



B·Mike



Vol. 84

Issue six

June 2024

"An Injury to One is an Injury to All"

The Official Publication of Branch 82

Portland, OR

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



Members of the St. Johns bowling team show off their wins from the silent auction at the Labor Bowl, held May 19th. The silent auction alone raised \$2,281 for MDA! For more results and loads of pictures, see pages 12 and 13.



Late Springtime Updates

- David Norton, President

Hello everyone and welcome to the late spring. Summer is around the corner, the kids are getting out of school, and we are going to enter the heavy AL season where (hopefully) carriers have some fun planned for vacation, and PTFs and CCAs get a chance to opt on their routes when they are gone. We just got through the first round of political mail for this year, and we can all breathe a sigh of relief for a while until we are inundated again this fall.

Several things are happening in the branch, and we have had many events worth noting, so I figured I would take the opportunity to update everyone on the goings-on around Branch 82.

Labor Bowl

On May 19th, Branch 82 held our annual Labor Bowl at King-Pins on Powell and 92nd. This year we reserved extra lanes in the hopes of getting more participation than what we had last year. It was touch-and-go for a while whether we would fill those extra lanes, but ultimately we did pretty well. The venue was good, people had a great time, and we raised some money for MDA. It is always impressive when we can all get together outside of our busy lives to have a little fun with our co-workers for a good cause.

Next year I would like to expand the event with more teams from different stations. There were several offices that didn't have a team represented there, and I would like to see those stations get in on the fun. It is a great time and our largest fundraiser that we hold that benefits MDA. Next year will be around the same time and at the same place, so keep listening for announcements on it. Get a team together, do some bowling. You don't have to be good. It is all for a great cause, to help fight muscular dystrophy.

Letter Carrier Political Fund

At the Labor Bowl, we had a sign-up table for carriers who would like to contribute to the Letter Carrier Political Fund (LCPF). We got 11 new people signed up to donate money to our PAC, and that is 11 new people who are helping the NALC fight for letter carrier issues in Congress.

For those of you who don't know, the LCPF is the NALC's political action fund. Unlike other unions, none of our dues money goes towards political purposes. The NALC has created the LCPF to identify and contribute towards political candidates that support issues important to letter carriers. Building legislative power helps ensure that our elected officials are keeping the goals of letter carriers and the interests of the Postal Service in mind. Branch 82 is trying to push membership in the PAC this year and with the event at the Labor Bowl, we are one step closer to our goal of getting the word out and getting more involvement. I want to thank Ryan Mills, Branch 82's LCPF Coordinator as well as Editor Suzanne Miller for putting on the registration table.

Money in politics is ugly, unethical, and adverse to a fair, just, legislative process, but we can't be sitting on the sidelines, not when we have special interests still angling towards privatization and we have important goals we want to achieve like the Protect our Letter Carriers Act or the Retirement Fairness Act. Think about giving. It doesn't take much, even just a couple dollars a pay period helps immensely when everyone contributes.

Starlight Parade

Our next big event this year is coming right up. I am hoping that this issue of the B-Mike will be out by this year's Starlight Parade on Saturday, June 1st in downtown Portland. The Starlight Parade kicks off Rose Festival week with its first parade happening downtown at night. Branch 82 has been involved in Portland's Rose Festival since its first inception in 1903. In fact, we won first prize that year, and we still have the award held at the Branch 82 Union Hall. The Starlight Parade is a lot of fun, and the team has been working hard to make our float come together. We have had some misfortune this year with the float being ruined twice, the first by vandalism and the second time by the weather. Even so, the float is looking good, and we should be ready for an evening filled with excitement as we march downtown in our uniforms and show off our union pride. If you haven't been part of this before, it is a thrill that everyone should experience at least once. This year's theme is "Dream Forward" so we are going with a Priority Flat Rate Box/spaceship float with alien costumes.

We only have a limited number of spaces available, so if you are interested in either being in costume on our float or marching alongside, please contact Branch 82 and let us know that you are going to attend.

Contract Update

The question I am asked more than any other right now is if I know the status of the contract. Unfortunately, I know about as much as anyone else does. I do know that we have an arbitrator picked out, and we are prepared to go to arbitration. I know that we haven't picked a date yet on when that will be, and I know that we are also continuing to discuss resolutions with the Postal Service and that we are closer than we have been in the past.

Last contract, the Postal Service drug it out until we went to arbitration. We put on a case and then they decided to settle with us. My hope is that we can come to some kind of agreement to send to the members to decide if it is good enough for us. We will be attending the Biannual National Convention this August held in Boston, MA. If we do not get some kind of real update on the contract, ideally something set in stone, I think there are going to be some pretty unhappy delegates.

If this is your first time going through contract negotiations, this



isn't the first time that we have had to wait for some kind of resolution. We have waited for over a year and a half before. I get that it takes time and that bargaining with one of the largest, bureaucratic employers in the nation cannot be easy, but in years past we haven't had the kind of inflation, rise in interest rates, new employees, and the overall conditions that we are in right now. I definitely feel like we are working during a changing time at the Postal Service, and some stability in a new contract would put carriers at ease. Here is hoping that we get something soon. I will update the membership when I hear anything.

