



# 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

## NOTICE FOR NOMINATIONS AND ELECTION OF DELEGATES

Nominations will be held at the October 9, 2024 general membership meeting for election of delegates to the 2025 NALC State Convention next spring. All branch members are eligible for nomination as delegates. Candidates must accept the nomination at the time it is made or, if absent, must submit written acceptance to the Secretary-Treasurer by Friday, October 11, 2024. The election will take place at the November 13, 2024 branch meeting, if necessary.

### Congratulations

to the 2024 Judith Hyde Scholarship winner,  
**Owen McNary-Sprague!**

Owen is pictured here with his dad and step-mom, Molly McNary from Creston. Owen will receive \$2,000 each year for four years toward his higher education. Thank you for your dedication to your community, Owen!

Is there a high school senior at your house? Could they be the 2025 Judith Hyde Scholarship winner? Look for more information to come in the spring.



# Report from the National Convention

- David Norton, President

While the month of August is void of meetings at Branch 82, we certainly had a lot going on. Most importantly, we just recently made it through another Biennial National Convention. This year's convention was held in Boston, MA, and we sent 32 delegates. They consisted of myself, other branch officers, many shop stewards, and several retirees.

For those who have never been to a National Convention, they are something special. For one, you are surrounded by thousands of letter carriers from across the country. This year, over 5,000 delegates attended the convention. It is set up kind of like a Republican or Democratic National Convention, with delegates sitting along with their regions and the states that they are representing. We sat with the other delegates from Oregon and Region 2.

There is a stage where the NALC National Officers and guest speakers address the attendees. There are several screens in the convention center so people can get a closer look at what is going on and also watch videos that National puts out on a variety of topics as part of their program. This year we had a video on vote-by-mail that leaned heavily on the process that Oregon follows and featured (among other people) Oregon Senator Ron Wyden (the first candidate to win in a vote-by-mail election) and several members of Branch 82 speaking on the subject. There are also several microphones placed around the convention floor for delegates to go up to speak on a subject or address the body. It is large and can be overwhelming. During the business sessions, there is usually a mix of debating resolutions that come before the delegates to vote on and a series of speakers. Those speakers usually consist of other union leaders as well as politicians, often from same area as the host city.

Each day is a little different, but the schedule is ultimately built around debating and voting on resolutions. This is the business of the National Convention and why the delegates are there in attendance. The resolutions that have been brought before the convention come from branches all over the country, and they are relating to a variety of different issues. Some are concerning workroom floor issues, some are about contractual changes, but they are all about our jobs as letter carriers and they are there to be discussed and debated to decide if that is the direction that we want our National officers to take in representing us, the members in contract negotiations, or with USPS management as a whole. There are also classes every day of the National Convention, once in the morning before the business session and then again afterwards. These classes touch on multiple topics and are very informative.

This was the fourth National Convention that I have attended, and it was much different than any other I have been to in the past. The set up of this convention was like the others- they

had a reception the night before, the lineup of classes was familiar, but it was the feeling from the delegates that was different. This was the NALC's 73rd Biennial National Convention, and the theme was "Grow and Rise Together," although it is debatable whether we grew as a union or if anyone will choose to grow together at all afterwards.

First of all, the venue was great, even if the weather was not. The convention center was in the Seaport District in Boston which was a newer neighborhood that has seen the conversion of commercial and industrial buildings and warehouses into hotels, shops and restaurants near one end of Boston's harbor. Most of historical Boston was on the other end of town, but there were plenty of places to eat around our hotel, and it was a short walk to the convention center. That walk was oftentimes pretty uncomfortable as the weather was hot and wet. The weather over the convention was very, very humid.

The first day started just like all conventions have in the past but quickly took a turn when it was brought up from the floor to hear the charges that were brought against President Renfroe.

Many of you may be aware that there were several charges that were brought up against our National President last year. Per our constitution, those charges were investigated by a panel of three disinterested members, and their findings were brought before the Executive Council for a decision. On April 25 and 26 of this year, the Council met in Washington, DC to review and discuss the panel's report and recommendations on each of the four charges. After review of the panel's findings, the Council voted on each of the charges as follows:

1. "Neglect of Duty." The NALC Executive Council found President Renfroe not guilty.
2. "Circulating False or Misleading Statements about a NALC Officer." The NALC Executive Council found President Renfroe not guilty.
3. "Conduct. Impaired driving after hours in a NALC owned vehicle." The NALC Executive Council found President Renfroe guilty.
4. "Abandoned Position and Dereliction/Neglect of duty." The NALC Executive Council found President Renfroe not guilty.

