

CHARLES D. DUFFY

# BRANCH 11 NEWS

NATIONAL ASSOCIATION OF LETTER CARRIERS  
AFL-CIO CHICAGO, ILLINOIS

*Today's Favors Are Tomorrow's Assignments*



Branch 11's Headquarters: James E. Worsham Bldg.

DECEMBER 2023

VOL 58, No. 4



# Happy Holidays!

*From the Officers of  
NALC Branch 11.*

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Published to promote the welfare and brotherhood of Letter Carriers by

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## Mark Your Calendars

**Branch Meetings**  
**James E. Worsham Bldg.**  
**3850 S. Wabash Ave 7 PM**  
or via Zoom #999 2375 2183

**January 11**

**February 8**

**March 14**

## LeRoy S. Nelson Retiree Club Meetings

**James E. Worsham Bldg.**  
**3850 S. Wabash Ave. 11:30 a.m.**

**No Meetings**  
**January & February**

**Next Meeting**  
**March 22**

## 2024 Upcoming Events

**Talk to the President &  
Officers of Branch 11**  
**January 29 &  
February 26**

**Bowl-a-Thon**  
**Castaways Bowl**  
**Calumet City, IL**  
**February 18**

**Super Bowl LVIII Party**  
**February 11**

**Retiree Seminar**  
**February 25**

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## In Memoriam

*In memory of these Union men and women who have been called by their Creator, we join their families, friends, and fellow workers in prayer for their everlasting souls.*

*Ivory E. Barnett*  
*James Burks Jr.*  
*Jennifer K. Clay*  
*Felecia L. Cooley*  
*Oscar L. Cunningham*  
*Robert J. Hack*  
*Ruben S. Munoz*  
*Cariel Parks*  
*Edward L. Penn*  
*Angel R. Rivera*  
*Bonnie R. Sullivan*  
*Edward R. Warmowski*

*Active*  
*Gold Card*  
*Active*  
*Retired*  
*Gold Card*  
*Gold Card*  
*Gold Card*  
*Active*  
*Gold Card*  
*Active*  
*Active*  
*Gold Card*

*Willye B. White*  
*Henry McGee*  
*Loop 3*  
*Loop 1*  
*James E. Worsham*  
*Ravenswood*  
*John J. Buchanan*  
*John J. Buchanan*  
*Loop 4*  
*Niles*  
*Roberto Clemente*  
*Lakeview*





## *President's Report*

### LOOKING FORWARD TO 2024



I want to first start by saying thank you Branch 11 for an awesome year, one that went by fast. We accomplished so much under my tenure to continue to move the branch forward, and we have more to do in 2024.

We faced some difficult times financially, and we asked the membership to help, by approving a dues increase until we were mortgage free. As of August 10, 2023, we have been mortgage free. Thank you Branch 11.

As we move forward into 2024, I want to focus on the safety of letter carriers. I have been vocal with the district manager, postmaster, and elected officials. More needs to be done to protect letter carriers. I have reached out to postal management to change the starting times here in Chicago. They are hell bent on managing by the **NUMBERS**. They constantly ignore the personal safety and the voices of their employees. Senator Dick Durbin introduced legislation to address the upticks in attacks on letter carriers while on the job. ***The Postal Reform Act would ensure that Postal police officers may be assigned to duties outside of Postal Service property to further protect letter carriers.*** I am tired of going on the news media discussing this issue. ***"Enough is Enough"***. I have even asked that the deficiencies they allege in the plant, that slows the mail down from getting to stations on time, should be fixed. This would allow the carriers to come in earlier because the mail is dispatched to the offices early rather than later. This is still a working process.

I have nothing to report on the contract, I wish there was something I could say on updates as we move into 2024, but there is nothing to report. We are still in contract negotiations, and it looks like we will be moving to Arbitration. I will continue to keep everyone posted.

I want to inform everyone about the Citywide Bidding issue. ***THEY CAN'T GET IT RIGHT!!!*** We have a process in place to allow members to bid on vacant assignments and be awarded based on seniority. It is a simple process that has turned into a **NIGHTMARE**. The person who originally handled the citywide bids is no longer with the company. The person who is currently on the job is still in training. This has caused so many violations, leading to grievances being filed and monetary awards being awarded to the aggrieved. If you feel you have been violated, please reach out to your steward and file a grievance.

I also want to focus in on the Violence in the Workplace memo. We have been discussing this ongoing issue with management in hopes of changing the atmosphere in **ALL** offices. No one should have to work in a **HOSTILE WORK ENVIRONMENT**. The **NALC** will continue to file grievances to enforce the contract to remove bad management, and to stop them from supervising. They should not be **PROMOTED!** Article 15 is something Branch 11 has been focusing in on **GRIEVANCES!** At every level, the **NALC** has been enforcing the contract to **STOP** these violations. When we file grievances and identify the violation, we are educating management on the violation that occurred, and to stop future violations. This is not happening, and the **NALC** is filing grievances at an alarming rate. It has netted the **NALC** a substantial number of grievances leading to monetary awards. Stewards are filing grievances and will continue to advocate for the members in their offices. We will continue to train our stewards to be able to represent the **NALC**. Please refer to the Vice-President and Director of City Delivery articles.

