowledge among young people concerning AIDS/HIV. She decided to walk across the United States from Portland to Washington, D.C. to raise awareness about this problem. Although her journey ended in Ohio due to her contracting liver cancer, her goal of community service lives on with this scholarship.

This scholarship consists of \$2000.00 per year up to four years to pay for education expenses at an accredited post-secondary school or technical institute.

SUBMIT THE FOLLOWING TO APPLY FOR THE SCHOLARSHIP:

1. What problem in the community has been of concern to you, and what have you done about it?
Please answer in detail up to two typed pages.
2. A short statement of post-secondary education plans/goals,
3. A short letter of recommendation from a friend or family,
4. A short letter of recommendation concerning your community service,
5. Grade point average on your most recent report card.

Each submission will be judged by a group of letter carriers including one parent of a past Judith Hyde Scholarship winner. The winner should be prepared to offer at least one graduation photo to be used in a branch publication.

DEADLINE - All information must be submitted by Friday, May 2nd, 2025.

Date _____

I am the child of active/retired/deceased letter carrier _____
of Branch 82, Portland, OR. I am a high school senior in the 2024-2025 school year.

Name of Applicant _____

Home Address _____

City _____ State _____ Zip Code _____

Phone # _____

Current school _____

Date of school Award Night (if any) _____

Date of Graduation _____



I certify that the foregoing information is correct to the best of my knowledge and that I have included all required items with this application.

Signature of Applicant _____

Mail to: Branch 82 Scholarship Committee
1515 NE 106th Ave
Portland, OR 97220



B-Mike

HIPAA and the Postal Service

- Matt Pierce, Secretary-Treasurer

Hello again from the office of your Secretary-Treasurer. For most of us, regardless of which political leanings you may have, the slew of recent political events has served as a civics lesson on the rights of people in our republic and how those rights can be enforced. Most Americans take for granted a certain right to privacy. While not specifically enshrined in our constitution, it is a common principle upon which many laws are written. 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. But can we really count on that? After all, other entities may have an interest in gaining access to our medical records- insurance companies, government agencies, and employers, just to name a few. To ensure 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" (generally, 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 them. The reasons that the Postal Service might want or need an employee's medical information are varied. As examples, they 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.

However, 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 obtaining 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 perhaps some manager wants to pressure employees as a whole to reduce either the sick leave rate or force injured workers back to work. Fortunately, 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 "MCed" should contact their steward as soon as practical after returning to work.

However, the Postal service does not have free access to an employee's protected medical information just because there is a requirement to provide medical documentation. That's 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 like an eagle with a trout 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 within the medical documentation. They are just plain wrong. Management has no contractual or legal right to know an employee's diagnosed condition in this type of case. Postal Service headquarters has acknowledged this: (M #s are the national union's way of organizing national settlements agreeable to both parties.)

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. In the same way that a diagnosis may not be required for regular sick leave absences, the Rehabilitation



MDA Report

- Abe RedCloud, MDA Rep

Act also limits management's rights in requiring return-to-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, 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 for these situations. 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. Since obviously 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 incapacitation 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.

Note that it is the Service's medical personnel who evaluate the medical reports. To protect the privacy of their medical information, employees in such cases should not provide the medical reports to their supervisors for forwarding to the Medical Unit. Rather, the employee should request that their physician send the medical documentation directly to the Postal Service's medical personnel.

The fax number 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 they can release this information directly to the appropriate party.

Until next time, Matt.

HAPPY NEW YEAR!!! I hope you all had a wonderful holiday season! I'm not sure how your station was, but I noticed that it didn't seem as slammed as previous years with lighter mail and packages. Sorry I didn't get a December article in, but it was a full edition and I was waiting on a few numbers to make a final tally of everything. So here are our final MDA numbers for 2024.

Fill The Satchel:

NW Priority Credit Union did an amazing job this year!! They ran the event through Halloween and were able to raise \$7,506.06 for MDA!!! Since 2020 it has been hard to get back to getting close to that \$10,000 mark, and this year they are getting close!! Maybe next year they will break \$8,000?!?!?! All in all they do an amazing job, so please if you visit a NW Priority Credit Union branch, be sure to thank them for the Fill The Satchel event.