For the third charge that the Council voted guilty, they voted to revoke President Renfroe's driving privileges in any NALC owned vehicle, in addition to any rental vehicles for conducting union business for one year. President Renfroe was also to record a public service announcement about alcoholism and driving under the influence.

Before the convention, three members wrote a letter to President Renfro stating that they would like to appeal the decision of the Executive Council. President Renfro responded that the charges were investigated per the NALC Constitution and that it would not be appropriate to hear an appeal of the decision. That is what was challenged from the floor of the convention, and it was voted by the delegates to hear the appeal from the members.

We spent almost two days hearing the charges against President Renfro. Past President Fred Rolando chaired the meeting (which may have been the most familiar feeling of the convention) while both sides gave their case. Director of City Delivery Chris Jackson made his arguments against the committee's recommendations, and President Renfro defended himself. There were four charges against President Renfro and every time, the body voted to uphold the decision of the original vote of the Executive Council by almost a 2-1 vote.

By the time we continued with the agenda of the convention, everything felt rushed. The resolutions that were submitted from around the country were voted on, but discussion was hurried because of the sense of being behind, not from the National Officers per se (except they were definitely sticking to the two minute limit), but from the delegates. The Convention was clearly going to run long as it usually wraps up early on Friday, but this time around, we worked well into the afternoon on Friday and complete NALC regions had already left to go home.

There were some important resolutions that were submitted that should have been further discussed, especially in a time where members clearly feel uneasy about going as long as we have without a contract, and without any concrete updates. Some of those resolutions included subjects like open bargaining, the DRT backlog, route adjustment fixes, and locality pay. All were voted down, and regardless of how you may feel about the resolutions themselves, they all involve issues surrounding the fact that problems do exist, and they are not being solved right now. It felt like spending the bulk of our time on solutions to those problems could have been productive.

It is not to say that we didn't accomplish some things while we were there. National did agree on some resolutions to make the process of contract negotiations more open by posting updates, and the delegates approved several others. We heard from some great speakers including politicians who are responsible for authoring and pushing the Protect our Letter Carriers Act in Congress, and we endorsed Vice President Harris for President. The B-Mike received many awards including third Place for Overall Excellence in a Branch Publication, and several of the officers were recognized for their articles and contributions.

As I mentioned, there were many delegates from other branches that either didn't show up for the business session or left early. I am happy to report that our entire delegation showed up every day of the convention (minus a couple delayed flights- there was a hurricane on the East Coast at the same time, you can't help that) and stayed the entire time. This is important, because you, the members, are responsible for sending them there, and I as President intend to enforce the attendance at these events.

So, let me say thank you. Thank you for allowing me and the delegation to take part in the business of our national union. My hope is that now that the charges against our National President have been heard, debated, and voted on at the National Convention, we can move on to address some of the problems that we are facing as a craft. This is a changing time at the Postal Service and a critical time for our craft. We need a contract to move forward, and we need to see some changes. There are people out there that want to divide this union. Management certainly wants to, but also those members whose only interest is pushing their own personal agenda, they relish the conflict. But ultimately we should be bound by being letter carriers and unionists that want better hours, wages and working conditions for ALL of us, not just those who think and feel the same way they do. If we are to Rise and Grow as a union, and accomplish what we need to for the letter carriers that we represent, we are going to have to do it together.



**National President Brian Renfro awarded our own Branch 82 President David Norton the 2nd Place Award for Best News or Feature Article for his "Hiding in Plain Sight" article about Jim Baxter's mural in the March '24 B-Mike.**



# United We Bargain, Divided We Beg

- Jennifer McGeorge, Sellwood

The recent National Convention in Boston was my first, and what an experience it was! Being in a room with well over 5,000 other union members is equal parts exhilarating and overwhelming. I wish I could say my take away was all positive, but I really want to be honest here with you all. The highlight of the convention for me was the women's roundtable discussion class I attended. I was very excited to see this on the list of classes offered, and I was not disappointed! It was very empowering, and I felt so much warmth and camaraderie. I would love to see something similar implemented at the local level.

Unfortunately, that is where my feelings of sister and brotherly love started to diminish. There was a group of folks in attendance that had an agenda and a good deal of time was spent dealing with that. This group wanted to see President Renfroe removed from office. We listened to the arguments and the majority of the body voted to uphold the executive council's decision against said action. Personally, I really appreciated Renfroe's candor regarding his journey with the disease of alcoholism. I lost my sister to the disease, and not a day goes by that I don't wish that she got a second chance.

On the final day and a half when we were finally able to get down to the business that we all came to do, I was dismayed to see a lot of delegates leave the convention. Even large portions of entire branches! (Rest assured Branch 82 stuck it out until the very end.)