I also implemented a forum to allow members to speak with the President and the Officers of Branch 11. The last Monday of every month, or date provided, gives members a chance to log in on Zoom to be able to speak with us. We will listen to all your worries. I am proud of this forum because members have an opportunity to speak up and speak out on issues they are facing. We started out slow, but we have been able to help a lot of members through this forum that otherwise would have not spoken up. It is a great forum

and a I will continue this in 2024. I encourage everyone to pass this information along and get involved. If you are not signed into our text messaging service, please opt in by texting **nalcbr11 to (888) 307-3677**. We send information out via text. I also want to thank the officers who get involved on these calls.

Postal Leadership is constantly changing and it has been a constant battle of trying to get them to do their jobs. While we are continuing to file grievances, I have never seen it this bad in the post office. The communication is terrible and the lack of disrespect for the employees in the Chicago district does not go unnoticed. Everyone is either acting in the job or not qualified to do their job based on lack of knowledge. The lack of knowledge generates grievances and monetary awards. I meet with them once a month at our scheduled Labor Management meetings to try to assist them with getting things correct before it becomes a grievance. Let's just say we tried. We will just keep filing grievances, because I see no changes with USPS on trying to get it right.

Diversity and inclusion is something that I have advocated for in my career. By being the first appointed female and African-American president of this great local, I know firsthand the challenges and sacrifices that it takes to be included, especially as a woman of color. In the words of Justice Ruth Bader Ginsberg (RBG), wherever decisions are being made, a woman should have a seat at the table. My motto has always been, "An organization should reflect the membership", and I will keep advocating for it. ***The time is now to CHANGE!***

In closing, I want to say it's been a successful year for me as your president. I took over the position when former President Mack Julion was acclimated as the National Assistant-Secretary Treasurer. I don't think I missed a beat after working over fourteen years representing the membership. ***I can only be the best me and I thank Branch 11 for bringing out the best in me.*** I have done great things this year to include the members and implement their ideas. It can only get better. It is a lot of work, and I am up for the task. I look forward to 2024 with implementing processes to enhance union representation and working with ALL to make this a better union and a union that includes ALL.

I wish everyone a safe and Happy Holidays and a Happy New Year from my family to yours! Peace and Love!

***In Solidarity,***  
***Elise M. Foster***  
***President***

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- 📍 **Desplaines** / 1157 Lee St. Desplaines, IL 60016
- 📍 **Elgin** / 1350 E. Chicago, IL 60120
- 📍 **Waukegan** / 1720 Grand Ave. Suite 104. Waukegan, IL 60085
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## From the Desk of the Vice President

### Take Control of your Grievance and Be Heavily Involved:

It's time to take control of your grievance and be heavily involved in what has caused you to be aggrieved. Gone should the times be when you've initiated a grievance on something personal to you and then have someone else be you in the discussion about you. Sounds like common sense but we don't take advantage of all our rights as we should. Maybe it's because we don't know what rights we have concerning grievances. So, hopefully with this article, we can do a bit of educating on that subject.

For background, I have been "heavily involved" in the grievance process since I became a shop steward in 2011, which continues even in my current role. My home office of Edgebrook, as I've said many times, was filled with knowledgeable members that always stood together. To be a steward in that office (as I'm sure it is in most), was a challenge. I had to know what I was talking about when I spoke because my co-workers knew their rights. Of course I started to read, beginning with the National Agreement and then the ELM sections relevant to letter carriers, so I could match their knowledge.

The local branch provided us stewards with training and regular discussions to be at our very best. I still think the shop stewards in Branch 11 are among the very best and we're constantly improving with the assistance of the National Business Agent Mike Caref and the staff in the Regional Office. The shop stewards are more than equipped to get the job done.

That said, you (the aggrieved) don't need to be a shop steward to be "heavily involved" with your grievance. It's Article 15 in the National Agreement that gives all of us the right to discuss what's made us feel aggrieved with our immediate supervisor. Here's that language from the first sentence in Article 15.2.a of the National Agreement: ***Any employee who feels aggrieved must discuss the grievance with the employee's immediate supervisor within fourteen (14) days of the date on which the employee or the Union first learned or may reasonably have been expected to have learned of its cause. This constitutes the Informal Step A filing date.***

Now it's my understanding most carriers aren't taking advantage of their right to discuss the issue with their supervisor. Instead, we just tell the steward to handle it for us while we await a

decision. That might work for some, but if it were my grievance, I'd want to be in the room for the discussion. Who better than me can express how I feel about a situation that happened to me? I think that's the best way to remove the mysteries and anxieties that sometimes loom. Continuing further In Article 15, the very next sentence reads: ***The employee, if he or she so desires, may be accompanied and represented by the employee's steward or a Union representative.***

While we don't want to start keeping the steward in the dark on issues that need to be presented to management, the contract gives the aggrieved some control and that's the whole point of this article. Ideally, you and the steward would together confront the issue and thoroughly discuss with the supervisor what's made you feel aggrieved. As a team, you'll have two sets of eyes and ears in the room and that should serve to eliminate most surprises. All of this happens at the first step where it's most beneficial to get the issue resolved. However, if there's no resolution and the grievance is moved forward, you can still be heavily involved.