Staffing

The Postal Service is hiring many new carriers, especially in Portland. In fact, we have more PTFs in Portland than I ever remember having in my career. So, it boggles my mind that we are still going off-assignment as much as we are. Other Associate Offices are still struggling with staffing, but it is largely getting better everywhere.

There is no sign that they are going to stop hiring, and more new carriers are entering the workforce than we have ever had before. That means many of them will be starting later, not getting as much of an opportunity to case mail nor have an opportunity to reach out to their fellow co-workers if they have any problems/concerns. Be sure to reach out and meet these new people. They are not faceless nameless new postal employees, they are the future of this workforce, and they are members of this union. Branch 82 does a great job signing up all new members. They are there to help out with vacation relief, sections, and Sunday Amazon, but they are here at the Postal Service for a union job and a career as a letter carrier. Please don't forget about the new people.

Route Adjustments

We are still working on several route adjustments around Branch 82. Getting fair adjustments out of this process has taken a lot of time and energy out of the branch- at some points having to go over every route in every station down to every street in the zone, just to make sure that the teams aren't taking out time unnecessarily from the routes. It has been a struggle.

If you have been to a branch meeting recently you have already heard me rail against this route adjustment agreement. There is a need for us to have a way to adjust routes, while still being able to grieve the issues that arrive when management plays games, tries to manipulate data, and generally tries to run their agenda of trying to take out routes no matter what the reality of the situation is.

The current route adjustment process that we are working with, TIAREAP, is set to expire and the teams that are doing adjustments will finish up with those they already started. It seems like

they still have a long way to go because we have not gone in and done the mandatory after-adjustment reviews in many of the stations they have gone into. We still have a mess on our hands at several stations including the disastrous adjustment in Piedmont Station. The good news is that we have plans to get into Piedmont, and we are hoping that we can get the routes straightened out.

This has been an arduous process and I hope that we can negotiate with management on a route adjustment procedure that allows us to fix problems as they arise through the grievance/arbitration process. It is not always a perfect system, but you can definitely feel it when it is not there for us to use.

Article 8

We have seen a rise in Article 8 violations recently. As I said, we certainly have more employees to work than we have in the past, but we still are going off-assignment more than we should. This usually starts with management refusing to bring in ODL carriers on their scheduled day off. This has been done before. Management will decide to NOT bring in the ODLer knowing that it is a contractual violation, but their goal is to reduce the amount of penalty time worked in the office if that ODL carrier happens to work over 8 hours if they are called in. The union will grieve it, but that grievance money comes out of a different fund. In the meantime, the numbers look better on the surface without too much digging and management assumes that if the union misses some of those grievances, then hey, they got away with one. Like I said, it is tried and true management trickery that benefits them in the short term for their all-important numbers but hurts the installation in the long run. The solution: file a grievance on every instance and ratchet up the pressure on senior management. This is just a ploy that will eventually go away, but we need to treat it appropriately. If you are going off-assignment in your office, be sure to tell your steward. They will file a grievance and get the correct person paid for the violations. If this continues, then we will seek increased remedies.

Figuring out the work rules is difficult enough for new supervisors who may not have had to deal with them in a while, or maybe ever. We just got through a period where most carriers were overworked, no one was on the ODL list, and stations were off-assignment every day simply because they didn't have the staff to get the work done. Many carriers and supervisors were new to their jobs during this period, and that is the only reality they knew up until now. It is understandable that new supervisors may not know all of the overtime rules and mistakes that may be made, but that doesn't account for basic management manipulation when it comes to overtime rules. We must hold them accountable.

CONTINUED ON PAGE 8.



Vice President's Report

- Betty Nash, Vice President

One of these days we will get new vehicles, and one of these days management will take our safety seriously. One of these days management will give more than lip service to the health and well-being of letter carriers. One of these days management will reward the type of supervisor who treats employees as the valuable assets that we are, instead of promoting those who enjoy being a bully on the workroom floor.

OK, OK, let's get back to reality. It is up to us to ensure our safety. One of the ways that we can make sure that we go home to our families at the end of the day is to do a proper vehicle check every morning. I know that there are carriers that look out into the parking lot, see their vehicle and say "yeah, it's there," and they think that they have done their job. Or maybe you actually get in the vehicle and turn it on and think that is enough to qualify as a vehicle check.

Hopefully, you are one of those who take your safety seriously and do a proper vehicle check. Every employee has someone that loves them, and they would be devastated if you never came home again. So, for them, complete a proper vehicle check. Get a partner and have them validate that your brake lights and headlights are working. Don't ever forget to turn on the windshield wipers during your morning vehicle check. Have you noticed that it rains once in a while in Oregon? Don't think to yourself that the weather looks good, there's no rain in the forecast, so I should be fine without working windshield wipers. It could be the last assumption you make or a decision that causes an accident or injury to you or someone else.