Another take away for me was the large amount of retirees in attendance. Don't get me wrong, I love that they want to remain connected to union business and provide their input. It takes a big time and monetary commitment to attend a convention. However, it is so vital that ALL our voices are heard. I want to encourage you all to be involved in our union. I understand that it is hard to attend a general union meeting after a long day of work, but I ask you all to try at least one. It really is so important that we show up for one another and support each other in our common cause. I truly believe that this is what we need in this day and age in our country's volatile political environment.

All of us, regardless of political views, backgrounds, etc., etc., etc., are on the same side here. I think it's time we all start embracing our differences and remember what we really are: a union.

In Solidarity,  
Jennifer McGeorge

**A welcome sign in Boston;  
Randall Hoxie, President Emeritus Fred Rolando,  
and Eric Matris; about half of our group at the  
opening night reception.**



# NALC Endorses Kamala Harris for President

- Ryan Mills, LCPF Rep

Delegates to NALC's 2024 Biennial National Convention in Boston overwhelmingly adopted a resolution to endorse Vice President Kamala Harris and Governor Tim Walz for President and Vice President in the 2024 election.

For letter carriers, this endorsement makes sense. Kamala Harris has served as President Biden's Vice President, meaning that she is involved in an administration that took postal issues seriously. In 2022, the Biden-Harris administration helped pass the Postal Reform Act which, among other things, repealed the requirement that the USPS annually prepay future retirement health benefits. Also in 2022, the Biden-Harris administration helped pass the Inflation Reduction Act which appropriated \$3 billion to the USPS for new vehicles and supporting infrastructure.

While these bills did not fix everything that is wrong with the Postal Service, they are a much-needed step in the right direction. Kamala Harris's opponent in the 2024 election, Donald Trump, repeatedly attacked the Postal Service and letter carriers specifically during the 2020 elections in his attempts to sow distrust in the American public about vote-by-mail and the Postal Service's commitment to providing unmatched service. Former President Trump's administration recommended privatizing the Postal Service in their 2018 plan for the government. Privatizing the Postal Service would put every letter carrier's job at risk and would threaten the constitutionally founded service that many Americans rely on every day. Donald Trump is an enemy to the United States Postal Service and a great threat to NALC members' prosperity.

Donald Trump is also responsible for the appointment of our current postmaster general, Louis DeJoy, which is reason enough to oppose a second Trump administration.

There is more work to be done in congress to fix the USPS, and to upgrade and strengthen the service for the needs of a 21st century American public. A Harris-Walz administration would be a reliable voice in support of the USPS and for letter carriers. Endorsing the Harris-Walz ticket is the right choice for NALC members and for the country.

A Note from your Letter Carrier Political Fund Representative:

The Letter Carrier Political fund will play an important role in the future of the USPS and for advocating on behalf of letter carriers in Congress. I would like everyone in Branch 82 to consider signing up to donate to the LCPF so that we may strengthen our position on Capitol Hill to be sure we have a voice in all future postal related issues. Please be ready to say yes when asked!

If I have signed you up for LCPF in recent months, I must (ashamedly) admit that I did the process wrong, and so I did not actually sign you up (which is why you received a check from the Postal Service in the amount you signed up to donate). I hope to catch you again and go through the process the correct way to get you signed up for real. Please forgive me, but now I have received training and will get it right going forward.



Branch 82 delegates to the 2024 NALC National Convention in Boston.



# Clock Ring Falsification

- Matt Pierce, Secretary-Treasurer

Hello from the desk of your secretary-treasurer. For those of you who don't know, my wife recently gave birth to our first child, Bennett Lee Pierce. I have decided I am going to call him Benny until he yells at me, "Dad, I'm too old for that." And then, I'm only gonna do it sometimes. When we first brought him home, our three-year-old rescued street dog from California named Harlow wasn't quite sure what to make of this new thing. But in the following weeks, she completely and totally fell in love with him, and I'm pretty sure she now thinks he's actually her baby. Every time he starts whining or crying, she comes running to try and lick his face to make it all better.

Ever since Harlow fell in love with her "puppy" Benny, she really hates to leave him and will not want to go for walks and would rather go home if you take her out without him. So, I often take them for walks together. When I take Harlow to the off-leash dog park, if I also bring Benny in the stroller, she won't run and play with other dogs anymore or run up to people for pets like before. Now, Harlow won't ever get more than like 25 feet from him no matter what. So, to get her exercise I just have to walk around with Benny in my arms, in big loops and she follows. I kinda aim for people there with their dogs because if I get close enough sometimes Harlow will play with them for a little while, if Benny is close enough.