Regional Assembly Raffle:

As you all know, I always bring a raffle to the regional assembly to raise money for MDA. And I'm always lurking with tickets everywhere I go when there. LOL. Hospitality Room after session? Yup, I'm there with a funny hat. Dinner and Karaoke? Yup, I have tickets to sell. During session, lunch and breaks? I'm set up outside the doors to sell tickets. That is why I'm usually the highest selling raffle at these events. SO this year I brought an Apple Ipad and a Samsung Tablet and only spent \$500 on prizes (usually I spend \$1,000). I sold 686 tickets in four days and was able to raise \$2,763 for MDA! WOHOHO!!!

GRAND TOTAL:

In 2024 we had the Labor Bowl, Branch 82 Raffle, Fill the Satchel, and Regional Raffle. So with four events, we were able to raise just over \$25,000 for MDA!!!! That's getting close to breaking \$30,000 like we did before 2020 and COVID. I will strive to get one more event in there to hopefully hit that this year in 2025! Since we bought a new building and have to watch our expenses, the total we are donating to MDA for 2024 will be \$20,000 to recoup the expenses for the events (Labor Bowl is super expensive to run!).

Again, thank you to all those of you that helped with events, spread the word, assembled teams, donated, etc! Without all of you this would not be possible. I appreciate you more than you know! Let's hit that \$30,000 in 2025!!!

In Unionism and Solidarity,
Abe RedCloud





Last Punch Bunch

Paul Buchanan, Beaverton Main

Michael Vore, Hillsboro



Michael with shop steward Jill Andrus.



Paul prepares to "Last Punch" his scanner.

Congratulations!



Explanation of Proposed By-Law Changes

Jon Cabral, Chief Steward & Recording Secretary

On the following two pages, you will find four by-law change proposals. This article explains each of those proposals.

Branch Name:

The E-Board submitted this change to address issues that have arisen due to the incongruous naming convention of our branch across the varying agencies we are registered with and/or report to. We own our current property and have all of our bank accounts under NALC Branch 82, which is what we go by on a day to day basis. However, our current by-laws have us as a different name, which is different from what our Oregon business name is, which is different from the name associated with our federal tax ID. Our by-laws set out what our official name is, and what we are known as legally needs to match exactly. Officers of years long past never submitted the proper paperwork to change our name when it was changed in our by-laws, and we have to fix this oversight in order to carry the mortgage for our new union hall.

Officer Delegates to Conventions:

I submitted this by-law change to make it so that all elected officers of this branch will automatically be considered delegates to the National and State conventions by virtue of their office. My rationale being that, the election of our branch officers is by far the most democratic process we have, as all members of this branch are sent ballots and have the opportunity to vote. It far exceeds the democratic level for the process of electing delegates we currently have, which is outlined in our by-laws as an election that would take place during one meeting each year, of those in attendance being the only participants in said election.

Officer Term Length:

I submitted this by-law change to give those officers who are elected an opportunity to discover what the job fully entails, to find their footing, and then be able to dig deep in their responsibilities and have the time it takes to be able to fully realize what their goals are for the advancement of their position and of the branch as a whole. Two years, which is what our current terms are set at, is barely enough time to get ahold of everything that is being a full-time officer, let alone make advancements for the branch. It will also have the added benefit of saving the branch money on having to run elections every other year, which costs in the ballpark of \$10,000 and goes up with each election.

Paid Delegate Point System:

I submitted this by-law change to create a system that was more fair than what we currently have, which is one where the election of paid delegates to the National and State conventions is based on one vote, at one meeting, where only those in attendance have a voice. This is far from democratic in a branch that has over 2,000 members and begs the question, why even have a vote at all? If the answer is for the mere illusion of fairness, then we need to do something different. Many members of this branch,

for the near decade I have been a letter carrier, have always had a problem with this process, and I know it's been a problem for a lot of members for much longer than that. What happens is it tends to become a popularity contest, and those members who aren't well-known or well-liked, or who haven't been around for a long time, get pushed to the sidelines, even if they have been more involved with the running and operation of our union.

I believe each member of Branch 82 should have as much an opportunity to become a paid delegate to our conventions as the next, and the only feasible way to do that in my eyes, is to base it off how much a given member actually and actively participates in our union, in attending its meetings and events, and how much they are doing the business of the branch. I thoroughly believe that all those who volunteer their time, energy, and effort should have an equitable chance at becoming a paid delegate, and my hope is this by-law change will make that so. It will also serve to further increase participation in our meetings and events by incentivizing attendance to said functions. Simply put, if a member attends a branch function, they receive a point for that attendance, and whoever has the most points is first in line to be a paid delegate.