I know that I sometimes forgot to check to make sure that all of the doors closed and locked correctly. This is especially important since letter carriers and their postal vehicles have been the subject of robberies. Perhaps the criminal would just break the window anyway, but let's not make it easy for them. Management has been known to blame letter carriers for being the victims of an assault or robbery.

There are many steps to an appropriate vehicle check. There are actually 27 parts to an expanded vehicle check, and there should be cards in every office listing all of those steps. Of course, I don't really expect carriers to do an expanded vehicle check every day, but it would be worthwhile to do an expanded check once a month or so, just to protect yourself.

If you do find a problem with your vehicle, don't forget to write it up on a 4565, vehicle repair tag. If your management team says that they don't use this form anymore, don't believe it. The form is used to report the item needing repair, and the supervisors will then place the order for repair on the computer.

Please don't assume that someone else has already reported a problem. It's your responsibility to report any defects that you find, and it's management's job to make sure that the problem is resolved. If you call in from the street to say that there is a problem with your vehicle such as the engine is stalling, make sure that a 4565 has been submitted, and be sure to get the form signed and keep a copy.

Otherwise, you know darn well that they will pawn that same vehicle off to some new PTF or CCA before it has been submitted for service to repair the defect. If you see them try that B.S., turn in a 1767 (safety hazard form) and notify your shop steward immediately. The vehicle should be taken out of service until repaired. We need to file grievances on these issues to find out who screwed up and put some unsuspecting new employee in danger, follow the trail of this vehicle, and to make sure that the repairs are actually completed.

Maintenance should conduct regularly scheduled maintenance checks to prevent most mechanical issues as prescribed in the M-4, Vehicle Maintenance Program Guidelines, and manufacturers' manual. If management was following their own rules there would be very few 4565's submitted.

It's sad to see that postal management has fallen to such low depths and cares so little for the safety of letter carriers. Did you know that the Fleet Management and Control-Purpose (s311) states: *The purpose of the maintenance program is to maintain vehicles in a mechanically reliable, safe, clean, and neat condition.* Personally, I think that they have failed.

You all know the post office motto, Safety First! It really means that safety is the first to be tossed to the side if it takes too much time or costs too much money. Or takes a supervisor away from playing video poker.

Therefore, it is up to us to check our vehicles every morning, and every once in a while please do an expanded check. The vehicle check is part of your fixed office time, and it takes as long as it takes. Don't let anyone hurry you along. It's not just your safety at stake here. Mechanical issues could cause an accident in which you are injured or you unintentionally injure someone else.

We know that management does not take our safety seriously. We need to pretend that our loved ones will be driving this vehicle; is it safe?

City letter carriers are the most important people in the post office. Take care of each other.



Saying Goodbye

- Andrew Baron, Rose City Park

I remember when we first said hello. It was day-whatever of training at the postal facility on Cornfoot Dr., that place we all love to hate and try to avoid. I was there with the usual cast of new trainees, going through the usual training. It was at the end of the day, and I had noticed a decidedly older, suspiciously positive woman in the class. She seemed genuinely excited to be here. I said hello and we shook hands. Margot then told me she was over the moon to start the job of her dreams. I'm not exaggerating: she called it the job of her dreams. We had a brief, friendly conversation and she turned to explain something to one of the lanyard-bearing staff roaming the hall. She explained that she had just received a cancer diagnosis, and that she was going to beat it.

Margot and I were both assigned to the Rose City Station in the fall of 2020. Anyone who worked as a carrier during this time will instantly remember what those days (and nights) were like, so I'll skip the trauma-inducing details. Let's just say it was a rough start to our postal careers.

Except for Margot. She'd show up to work an Amazon Sunday looking like a kid coming down the stairs on Christmas morning. "Who wants an egg McMuffin? I stopped at McDonald's on my way in." It was around this time, between bites of that terrible McMuffin, that I started to wonder if Margot's relentlessly positive outlook was a symptom of a deeper mental illness.

But no. This was the kind of joyful, life-affirming person we all meet once, maybe twice, in a lifetime. When you find yourself on a route you've never carried, in the dark, at the end of a 13-hour shift, in the midst of a global pandemic and whatever else is going on in your life, you have to dig pretty deep for motivation to keep going. For me it wasn't hard: a nearly 60 year-old woman was out here doing the same job, and complaining about it a lot less than I was. As the months wore on, and people predictably started quitting, the older lady that many thought would quit before her probation period was up just kept cheerfully coming to work, laughing and bringing people McMuffins. Except when she converted to regular. That was a special day. Margot and Lindsay skipped the usual donuts (they converted together) and our station was treated to pastries from Petite Provence.

I remember vividly one late and rainy night, Margot and I met at the clerk's room as we were returning our keys. I asked her how her day went, and she said it was fine, but that she fell and did

something to her wrist. She held out her arm, and one hand had swollen to about twice the size of the other. Margot had fractured her wrist, and would have to be out for a while. She came back after it healed and carried mail with her usual zeal. Then she had to leave again when her cancer treatment made carrying mail untenable.