Baby Benny and Harlow the dog

I've tried several of those chest baby carriers but the problem is that it's summer and both Benny and I run hot. The second I strap him in chest to chest, we both almost immediately get too hot, uncomfortable, and start sweating on each other. I've found that it's just a lot easier to carry him around like a football. He really loves it and mostly is asleep, as long as I keep the moving and bouncing going. While I've been walking around, I've had many people, more than ten easy, tell me that until they saw him move or I got close enough, they assumed he was a doll. Why did no one ever tell me I look to be an odd old man who believably might take dolls for walks?

To be fair to most of them, I don't actually believe they think that about me. It's just that as I get within talking range and make eye contact people blurt out the first thing in their heads without much thought. Although it is still kind of a weird thing to say to someone.

Which I suppose is an important reminder that things are not always as they first appear. Unfortunately, this is also true of clock rings that you make on your scanner. On a daily basis, supervisors edit letter carriers' clock ring figures recorded in USPS' Time and Attendance Collection System (TACS). Such editing is necessary to fix incomplete clock ring entries or lack of moves by letter carriers from one function or route to another, etc. When these time entry

errors are noticed, supervisors should change the recorded time in TACS to reflect when the clock ring should have been made. While the editing of a letter carrier's clock rings in these situations is proper, it doesn't mean that it always is correct.

Unfortunately, just like how there is a lot of pressure on letter carriers, there is often a lot of pressure from your boss's boss to make whatever silly metric is the flavor of the month. Whether that be no one on the street after 6pm, no penalty time (V-time), some arbitrary limit on office time, etc. So because those stupid metrics show up on a report generated from TACS, it is often very tempting for people in management to just change the numbers to stay off of the "naughty" list. A carrier had to stay in the office and case and split three routes till noon? Well, a supervisor can just change that time to "training" and it keeps them off a report. Want everyone off the street by 6pm? No problem, they'll just go back and move them to office time at 1799.

While all of that may sound a little innocent, it is still very wrong and almost inevitably leads to the worst form of clock ring fraud which is just flat-out stealing time from people. As an example, they knew you were working but it was 15 minutes of V-time so they just went into TACS and deleted that time. We know that this has happened and is still happening in some places that Branch 82 represents which is why we need all

carriers to keep track of their hours and check with their stewards if anything looks wrong. They can request the clock rings and look into it for you.

If you happen to be or will be in the future a member of management who is reading this, I cannot stress enough how bad of an idea any of this is. Clock ring falsification is a big deal.

The ELM 665.44 states: *Falsification in Recording Time*

*Recording the time for another employee constitutes falsification of a report. Any employee knowingly involved in such a procedure is subject to removal or other discipline. Failure of a supervisor to report known late arrivals is regarded as condoning falsification. These practices may also result in criminal prosecution.*

I have never known a supervisor or manager to get fired for not making some stupid metric. The worst that happens is that they might get yelled at on a conference call. But many supervisors and managers around the country do get fired every year for falsification. Just don't do it. It's simply not worth it.

Hope you all are well. Until next time I remain yours in solidarity, Matt





Lents Station recently got together for a group photo, and I encourage other offices to do the same. Thank you, Lents! It's nice to have some documentation as the years go flying by. Take your photos, and send them in: [smiller.eightytwo@gmail.com](mailto:smiller.eightytwo@gmail.com).

## Congrats to Lents Carriers Brian Carroll and Anthony Vu! Both received the Million Miles Driven Award!

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.



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**B-Mike**

# PROPOSED BY-LAW CHANGE

## MDA Report

- Abe RedCloud, MDA Rep

### Proposed NALC Branch 82 By-Law Amendment: Article 9: Committees

Article 9, Section 2E (new language in bold)

Negotiating and Labor Management. The President will determine the number and members on this committee, as needed in each city. The Stewards will advise these committees and serve as members if requested by the President. Article 30 Local Memorandums of Understanding (LMOU) in each installation represented by Branch 82 shall be negotiated by a committee made up of all stewards plus any members of the Executive Board from that installation. Each negotiating committee will conduct an LMOU contract campaign to include a survey of members to determine bargaining priorities and regular communications with members about the status of local bargaining.

Submitted by: Jamie Partridge, Brittany Thomas, Wiley Rummel, Tom Richardson, Mark Flegal, Taylor Peckham

Hello, Union Brothers and Sisters! First off, let me say that I appreciate all of you being union members in solidarity. Together we are strong, divided we fall. Ok, so summer is over and we have a current MDA event that is almost over! And one about to start. So, let's get to it!