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

- Spare shoelaces for when your current laces break mid-loop.
- Headlamp (make sure it's bright enough to repel customers 😊)
- Emergency chocolate
- Extra pair of socks
- instant hangnail relief
- sticky money paper for when your favorite customer forgets theirs
- Handful of change to pay the 15 cent postage due
- These aren't earbuds—no one uses these. Ever.
- You can apply these ALL OVER your body
- Pain, pain, go away.
- Use when the dog poop has some cow fies with your shoe

In the December issue, the *Carrier Essentials* graphic accidentally got printed without crediting the artist. Big thanks to Vick Inguanta from Rose City Park for coming up with fun ideas and for waiting a month for his accolades. Vick, we're excited to see what you come up with next!

PROPOSED BY-LAW CHANGES

UPDATED LANGUAGE AS NECESSITATED BY PURCHASE OF BUILDING

CURRENT LANGUAGE:

Article 1

Section 1. NAME & OBJECTIVES

A. This Branch shall be known as CHARLES N. COYLE BRANCH 82 of the NATIONAL ASSOCIATION OF LETTER CARRIERS.

B. The objectives of this Branch shall be as outlined in Article 1, Section 2 of the NALC Constitution for Governing Subordinate and Federal Branches.

PROPOSED LANGUAGE:

Article 1

Section 1. NAME & OBJECTIVES

A. This Branch shall be known as ~~CHARLES N. COYLE BRANCH 82~~ of the NATIONAL ASSOCIATION OF LETTER CARRIERS BRANCH 82.

B. **Due to the hard work and dedication of Charles N. Coyle, this Branch will forevermore have the honorary title of CHARLES N. COYLE BRANCH 82, NALC.**

C. The objectives of this Branch shall be as outlined in Article 1, Section 2 of the NALC Constitution for Governing Subordinate and Federal Branches.

Submitted by the Branch 82 Executive Board

TERM LENGTH

BY-LAW CHANGE OF SECTION 2 OF ARTICLE 5: NOMINATIONS & ELECTIONS

CURRENT LANGUAGE:

Section 2. Nomination of candidates for election to office in this Branch shall be made and closed at the regular meeting in October of each odd numbered year. A candidate for office must be present when nominated or have sent a written notice to, and which was received by the Secretary -Treasurer of their intent to accept the nomination. Any candidate who has been unavoidably detained as determined by the Election Committee, may accept nomination up to close of business by the Friday following the October Branch Meeting.

PROPOSED LANGUAGE:

Section 2. **All officers shall be elected for a term of three (3) years.** Nomination of candidates for election to office in this Branch shall be made and closed at the regular meeting in October of ~~each odd numbered~~ **every third year, beginning in October of 2025.** A candidate for office must be present when nominated or have sent a written notice to, and which was received by the Secretary -Treasurer, of their intent to accept the nomination. Any candidate who has been unavoidably detained, as determined by the Election Committee, may accept nomination up to close of business by the Friday following the October Branch Meeting.

Submitted by Jonathan Cabral

OFFICER DELEGATES TO CONVENTIONS

BY-LAW CHANGE OF SECTION 1 OF ARTICLE 4: OFFICERS

CURRENT LANGUAGE:

Section 1. The elected officers of this Branch shall be a President, Vice President, Secretary-Treasurer, Recording Secretary, Sergeant at Arms. Editor of the Branch Publication, four (4) Executive Board Members at Large, five (5) Trustees, NALC Health Benefit Representative, who will also perform the duties of the collector for MBA/NSBA, and a Director of Retirees.

PROPOSED LANGUAGE:

Section 1. The elected officers of this Branch shall be a President, Vice President, Secretary-Treasurer, Recording Secretary, Sergeant at Arms. Editor of the Branch Publication, four (4) Executive Board Members at Large, five (5) Trustees, NALC Health Benefit Representative, who will also perform the duties of the collector for MBA/NSBA, and a Director of Retirees. **All elected officers shall be Ex Officio Delegates of this Branch to the National and State Conventions.**

Submitted by Jonathan Cabral

PROPOSED BY-LAW CHANGES

PAID DELEGATE POINT SYSTEM

BY-LAW CHANGE OF SECTIONS 4 AND 5 OF ARTICLE 5:
NOMINATIONS & ELECTIONS

CURRENT LANGUAGE:

Section 4. Nominations for Delegates to the National and State Conventions shall take place at the regular September meeting, preceding the convention. Nominees must be present when nominated or have presented to the Secretary Treasurer written intent of acceptance of nomination. Said nominees must have attended six (6) of the last twelve (12) meetings to become paid delegates. Members with the valid excuse of being on Official NALC Union business will be considered as present. Any candidate who has been unavoidably detained as determined by the Election Committee, may accept nomination up to close of business by the Friday following the September Branch Meeting. Election of delegates shall be at the October regular meeting by secret ballot, if necessary.