That was the last time I remember Margot as a regular carrier. She was placed in some God-forsaken closet somewhere in postal purgatory from then on, which allowed her to continue working while she went through treatment. Fortunately for me, she and I had become friends outside of work at this point, so we stayed in touch.



Margot & Andrew

When her diagnosis became terminal, Margot kept a few of us close as she continued to live. We gathered at her house to watch the Super Bowl, where she told us about seeing Neil Young from the front row several weeks before. She kept slipping my daughter mini Payday candy bars and would periodically step out on the porch for a smoke ("screw it, why not?").

I'll say it again: you get to meet one of these people in a lifetime. If you're lucky, maybe two. At the time of this writing, Margot is near the end of a rich and incredible life. More than that, she's given those of us who are fortunate enough to be her friends an invaluable lesson in how to live until the very end of our lives.

There aren't many bright-eyed children looking up at their parents and telling them they dream of a career in the postal service.

Most of us are here because we needed a job, or because some other line of work didn't work out as we planned. Four years in, I still really like being a mail carrier. There are days when I even love it. But you don't get love from delivering someone's Sephora box on time, or from getting all your advos done in one day. It comes from the people you meet and the friends you make at work. It comes from this union we can all take pride in. It comes from the lessons you learn from the most unlikely people, people who never would have come into your life if things had worked out as you planned.

The next time I come back to Rose City after dark, cold and wet, Margot Leonard will be gone. I'll make a snide, off-hand comment to the night supervisor. I'll dump a pile of rain-soaked mail at my case and hang my rain coat on its hook. I'll return my keys to the clerk's office, remembering Margot, and I'll smile.



Secretary- Treasurer's Report

- Matt Pierce, Secretary-Treasurer

Hello again from the office of your Secretary-Treasurer. I hope this finds you all happy, healthy, and a little grateful to be delivering mail and living in Oregon this spring. Within the past week of writing this, I had my 47th birthday. Not only do I find that a little hard to believe, but what I find even more unbelievable is that means I can retire in 10 years from this week. Unfortunately for many carriers, the last 10 years can be the hardest to make it through because of a combination of two factors. The general health effects of aging with accumulated wear and tear, and a lack of sick leave.

As some of you already know, I suffered a severely broken leg while hiking in the coast range in November 2014. During my 25-plus year postal career so far, I have also off the clock broken my other leg, had an emergency appendectomy, several other minor surgeries, cared full-time for a dying parent, and just 10 days ago had trigger finger release surgery on my left hand. The reason I mention this is not to raise concern or elicit sympathy. I mention it because I think one of the most powerful tools we have is to learn from one another's experiences.

If you had told a 21-year-old me that I'd have to take time off for all of those things before I was 50, I never would have believed you. I also would be truly amazed to hear that all of those absences would be paid 100%. For all of the USPS' faults, it really does have a generous leave program. Getting 13 days a year just for sick leave on top of vacation time, an unlimited amount of which can be carried over, is truly a fantastic benefit. But the unfortunate thing is that when many people find they really need their paid sick leave, much of it is already gone. I'm not here to tell you that you're not always sick when you call in or that you shouldn't use it when you need it. I'm here to tell you that I have helped and worked with a lot of people who really needed it in the last five or 10 years of their careers, but it was already all gone.

I'm as guilty as anyone of the natural denial in human nature. It's very hard not to worry about other more imminent concerns or needs. But unfortunately, just like good things, bad things do consistently happen to someone, and sometimes that someone is you. Not admitting that in time is something we constantly have to help people come to terms and deal with in this office.

I wish I could convince all letter carriers to be prepared for life's sudden pitfalls. Being unpreventably blindsided out of a clear blue sky by horrible events on an idle Tuesday is unfortunately sometimes a fact of life. The sobering fact according to the Social Security Administration is that a 20-year-old starting their career today has a more than 1-in-4 odds of becoming disabled before reaching retirement age. On top of this, a recent study found that 56% of people who have steady employment when they're 50 years old were forced to leave their jobs for one reason or another

before they planned to retire. The number one reason is chronic health problems.

The NALC and Branch 82 have done and can do a lot to help all of us through these eventualities. Branch 82 can help get a carrier advanced sick leave or light duty or help get their workers comp approved etc... But there are some things we simply can't do for you. We can't suddenly make you 57 years old so you can retire when chronic health problems arise. We can't stop you from losing pay, benefits, retirement, and health care because of taking too much LWOP because of a serious health condition. What can prevent those things is a healthy sick leave balance. I ask all of you to spend a little time thinking about how prepared you are. In case at some point that unfortunate person is you.

Suffice it to say, it's your benefit, and if you're sick, you're sick; but also always keep in the back of your mind what you use today won't get you paid tomorrow.

I hope for none of these things to befall any of you but unfortunately, all of them have happened to one of our brothers and sisters in the recent past. Those who were prepared were so much better off than those who weren't. I mention all of this only so that, as I said, we can all learn from the successes and losses of each other and hopefully all be better off for it. I wish you all the best.