#### CURRENT EVENT:

##### Branch 82 MDA RAFFLE

If you are an active employee, your steward at your station should have tickets. If you are not, then I can get tickets to you or arrange for you to pick them up at the union hall. Contact me at 831-331-0798 for your MDA raffle ticket needs! See the flier on the adjacent page for all the info!

#### UPCOMING EVENT:

##### MDA FILL THE SATCHEL

This event is run at our local NW Priority Credit Unions. To help us reach our \$10,000 goal, just go to any NW Priority Credit Union location and donate to MDA on the inclusive dates.

Here's the info:

**Where:** Any NW Priority Credit Union Location

**Dates:** Sept 27 – Oct 31

**Price:** Donate any amount you want!

So please buy some raffle tickets or donate at a NW Priority Credit Union to help MDA and those that depend on them for medical services and medication to have a better life and possibly be cured! Let's try to hit \$15,000 for MDA this year!! I know we can do it!! As I started this article.... Together we are strong and will persevere through tough times. Solidarity forever!

In Unionism and Solidarity,  
Abe RedCloud



## Retiree Luncheon

September 18

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

Retired and active letter carriers are welcome!





# BRANCH 82 MDA RAFFLE!!!



HY300 Smart Movie Projector with wifi and bluetooth



Beats Studio Pro Wireless headphones



Blue Apple iPad (10th Gen)



Pocket Arcade Pac-Man Handheld



Wireless Smart Meat Thermometer



Garmin Dash cam mini 2



3 of these!

IAPOS 40000mah Portable charger

**Important Details:**

Ticket Price = \$5 each or 5 tickets for \$20

Drawing = Wednesday, Oct 9th at the general meeting

Where to get tickets = Every Steward (or delegated person) at every station should have tickets to sell. Or call/Text Abe 831-331-0798 to coordinate picking up tickets at the hall.



2 sets of Heated fingerless gloves



8 hour heated socks



# Investing Money Without Losing Sleep

Nancy Scudder, Retiree

If you're salting away money while you're working, pat yourself on the back. Now that you've gotten into the habit of saving it, the next question is where to put it. Stick it safely in the TSP G (government securities) fund? Push in all your chips and let it ride on the C (stock) fund? I'm no financial expert and I'd suggest you get advice from one if you feel the need. But there are some simple points that can help put investing into perspective.

One of the best pieces of financial advice is not to put all one's eggs in one basket. I felt sorry for Enron employees who were forced to invest in Enron stock in their 401(k) accounts....and then lost it all when it collapsed. We're lucky that the Thrift Savings Plan gives us more options for investing. They remind us that investing involves risk vs. reward. You can put your money in the safe, government fund (oh, so safe), but the reward won't be huge. You can put it in one of the stock funds for bigger rewards, but you may at times see it lose value. You can let the L (Lifecycle) funds distribute your money over various funds to minimize risk and improve your rewards.

My introduction to the stock market was in my high school Economics class. The teacher said the "stock market is built on faith". People think a company will do well, so they invest in it. That was 50 years ago and I STILL remember it! That phrase gave me pause for a long time about investing in stocks. Sounded more like gambling to me and I'm not into gambling. Also, I've noticed that the stock market acts like a hormonal teenager, and who wants to trust THAT?! Not to mention my union soul hurts whenever a company lays off employees and their stock value goes UP. Now, that's just messed up.

Then, I read a lot of books and articles that pointed out trends that in the long run, say over 10 years, the U.S. stock market's gains have outpaced other investment options. That's great if you can stomach the downs along with the ups. And mutual funds do spread out the risk, so funds like those in the TSP are easier for the average investor to manage.

Another droplet of wisdom is that the two enemies of good investing are fear and greed. How true. I worked with a guy who'd check the stock market EVERY day and would react based on what happened. If the market went down, he'd move money from his C fund into the F (bonds) fund or G fund. When the market rebounded, he'd move the money back into the C fund. He was the essence of "Buy high, sell low" which is the opposite of the investing advice, "Buy low, sell high". He let his fears rule him. I begged him to ignore the daily moods of the market, but his fears overwhelmed him. (Fun fact: Many athletes have said they hate losing more than they love winning. Psychologists say this is a common tendency in people to feel more pain at losing \$100 than joy in gaining \$100. They even

call it by a fancy-pants name, "Loss Aversion"). It certainly explains my poor co-worker's panic when that 'hormonal teenager' had another down moment. How much more he would have earned if he'd let the L fund take over for him and then he could ignore the daily changes.