Section 5. The Executive Board shall recommend, prior to nominations the number of paid delegates and the compensation amount allowed each delegate to the National and State Conventions, as budgeted.

PROPOSED LANGUAGE:

Section 4. Nominations for Delegates to the National and State Conventions shall take place at the regular September meeting, preceding the convention. Nominees must be present when nominated or have presented to the Secretary Treasurer written intent of acceptance of nomination. Said nominees must have attended six (6) of the last twelve (12) meetings to **qualify to** become paid delegates. Members with the valid excuse of being on Official NALC Union business will be considered as present. Any candidate who has been unavoidably detained as determined by the Election Committee, may accept nomination, up to close of business, by the Friday following the September Branch Meeting. Election of delegates shall be at the October regular meeting by secret ballot, if necessary.

Section 5. PAID DELEGATES AND COMPENSATION FOR NATIONAL AND STATE CONVENTIONS

A. The Executive Board shall recommend, prior to nominations, the number of paid delegates and the compensation amount allowed each delegate to the National and State Conventions, as budgeted.

B. For the National and State Conventions, if the Branch chooses to pay delegates for any part of the trip e.g., registration, travel, lodging, per diem, etc., the prioritization of delegates to be paid will be determined by a point-based system. Prioritization of which delegates are to be paid will be from most points earned to least points earned. I.e., the delegate with the most points earned will be selected first, second most earned selected second, and so on, until there are no more paid spots remaining. Ties in points will be broken using the following criteria: Full-time Officer, Elected Officer, Steward, most consecutive years as member of the NALC, most years as member of the NALC. Points will be counted between the first day from the September where the previous respective convention's nominations were held, and the last day of the August preceding nominations. Points are earned through the physical attendance of official Branch Functions and events, based on the following parameters:

BRANCH FUNCTION/EVENT	POINT(S) EARNED	POINT ELIGIBILITY
General Membership Meeting	ONE (1)	All Delegates
Stewards Council	ONE (1)	Stewards, Officers
Trustee Meeting	ONE (1)	Trustees
Executive Board Meeting	ONE (1)	Executive Board Members
Budget Committee Meeting	ONE (1)	All Delegates
Retirees Banquet	TWO (2)	Retirees
Labor Day Picnic	TWO (2)	All Delegates
All other functions/events	ONE (1)	All Delegates

Submitted by Jonathan Cabral

A Challenging New Year

- Bruce Hall, Veterans Representative

The beginning of a new year is a time of reflection and also a time of anticipation. Our nation is in a state of flux. Many things have changed, many things are changing, and many things will change. We will face many challenges in this new year. Hopefully, we will overcome these challenges and have a GOOD year.

We saw the start of the COVID-19 pandemic in 2020. It continued throughout 2021 and has been an on-and-off threat ever since then. Our lives have been greatly affected by the pandemic. Along with many challenging political events, there is increased inflation and dissatisfaction in the labor force resulting in labor disputes and strikes. There is much unrest and disunity in our society. So, we will have many challenges to deal with in 2025. Each of us will face different challenges on an individual basis as well as society created challenges. I continue to deal with an individual challenge of having a stroke on 11/1/20 and losing sensation in my left fingers. It has been over four years, and I still get depressed and frustrated trying to perform simple tasks. I've gained some insight on how people can get depressed.

We just have to think positively and do our best to look to the future and be thankful for our friends and family who are constantly helping and encouraging us, and the good Lord looking over us. Hopefully, I'll be able to meet this challenge in 2025.

I came across an article by Kay Hoffman which suggests that we should not try to accomplish everything at once, but rather go moment by moment. So consider this:

Only a Moment

It only takes a moment,
to give a word of cheer,
to warm the heart of someone
whose skies are dark and drear.

Perhaps we have forgotten
when in our hour of need
how much it meant when others gave
a kindly word or deed.

It only takes a moment
to clasp another's hand,
tell him that you'd like to help,
you care and understand.