Until next time I remain yours in solidarity, Matt.

Starlight Parade Saturday, June 1st Evening

Ring in the summer with us at the Parade!

Walk the parade route alongside our Branch 82 Float!

Contact Cody Harris or call the hall for details:

Cody: 971.275.5295

Branch 82: 503.493.5903



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

We receive our information from YOU. Please call the hall if we
need to make changes to Active Duty.



Last Punch Bunch

**Sean Hopkins,
Evergreen**

Congratulations!



B·Mike

Late Springtime Updates

CONTINUED FROM PAGE 3

The Search for a New Building

If you were at the last General Membership Meeting at Branch 82 you got in on the discussion concerning our search for a new building and some different options/scenarios that may or may not work for us. We welcome you all to continue to have these talks. The purchasing of a new building to use as a union hall and the sale of our current one is a big move that will have financial implications for the branch. This is your money, and your opinions should be heard.

We are looking for a new building that may better serve our members in the future. One that is bigger, has a large open space to hold meetings, offices for the officers to work in with a couple of overflow offices for part-time/temporary people working at the office as well as better parking. Of course, this is not an easy task, and we have looked at several properties, some that may work better than others and some that are more expensive than others. Trying to check all of the boxes of what we need while still keeping the cost low is going to be challenging, but the good thing is that we can take our time until the right building comes along. We own our building outright and while it is going to need some work done to it in the future, work that may not be worth us putting into it, it suits our needs fine for right now. There is no need to rush into a move just to move.

At the May meeting, the brokers that we are working with showed us a new property on the corner of 102nd and Halsey that used to be a dry cleaner (I always remembered it as being a hot-dog cart beforehand). It has some additional income coming in because of a T-Mobile lease that is still being paid, and we would be able to be flexible with the financing. However, it would take a complete build inside, and while there are 12 parking spaces on site, members would have to park in the Gateway shopping area and walk over to the hall or have to figure something out on the street where spaces are very limited. It is also one of the busiest intersections in NE Portland. Members at the May meeting had varying opinions on the building, but this is a good example of the challenges we face when looking for a new union hall.

Ultimately the decision will not be up to me, but to you, the member. I urge all of you to voice your opinion on the matter.

As we move into the summer months we move into warmer weather. This is a great time of the year to deliver mail. The weather (in my opinion) is ideal and summer vacations, BBQs, and time outdoors with activities and with family and friends are right around the corner. I would love to see all of you at the next General Membership Meeting. Giving updates through our award-winning newsletter is great, but I would prefer to do it in person. Until then, stay safe.



Branch 82 members recently gathered to visit Paul Swenson and his daughter, Karen. Retired since 1976, Swenson is 102 years old! He is always full of great stories and a joy to spend time with. He is the oldest living Branch 82 member and certainly one of the oldest living members in all of the NALC.



Top photo, left to right: Paul's daughter, Karen, Paul Swenson, James Cook. **Bottom Photo, left to right:** Dave McGann, Karen, Paul, President David Norton, Gladys and Bruce Hall

Retiree Luncheon

June 19

IHOP
4931 SE 82nd Avenue
Portland, OR 97266
NOON

(third Wednesday of each month)

Retired and active letter carriers and their guests are welcome.

UPCOMING EVENTS

Starlight Parade June 1

Pride Parade July 21

Branch 82 Picnic July 28

National Convention August 4-9

Labor Day Picnic September 2

Retiree Banquet September 7

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. You can click the "Become a Member" link at the very top of the homepage.



OUR #1 PRIORITY IS YOU!

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



Federally Insured By NCUA



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



B-Mike

Flag Day

- Bruce Hall, Veterans Representative

Flag Day is June 14, marking the day the Continental Congress adopted the flag as our country's official symbol.

Late in 1775, a committee of Congress with Benjamin Franklin at the head, decided upon a form for a new flag with thirteen red and white stripes, with crosses of St. George and St. Andrew on a blue field. During 1776 and 1777, a number of flags with thirteen stripes came into use, and the need for a national emblem was realized. On June 14, 1777, Congress passed an act stating, "the flag of the thirteen United States be thirteen stripes, alternate red and white, that the union be thirteen stars, white in a blue field, representing a new constellation."

On January 13, 1794, Congress voted that the flag should have fifteen stripes and fifteen stars because Vermont and Kentucky had become states. This flag remained in use until April, 1818, when Congress passed an act providing that the flag should have the thirteen horizontal stripes, alternate red and white, and that the union should display twenty stars representing the number of states then in the union. It also provided that on the admission of every new state to the union, a star should be added on the following July 4th, and this has been the regulation ever since.

The white in the flag symbolizes our liberty and freedom, the red signifies the courage and sacrifices of our nation's defenders, and the blue stands for the loyalty and unity of our citizens.