Avoiding greed involves shutting your ears off when someone at a social gathering or in the media or on line tells you they found a GREAT investment that returns interest of 15% or 20% or 30% - some insane amount of money. But you have to act NOW. I say act now by getting the heck away from people like that. How many times have we heard of people who put all their eggs into that "sure thing" basket and lost it all? I wouldn't even call it greed; it's more like desperation to build up that nest egg fast coupled with the feeling that you're not sure how this whole stock market thing works, anyway. That guy at the party REALLY seemed to know what he was talking about! Just walk away, Renee. Walk away.

Even financial magazines will tell you to ignore the investment hype and stick to a plan...then in another section, they'll encourage you to invest in the latest hot stocks! They must be the same writers whose articles say inner beauty is what really matters and then the cover of the mag says, "Look How She Rocks That Bikini at 60!". It can be a real challenge to sift through all the messages thrown at us.

There's an investing rule that some financial advisors suggest - subtract your age from 100 and invest the result in equities (stocks). So, if you're 25 years old, invest 75% of your money in stocks. That's because you have a long time frame before you retire to navigate the bumps in the market (if you don't freak out when it dips!). If you're 70 years old, invest 30% of your portfolio in stocks. The idea of that simple formula is that as you age, you re-balance your portfolio to still gain money from the stock fund, but lower the risk as you age and have less time to recover from market downturns. Some advisors say you should subtract your age from 110. Either way, it's a general rule of thumb for balancing investments. The L funds use a similar principle.

The most important thing to do is listen to your stomach. What is your risk tolerance? Does the thought of losing thousands of dollars in your account keep you up at night, even if it will bounce back in a few years? If so, keep most of your money in safer investments and sleep like a baby. Can you ride out the market downturns? You may tolerate putting more money into stock funds. But I sure wouldn't check on them every day! If there's a significant other in your life, you do well to check THEIR tolerance level, as well. Then, you can both take the long view and get plenty of rest while your money is busy working for you.

# What to Do If You Test Positive for COVID-19

- Mike O'Connor, OWCP Rep

Testing positive for COVID-19 can be unsettling, but knowing the right steps to take can help you manage your health and prevent the spread of the virus. Here's a straightforward guide on what to do next:

## **Isolate Yourself:**

Stay at home and avoid contact with others as much as possible. Use a separate room and bathroom if available. Avoid sharing personal items and keep a safe distance from other household members.

## **Inform Close Contacts:**

Notify anyone you've been in close contact with recently so they can monitor their symptoms and get tested if necessary.

## **Monitor Your Symptoms:**

Keep track of any symptoms you experience, such as fever, cough, fatigue, or difficulty breathing. If symptoms worsen or you have trouble breathing, seek medical advice promptly.

## **Follow Public Health Guidelines:**

Adhere to local health guidelines and regulations regarding isolation and quarantine. Rules can vary by location, so check with your local health department.

## **Rest and Hydrate:**

Ensure you're getting plenty of rest and drinking fluids to stay hydrated. Over-the-counter medications may help manage symptoms but consult with a healthcare provider before taking anything.

## **Seek Medical Advice:**

Contact a healthcare provider for guidance on managing your symptoms and whether any specific treatments are necessary. They can also provide advice on when it's safe to end isolation.

## **Practice Good Hygiene:**

Wash your hands frequently with soap and water for at least 20 seconds. Use hand sanitizer if soap isn't available. Wear a mask if you need to be around others and continue practicing good respiratory hygiene.

## **Stay Informed:**

Keep up with the latest information from reputable sources like the CDC or WHO. Guidelines and recommendations can evolve based on new data.

## **Plan for Recovery:**

Once you've recovered, follow guidelines on when it's safe to end isolation. Typically, you can stop isolating when at least 5 days have passed since symptoms first appeared (or since your positive test if asymptomatic), you've been fever-free for 24 hours without medication, and other symptoms are improving.

By taking these steps, you can help protect yourself and others while managing your COVID-19 infection effectively. Remember, your health and the health of those around you is the top priority.

It is still possible to file an OWCP claim for COVID-19, however, it is subject to the same rules as any other occupational disease claim and the worker must prove the following:

- 1- Be timely filed.
- 2- Be Made by a Federal Civil Employee
- 3- Establish Fact of Injury, what both a factual and medical component. Factually, the injury accident or employment factor alleged must have actually occurred. Medically, a medical condition must be diagnosed in connection with the injury or event.
- 4- Establish Performance of Duty. The injury and/or medical condition must have arisen during the course of employment and within the scope of compensable work factors.
- 5- Establish Causal Relationship. The injury and/or medical condition must have arisen during the course of employment and within the scope of compensable work factors.