It only takes a moment
to breathe a little prayer,
asking God to bless His children
in places everywhere.

It only takes a moment
and yet, in hurried pace,
we often neglect small kindnesses,
a frown upon our face.

These precious little moments
send winging far and near,
like homing pigeons that will return
to bring our own heart cheer.

As we look back over the past few years, we see a time of war and turmoil. We had the horrific event of 9/11/2001, which started our Global War on Terrorism. We went to war in Afghanistan, followed by war in Iraq 2003-2011, then a renewed conflict in Afghanistan which ended in late 2014. Supposedly these wars ended, but we still have troops in Iraq as supporters and trainers to that country's army. They are still in harm's way. We also have Americans and

friendlies trapped in Afghanistan after our sudden withdrawal in August 2021. Our troops continue to perform extraordinarily and give much in the fight to provide freedom. Only time will tell how effective their efforts have been. Freedom is not free!

War has been a part of this world since the beginning of civilization. No one really likes war, but it has been a reality throughout history. We need to look at history and realize that war should be the last resort in our country's foreign relations, and we should seek peace and reconciliation wherever possible. But we need to exercise wisdom and reservations in immediately withdrawing troops and assistance in areas where we have been involved. War is bad but if it wasn't for war, we wouldn't have our freedom. Freedom is not free! There are still forces in the world that need to be dealt with. We need to keep a military force ready to deal with these forces. I feel that there are resources available to assist veterans. We need to continue to take advantage of these resources.

Over the past several years, the military has experienced several challenges related to war: excessive deployments, separation from family and friends, severe injuries, and many deaths. Then as our involvement in the war was decreased, the military was faced with different challenges such as reduction in forces, which forced many troops out of the service resulting in unemployment and readjusting to civilian life, having to find housing, medical coverage, schools, jobs, and ways to meet everyday needs. This has been tough in our depressed economy. We need to ensure that these veterans receive the support and benefits for their dedication and sacrificial service for freedom!

My VFW Post has food boxes available to anyone who needs food. These boxes contain 45 pounds of nonperishable food. Contact me by phone at 503-285-8468 or email me at vwfbruce@gmail.com.

Of course, benefits and assistance due to veterans is controlled by Congress, so we need to continually inform and hopefully influence our political leaders to make the right decisions in regard to veterans. This will take a continuous effort from us, to contact our representatives and senators. If you would like to receive a weekly update of veterans issues and legislative actions, please send your Name, E-mail, and Zip Code to me via mail: Bruce Hall, 8017 N. Washburne Ave., Portland, OR, 97217, or email to: vwfbruce@gmail.com. I can get you signed up for the VFW Action Corps Weekly. It is available to anyone who desires it.

Hopefully, we can meet the challenges and support and assist our veterans during this New Year!!



ACTIVE DUTY

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

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

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

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

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

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

Retiree Luncheon

January 15
IHOP
4931 SE 82nd Avenue
Portland, OR 97266
NOON
(third Wednesday of each month)

Retired and active letter carriers are welcome!

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B·Mike

See you in February in our new building!

Open House

Wednesday, February 5, 2025

7-8:30 pm

1515 NE 106th Ave.

Portland, OR 97220

**February General
Membership Meeting**

Wednesday, February 12, 7pm

Dinner served starting at 6:30



INJURED AT WORK?

Call BRANCH 82 OWCP REP

Mike O'Connor

Wednesdays and Thursdays

503 493-5903

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John S. Bishop Elizabeth A. Joffe

Elizabeth A. McKanna

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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,

1515 NE 106th Ave,

Portland, OR 97220

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

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, 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, December 11, 2024

Call to Order: 7:15

Pledge of Alliance: Bruce Hall

Roll Call of Officers:

Officers Absent: Chuck Solomon

First Time Members:

Paul Conner, Sellwood;
Janelle Erickson, St Johns;
Matthew Hobson, Rose City Park;
Jonathan Neu, Midway

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, Cody Harris. Discussion: Jamie Partridge stated there was an additional zero on the number of members that joined the AFL-CIO. Carried.