The flag brings out a wide range of emotions in people from love, thankfulness, and patriotism to hate, unthankfulness, and spite. There have been times of controversy over flying our flag. Some people in protest have even mutilated and burnt the flag. I like to remember how the flag has been the symbol of the freedom which veterans have fought to preserve. Remember the pictures of soldiers carrying the colors into battle. One great picture is the raising of the flag on Iwo Jima. Even though there has been some controversy, I like to hope that we will remember the word "INDIVISIBLE" in the Pledge of Allegiance and remember what our flag stands for and how to display it.

Some rules for properly displaying the United States Flag:

*Don't decorate the flag.

*Display the flag from sunrise to sunset normally. It can be displayed after dark if properly illuminated.

*The flag should be hoisted briskly and lowered ceremoniously.

*The flag can be displayed during inclement weather if you have an all weather flag.

*If you want to put the flag on your vehicle, fix the staff firmly to the chassis or to the right front fender. Don't drape it over the hood, top, sides, or back.

*When displaying the flag next to state or municipality flags, the American Flag should be at the center and at the highest point of the group.

*A flag carried in a procession should be to the right of the marchers.

*On a stage or in a church, The American Flag should be on the speaker's right.

*The flag should never touch anything beneath it, including the ground, the floor, water or merchandise.

*The flag should not be displayed with the stars down, unless you intend to send a distress signal.

*When the flag is being hoisted or lowered, when it passes in parade or in review, when the Pledge of Allegiance is said or the National Anthem is being rendered, people should stand at attention and place their hand over their hearts. Men not in uniform should remove their headdress, and persons in uniform should render a military salute.

*One change in the law under the National Defense authorization Acts of 2008 and 2009 authorizes veterans and out-of-uniform military personnel to render hand-salutes during the raising, lowering or passing of the flag and also during the playing of the National Anthem.

*A flag in poor condition should be destroyed in a dignified way, preferably by burning.

To make flag disposal easier for people, our VFW Post obtained an old US Postal Service collection box and had it repainted and labeled as a flag drop box. Then we located it at the Ace Hardware, 7825 N. Lombard St., Portland, OR, on October 13, 2014. Since that time, we have collected 2325 worn-out flags.

We are planning a Flag Day Ceremony at Bateman Carroll Funeral Home located at 520 W. Powell Blvd., Gresham, OR. The ceremony will be held on Friday, June 14, 2024, at 10am. The public is welcome to attend or watch it virtually online. We will live stream once again at this site: [Flag Day 2024 \(hdezwebcast.com\)](http://FlagDay2024(hdezwebcast.com)). For more information, call 503-665-2128. Our goal is to honor the flag and make it easy for people to have their old flags disposed of properly. Continue to fly the flag properly and with pride!!!

There are a few other things to bear in mind at this time of year and some dates of importance.

June 6, 1944 D-Day

June 14, 1775 US Army founded

June 22, 1942 Pledge of Allegiance recognized by Congress

June 22, 1944 GI Bill signed into law

June 25, 1950 Korean War began

June 30, 2008 New GI Bill signed into law

July 4, 1776 Independence Day

Hopefully, everyone can celebrate these dates and remember all who have served and are serving our Great Country, The United States of America!!



Oregon Tax Break for Some Retirees

Nancy Scudder, Retiree

If you worked for the USPS before 1991 and still live in Oregon, there may be a tax break you hadn't heard of. I'm no accountant, but I learned this on my own. I was surprised I'd never seen this subject addressed in an NALC newsletter, but I'll share my experience in case it can help others save on their taxes.

Before 1991, Oregon exempted state pensions and partially exempted federal pensions from state tax. Since then, they do tax federal (CSRS or FERS) pensions and state pensions. So, for some of us, we're entitled to subtract SOME of our income from our state income taxes if we worked for the USPS prior to 1991.

Here's an example of what this could look like. Let's say you started working at the USPS on Oct. 1 of 1981 and retired on Oct. 1 of 2011 and had no prior federal income. So, you worked for 30 years. That means 10 years or 1/3 of that income falls under the exempt state tax provision (1981-1991). Let's also say that you made \$60,000/year from your retirement pension and taxable money that you withdrew from your TSP account. So, the state of Oregon wouldn't tax 1/3 or \$20,000 of that income. Not perfect, but nothing to sneeze at.

By the way, I'm not talking about Social Security benefits. Those aren't taxed if you live in Oregon.

There's a worksheet in ORS Section 316.680 (Federal Pension Income) where you can calculate the percentage of your postal time prior to 1991 and how much money you'd save. That money is listed on Schedule OR-ASC (Adjustments) as subtraction from income.

Since the Oregon Department of Revenue got fussy the first year I filed my state taxes after retiring, I also provide my Form 50 from the USPS that shows the date I "entered on duty" and the date I retired.

This does mean I file my state taxes on paper rather than electronically. Maybe someone could get their accountant to do it, but I just print the forms off the web, and fill them out myself.