What all of the above means for practical reasons is that the employee must write a convincing narrative statement that they could not have been exposed to Covid-19 anywhere other than while at work. They would then need to provide a positive lab test (home tests would be unacceptable) and then have a doctor write a narrative that positively asserts that, based on the employee's narrative and positive lab test, that they believe, to a medical certainty, that the employee was exposed to the virus while at work and could not have contracted it anywhere else.

I have had one case accepted since the changes were implemented and the person filing the claim was still masking 100% of the time and only left home to go shopping and work. They also were able to provide a statement from another carrier who had tested positive prior to them and had worked in close proximity to them. So while it can be done, expect it to be a serious challenge and expect to be disappointed.

# POW/MIA Remembrance

- Bruce Hall, Veterans Representative

POW/MIA Recognition Day is observed on the third Friday of September each year. This year it is September 20, 2024. This is a day that we remember the loved ones who have been left behind and reach out to honor our nation's unaccounted for Prisoners of War and Missing in Action.

There are some basic ceremonies with various modifications used at banquets, dinners, and other events by veterans' organizations and at military installations, especially in conjunction with POW/MIA Recognition Day. We use them to remember the persons unaccounted for, represented by the following statistics. The latest updated numbers I have are from August 15, 2024. At that time, there were still 72,011 Americans listed as Missing In Action from World War II; 7,464 still missing from the Korean War; 1,575 still missing from the Vietnam War; 126 from the Cold War; five from the Gulf War; and one from Eldorado Canyon, Libya, 1986. These numbers are still changing because we have the Defense POW/MIA Accounting Agency (DPAA) continually working to locate and identify the remains of Americans who have been Prisoners of War or have been listed as Missing In Action.

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

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

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

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

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

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

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

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

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

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

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

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

\*The CHAIR stands empty to express their absence.

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

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

My VFW post, in conjunction with the North Portland Eagles 3426 is having a special event on POW/MIA Recognition Day, Friday, September 20, 2024. We will have a spaghetti dinner from 5:00pm to 7:00pm. The dinner will be a fundraiser for VFW Post 1325's student essay programs which are "Patriot's Pen" and "Voice of Democracy." Cost will be \$15.00.

At 7:00pm, we will have a POW/MIA Remembrance Program including the POW/MIA Missing Man Table Ceremony and a special speaker, Dick Lovegren (Oregon Coordinator of National League of POW/MIA Families).

Spaghetti Dinner Menu: salad, spaghetti (all you can eat), garlic bread, dessert, beverages (non-alcoholic).

If you would like to attend or would like additional information, contact me, Bruce Hall at 503-285-8468 or email me at vfwbruce@gmail.com.



Left top and bottom: Branch 82 members at the 2024 Pride Parade. Right: Randall Hoxie and Irvin Hernandez working the grill at the 2024 Branch 82 Picnic.

## 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

*In Memoriam*

WENDY BAGWELL  
PAUL SWENSON

## 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

## INJURED AT WORK?

Call BRANCH 82 OWCP REP

Mike O'Connor

Wednesdays and Thursdays

503 493-5903

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Representing Oregon Unions

And Employees in

Matters of Collective Bargaining

And Civil Rights

(Law Firm retained by NALC Branch 82)

## Branch 82 Monthly Meetings

General Membership second Wednesday, 7:00PM

Retiree Luncheon third Wednesday, noon

Stewards Council third Wednesday, 7:00PM

Executive Board fourth Wednesday, 6:30PM

All members are welcome, unless otherwise noted.

All meetings are held at the NALC Branch 82 Office,

5265 NE 42nd Avenue, 97213.

Retiree Luncheons are held at

IHOP, 4931 SE 82nd Avenue, 97266.

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

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# NALC Branch 82 Membership Meeting, July 10, 2024

**Call to Order:** 7:07

**Pledge of Alliance:** Bruce Hall

**Deceased Members:** Wendy Bagwell, active, Clackamas; Santokh Khalsa, retired-Sellwood; Paul Swenson, retired- Federal Station

**Moment of Silence**

**Roll Call of Officers:**  
Officers Absent: Jennifer McGeorge

**First Time Members:**  
Jake Petersen, Kenton

**Visitors:** Bill Jackson and Tyler Schuster, our realtors, and Columbia Credit Union Loan Officer Kathy Pickett

**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. Carried.

**Communications**

**Membership Report:** Regular: 1209, PTF: 195, CCA: 65, Retiree: 509, Gold Card: 82, Management & Other Crafts: 50, New Members: CCA-2, PTF- 8. Total Membership: 2110. Non-Members: 45, Organized: 96.94% **Retired:** Murray Bidulph, Parkrose; William Hofstede, St Johns **Canceled:** Wilson Carr, Piedmont- mgmt; Nai Martin, West Linn- mgmt; Bich Van Le, Collections **Separated:** Luke Etherton, Evergreen