Communications

Membership Report: Regular: 1170, PTF: 211, CCA: 74, Retiree: 503, Gold Card: 91, Management & Other Crafts: 52, New Members: CCA 2, PTF 10. Total Membership: 2101. Non-Members: 41, Organized: 97.25% **Retired:** Paul Buchanan, Beaverton; Jimmy Rodriguez, Piedmont; Matthew Roth, River District; Sara Sobocinski, West Slope **Canceled:** Steven Hoxie, Gresham; Ryan Watson, River District- mgmt. **Separated:** Kalahan Gray, River District; Clifford Denny, Main Plant; Brandon Dunham, Gresham; Selena O'Neil, Piedmont

Secretary-Treasurer's Report: Lois Brumfield made a motion to pay the bills. Seconded, English. Carried.

Executive Board Expenditure Recommendation: Motion: Recommendation to donate an additional \$310 to MDA to raise the total to \$20,000. Discussion. Carried.

Unfinished Business: Motion: Matt Pierce made a motion that we meet all of our financial requirements to take ownership of the new building at 1515 NE 106th Ave. Seconded: Jon Cabral. Discussion. Carried. President Norton thanked everyone who worked on making this purchase happen, specifically Cabral.

New Business: Norton discussed the mailing of the ballots to vote on the Tentative Agreement. Pierce distributed and went over the proposed 2025 budget. Discussion. **Motion:** English made a motion to approve the budget. Seconded: Jennifer McGeorge. Carried.

Trustee's Financial Report

Resolutions and Bylaws: Resolutions and Bylaws committee member Julius Fildes read a by-law change to clarify the branch's name (submitted by the E-Board), a by-law change to increase term length (submitted by Cabral), a by-law change to make elected officers delegates to conventions (submitted by Cabral), and a by-law change to incorporate a point based system for paid delegates (submitted by Cabral).

Health Benefits and MBA Report: Eric Matras discussed the Health Fair held in November. He said OPM extended the enrollment period for health coverage for the coming year.

Labor Management Report: Norton reported we have no removals and only one 16.7 in the branch. He said we've had 6-day counts in Kenton, Piedmont, Sellwood, and Beaverton, and they plan on going into Tigard, Multnomah, and Hillsboro next year. Norton said there were orders to cancel Carrier Academy for peak season, but he put a stop to it and convinced the NBA and District to continue hiring and Carrier Academy. He said we have the best staffing we've had in a long time, maybe ever in Portland, and he has again put in bids for our AO's to go to an all career model. It has really helped in Portland, even though there are still a lot of problems, they are mostly due to mismanagement and the misallocation of resources.

Legislation Report: Norton said HR-82 is being pushed hard by National to get through the Senate. Partridge mentioned that Schumer announced that he is going to bring it to a vote. Norton said DeJoy has been getting hammered in congressional hearings on the financial status of the USPS.

Health and Safety Report: Don Cadwell reminded everyone to tell the branch if anything is going on safety-wise that needs to be addressed.

MDA Report: RedCloud reported he sold tickets for two prizes at RAP and raised \$2,763, making a total for the year of \$20,000.

Retirees Report: Sam Smith said he would like everyone to keep Al Ainsworth in their thoughts and prayers. He announced the retiree luncheon on the third Wednesday of each month at the IHOP at 4931 SE 82nd. Anyone who has the day off should come. He said it's good to get younger carriers together with retirees to talk about the job and share stories and letter carrier problems both past, present, and future. We can all learn from each other.

Veterans Report: Hall said he has 25 food boxes, and if anyone knows of someone who needs one to please reach out to him. He said they have reviewed all the essays and have put together the prizes and award letters. Hall said his VFW Hall is being sold by the owner, and they were asked to vacate the premises. Fortunately he was able to find a space in a nearby church library to hold their meetings. And Go Army beat Navy! (In reference to the upcoming game.)

Labor Solidarity Report: New Seasons workers had a big one-day strike, but they still don't have a contract. Canadian Postal Workers are out on strike right now.

Good of the Association: Norton thanked Janet Barlow, Sue Canfield, Brumfield, Brad Melland, and Ken Wilson for working hard to feed us the Holiday Feast this meeting. He said it really is important that we feed everyone who comes to the meetings, so people don't have to worry about going home and figuring that out.

Kitty Award: Retiree George Wallenstein won \$127. **Jackpot:** \$100 went unclaimed by Roger Cha, Tigard. **Treasure Chest:** \$245 went unclaimed by Linda Stevens, retired.

Adjourned: 8:49



B-Mike

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



B·Mike



Please note that the February General Membership Meeting will be held in our new building:
1515 NE 106th Ave, 97220
Wednesday, February 12th at 7 pm.
Dinner will be served prior to the meeting.

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