Again, those forms are:

- ORS Section 316.680 (to calculate how much percent of your federal income can be subtracted)
- Schedule OR-ASC (Adjustments to income)
- {Optional, but helpful} - Form 50 (which shows the date you started work and the day you retired)

If you're curious why the state changed their taxation system in 1991, it came from a 1989 US Supreme Court decision (Davis vs. Michigan) that federal and state pensions had to be treated alike. So, instead of NOT taxing both PERS (state) and FERS income, the legislature decided to tax both. This led to various lawsuits but has resulted in federal pensions and TSP withdrawals earned after 1991 getting taxed by the state of Oregon. Ouch for future retirees. Maybe we should all contact our state representatives today!

For those, like me, who can subtract SOME of that income from your taxes, buy those future retirees a beer and donate some of those savings to the Letter Carrier Political Fund!

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 |



MDA Report

- Abe RedCloud, MDA Rep

SUMMER IS HERE!!!! Wait....why do we care? We don't have summer vacation. Lol. Well, I guess it means less rain and more sun? In Oregon that's a BIG Maybe. Lol. Anyway, Happy Summer everyone! What's the big MDA news? LABOR BOWL WAS A SUCCESS!!!! So without further ado:

Labor Bowl:

We reserved 32 lanes (the whole bowling alley) and were able to fill 28 of those lanes! WOOHOOO!!! Great job to all the Team Captains who put together teams! Here is all the info on winners:

Top Men's score from 2 games
Bill Baird (mid 400's)

Top Women's score from 2 games
Felicia Moore (Salem – upper 100's)

Top Fundraiser
Mike OConnor (\$430 and he didn't even bowl!)

Top Team Organizer
Suzanne Miller (she assembled 5 teams!!!)

Total money raised for MDA after costs = **\$5,323**
(\$2,281 of that was the silent auction!)

I would like to thank all of my volunteers who came and helped run the event and set it up! Brad Melland was a rock star taking all the money, counting all of it, and then doing it again after the silent auction closed! Thank you to David Norton, Julius Fildes, Char Bryce, Donna and Dave Halvorson, Louis Brumfield, Rebecca Brundidge, Eric Pottenger, and any others who helped that I might not have seen doing something to help! Without all of your help, our event would not have run as smoothly as it did. GREAT JOB EVERYONE!!!

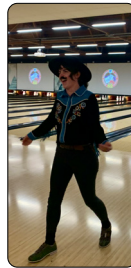
I would like to thank all of you who brought an item or items to the silent auction!!! Without your work and generosity, we wouldn't have raised an additional \$2,281 for MDA. So a BIG THANK YOU!!! I would also like to thank all of the team captains who put together teams and really stepped up to make additional teams when we had roughly 14 teams only one month before the event. And of course, ALL of the beautiful people that came to the event, donated to MDA, and had a blast!

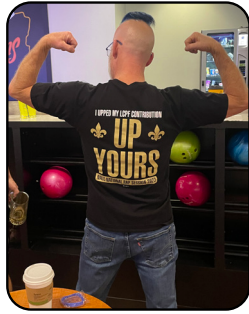
Speaking of that, as I was walking around during the event, I kept hearing phrases like, "I haven't seen you in so long!" and "So good to see you!" "I miss you at my station, how's it going?" "How's retirement? I miss working with you!" and many more happy statements and questions. This event is so much more than bowling and raising money for MDA. It's about solidarity, friendships, fun, etc! Those who have joined us know what I'm

talking about. If you didn't attend this event this year, think about coming next year to have fun, see some faces you haven't in a while, and raise money for a good cause!

Looking to the future, I see a raffle on the horizon?!?!?!?!? Next month will bring info on our yearly raffle! Until then, have a good month and take care!

In Solidarity,
Abe RedCloud







We have Branch 82 window clings
for sale at the hall!
Two clings for \$5.
Great for your auto or any window
to show off your union solidarity!

INJURED AT WORK?

Call BRANCH 82 OWCP REP

Mike O'Connor

Wednesdays and Thursdays

503 493-5903

MCKANNA, BISHOP, JOFFE

Attorneys

1635 NW Johnson Street

Portland, Oregon, 97209

Telephone: 503 226-6111

Fax: 503 226-5121

John S. Bishop Elizabeth A. Joffe

Elizabeth A. McKanna

Legal Assistant

Marla R. Menkins

Representing Oregon Unions

And Employees in

Matters of Collective Bargaining

And Civil Rights

(Law Firm retained by NALC Branch 82)

Branch 82 Monthly Meetings

General Membership 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.

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



NALC Branch 82 Membership Meeting, February 14, 2024

Call to Order: 7:11

Pledge of Alliance: Bruce Hall

Roll Call of Officers: Officers Absent:
Chuck Solomon

First Time Members:

Jay Gerwe – Lents
Nathaniel Ketel – Lents
Kurtiss Limbrick – River District
Lauren Pedersen – Lake Oswego
Cindy Popp – Lents
Brandon Rasanassen – Lents
Erica Thompson – Parkrose
Nathan Wintle – Kenton

Visitors:

Bill Jackson and Tyler Schuster, Realtors

Reading of the Minutes:

Casey English made a motion to dispense with the reading of the minutes and accept them as printed in the B-Mike. Seconded, Wyatt Gilderson. Carried.