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

**Executive Board Expenditure**

**Recommendation:** President Norton introduced the guests and gave them the floor to discuss the three potential properties we have been considering for purchase. **Motion:** To enter into negotiations to purchase the property at 1515 NE 106th Ave Portland, OR 97220. Carried. **Motion:** That Branch 82 President David Norton, on behalf of the membership, has the authority to purchase the building at 1515 NE 106th Ave Portland, OR 97220 for up to \$1,700,000. Discussion. **Motion:** Willie

Groshell made a motion to amend the current motion to raise the dollar amount from \$1,700,000 to \$1,800,000. Seconded: Dean Femrite. Discussion. Carried. **Motion:** That Branch 82 President David Norton, on behalf of the membership, has the authority to sign a listing agreement with our realtor, Bill Jackson and his brokerage firm John L. Scott Real Estate Portland Central, to list our property/properties at 5265 NE 42nd Ave Portland, OR 97218 for sale at \$1,200,000, and that President Norton will have the authority to accept any offer that is higher, or if lower, within 17% of that amount. Discussion. Carried. **Motion:** That Branch 82 President David Norton and Secretary-Treasurer Matt Pierce, on behalf of the membership, have the authority to apply for a loan through Columbia Credit Union for any priorly approved property purchase amount, and for funds for the loan to be pulled from our General Fund. Carried.

**Unfinished Business:** Norton said there's a recommendation from the Executive Board to move forward with the purchase of the 102nd and Halsey property that was tabled at the last meeting. He said he would entertain a motion for it to be tabled until the business regarding the property at 106th and Halsey is complete, whether that be through its purchase or walking away. **Motion:** Lois Brumfield made that motion. Seconded: Chuck Solomon. Carried.

**New Business:** Norton announced it is at this time we normally vote not to have the August meeting. **Motion:** Janelle Lee made that motion. Seconded: Wyatt Gilderson. Carried. Dave Esch gave an update on Pride Parade taking place on July 21. **Motion:** Jamie Partridge made a motion to endorse the Postal Heritage Day rally. Carried. Norton reminded the membership that the Branch Picnic will be on July 28.

**Trustee's Financial Report**

**Resolutions and Bylaws:** Committee Chairman Jim Falvey read a by-law change for local negotiations.

**Labor Management Report:** Norton said the branch has one 16.7 right now, which has been grieved and sent up to Step B. He said management is falsifying scans on Sundays and falsifying clock rings, and

possibly stealing time/pay from carriers. Norton said that Kollin Luman has been working on a citywide grievance regarding these issues while filling in as Chief Steward. Luman gave an update.

**Health and Safety Report:** Don Cadwell said that management is not budging on start times, and if there are any heat related injuries, please report them to him so he can forward them to National. He said Biden is pushing OSHA to develop federal heat safety standards to protect workers in extreme heat. Jon Cabral said carriers who do sustain heat injuries on the job have the right to file worker comp claims for those injuries. Norton added that anyone who has a heat injury should contact the hall.

**Legislation Report**

**MDA Report:** Abe RedCloud reported that MDA raffle tickets are now available to purchase.

**Retirees Report:** Sam Smith mentioned the retiree luncheon and the upcoming banquet. He thanked those who came out to IHOP on Juneteenth. He said Columbia Credit Union focuses on business loans, whereas NWPCU focuses on personal loans.

**Veterans Report:** Hall said many flags have been collected from the flag box to be destroyed according to proper flag retirement protocol. Everyone sang Happy Birthday to Bruce.

**Labor Solidarity Report:** Partridge spoke about the Providence nurses on strike.

**Motion:** English made a motion to extend the meeting until business was complete. Seconded: Luman. Carried.

**Good of the Association:** Norton thanked Brad Melland for making dinner. He said we are probably going to have to replace both the heating and AC. The first quote came in at \$16,000.

**Kitty Award:** Sammy Smith, retiree, won \$90.50. **Jackpot:** \$595 went unclaimed by Tesfay Wubneh, Midway. **Treasure Chest:** \$200 went unclaimed by Joshua Weill, Piedmont

**Adjourned:** 9:05



NATIONAL ASSOCIATION OF LETTER CARRIERS  
 Branch 82  
 5265 NE 42nd Ave  
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**B-Mike**

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The next general membership meetings will be held  
 Wednesday, September 11 and Wednesday, October 9,  
 both at 7 pm. Dinner will be served prior to each meeting.

# THE LETTER CARRIER'S BOOKSHELF