Communications

Membership Report:

Regular: 1220, PTF: 182, CCA: 65, Retiree: 516, Gold Card: 83, Management & Other Crafts: 51, New Members: CCA-37, PTF- 18. Total Membership: 2120. Non-Members: 43, Organized: 97.15%
Retired: Sean Hopkins, Evergreen; Donna Wash, Kenton
Canceled: Hung Loc, Parkrose- Craft
Separated: Arnell Davis, Hillsboro
Jarod Pace, Kenton
Dominique Penn, Gresham

Secretary-Treasurer's Report:

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

Unfinished Business: President Norton introduced the realtors who were at the meeting to address the possible building purchase at 8101 NE Glisan as well as other potential properties. They presented information and answered questions from the membership.

New Business: Norton said that Dave King from Portland Clean Energy Community Benefits Fund (PCEF) spoke with

the executive board hoping for us to sign onto the Climate Jobs Letter. Motion: Jamie Partridge made a motion to sign onto the Climate Jobs Letter that supports the creation of jobs that benefit the climate. Seconded: Ryan Mills. Carried.

Trustee's Financial Report

Resolutions and Bylaws: Resolutions and Bylaws Committee Chairperson Jim Falvey read the Resolution For Transparent Contract Negotiations and an Extended COLA. Motion (Recommendation): No recommendation. Motion is to pass the proposed resolution as written. Discussion. Carried.

Judith Hyde Scholarship Report:

Suzanne Miller reported that we have four applicants, and Friday May 10 is the deadline.

Health Benefits and MBA Report:

Eric Matras said we are waiting to see how many members we signed in this last open season. He said a lot of new members are signing up, which is great.

Pride Parade Report: Dave Esch said the Pride Parade is July 21, and we are going to co-opt the Starlight Parade float again this year.

Labor Management Report: Norton said we lost one removal at arbitration, and we are still waiting to hear back about the other. He reported that President Renfroe was found not guilty of all charges except one, driving an NALC-owned vehicle while intoxicated. Norton said we are hiring a lot of new carriers in the city and many of our AO's, with only a few really struggling to get carriers hired. He said we are struggling with start times all over, and it is due to the truck not arriving on schedule or as many times as scheduled, with many offices only getting one large drop off.

Health and Safety Report: Don Cadwell said we have a new District Safety Manager.

Starlight Parade: Harris said our float was destroyed twice, once vandalized and once by the weather. There is still a lot of

work to do, but it is moving along well in its third iteration. We still need carriers to ride on the float or walk with it.

Pride Parade Report: Dave Esch said no one has shown up for any of the Zoom pride meetings so far this year, so he passed around a sign-up sheet for people interested in a reminder before the next meeting. He said the float will need to be disassembled and reassembled in between the Starlight and Pride parades.

MDA Report: Abe RedCloud said we still need 12 more teams for the MDA Labor Bowl and volunteers to help run the event.

Retirees Report: Sam Smith announced the retiree luncheon on the third Wednesday of each month at the IHOP at 4931 SE 82nd, and anyone who has the day off should come.

Veterans Report: Hall spoke about Memorial Day. He said the VFW and American Legion sell the Buddy Poppy this month, and some are being sold in front of certain grocery stores in the city. He also discussed a scholarship for high school students worth \$36,000.

Legislation Report: Norton said there is not much new, and we are still pushing for the Protect Our Letter Carriers Act nationally.

Labor Solidarity Report: Norton discussed how UAW was able to organize the VW plant who have now voted to unionize, which is a huge accomplishment. Partridge added that the UAW is the first Union to support a ceasefire in Gaza.

Good of the Association: Norton reminded everyone that we need volunteers for our Branch Picnic on July 28th. He then thanked Cadwell and Matras for picking up pizza tonight for dinner.

Kitty Award: Janet Barlow, retiree won \$80.50. **Jackpot:** \$595 went unclaimed by William O'Brian, Tigard. **Treasure Chest:** \$180 went unclaimed by Lamar Friesen, retiree.

Adjourned: 8:49

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



B·Mike

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



The next General Membership meetings will be held
Wednesday, June 12 and Wednesday, July 10, both at 7 pm.
Dinner will be served prior to each meeting.

We can't wait to earn one!

NEW! MERIT BADGES FOR CARRIERS!

- 1 STEALTH - for eminence in avoiding street supervision
- 2 WEALTH - for outstanding achievement on the Big List
- 3 PRUDENT NAVIGATION - for distinction in the ability to return to the station each day in one piece
- 4 ALERTNESS - for exceptional ability in staying awake during stand-ups
- 5 ORDER - for scrupulousness in keeping work areas tidy
- 6 OUTDOOR ADAPTATION - for excellence in making do when nature calls
- 7 SELF DEFENSE - for expert response to canine attacks
- 8 SERENITY - for outstanding tolerance of management's two-bit tricks
- 9 ENDURANCE - for excellence in wisely pacing oneself for the long haul