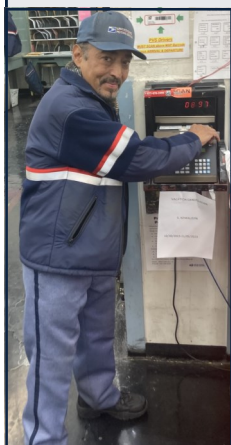
### MDA - Update

This being the last Newsletter of the year, I want to take the opportunity to say thank you to the members of Branch 11 for the support you've given to our National charity, Muscular Dystrophy Association (MDA). A special thank you to all that donated their time to work the various events we held. It was my pleasure working with you all. This year presented many challenges to our fundraising efforts as the cost of living soared to near record heights. Even with inflation rates not seen this elevated since the 1980s, we raised nearly \$20,000 for MDA, and that's something extra to celebrate while we gear up for the holiday season. Next year, we will build on those successes like the bowling event with karaoke and the comedy show, so get ready and spread the word.

Wishing you Happy Holidays from my family to yours and a prosperous New Year.

*In Solidarity,*  
**Ronny L. Morgan Jr.**

# LAST PUNCH BUNCH



Robert Avila  
Cesar Chavez

**Robert D. Avila  
Sheila A. Bettis-Hill  
Johnnie M. Brown Jr.  
Ruby L. Gilmore  
Chris Guzman Jr.  
Devarian "Bo" M. Harvey  
Mary A. Haywood  
Carolyn "Peaches" Hodges  
Fabian N. Ignacio**

**Rafael Jusino Jr.  
Richard F. Maier  
Kimberly Y. Owens  
Trusna V. Patel  
Calvin Payne  
Barbara J. Robinzine  
Jerome Scott  
Kevin Thurman**



Devarian Harvey  
Chicago Lawn



Sheila Bettis Hill  
Loop Section 1

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## *From the desk of the* **RECORDING SECRETARY**

### **United We Stand!?**

It is a big understatement to say we are facing a lot at our workplace. The mere fact that Letter Carriers have become targets for thieves and criminals here and across the country is nothing short of mind altering. Add to the fact that it appears the 'powers that be' within the organization that hired us is lackluster at being proactive with producing plans to ensure some types of safeguards for us. Surely, everyone has an opinion of who should do what, but please understand that all union representatives, no matter their titles, are active or retired letter carriers elected to represent our brothers and sisters within contractual guidelines. President Elise Foster and former Branch 11 presidents have been hollering for ACTION by the Postal Service and elected officials at every level to "do something!?", yet it feels like they are asleep at the wheel. It is disheartening when we show up to work and station management negatively approach, poking at us about scans, casing DPS, being late, not finishing the route within eight hours, bringing mail back, etc. Huh!?

Also, we are currently in contract negotiations and are understandably anxious about the future outcome of our livelihoods for the next few years. As we wait, we are witnessing other companies' contracts being solidified with great outcomes. (Side note: Although too many of us gave the UPS contract too much praise due to a lack of doing a thorough investigation, but I digress.) It has been amazing how members have been vocal about not being in favor of our No Strike clause. Apparently, there must be assumptions that the brothers and sisters amongst us (nationwide) would stand in total solidarity on strike without crossing the picket lines no matter how many days, weeks, or months it may take to get everything we ask for and deserve until an agreement is reached!!!! I have love for every member of Branch 11, but I do not see us sacrificing a mere eight hours successfully. I could be wrong but...

There is no doubt, within our work environment, we are faced with challenges. However, we owe it to one another to always use proper code of ethics and do our individual duty of maintaining a mutually respectful atmosphere. Some are using management, social media, and other coworkers in attempts to get attention and/or nega-

tive criticism, even sending threatening messages! Come on Branch 11!? Please reflect and hold ourselves accountable for parts played in the mockery. Cease all future involvements and promote peace. Adversities and differences of opinions can be amicably communicated in civilized manners. Are we perfect? No, we are not, but we are all adults and should govern ourselves accordingly. We need to normalize respecting each other and discussing disagreements tastefully and professionally without tension.

No matter our titles; rank and file, stewards, officers, we are union and should be ONE, reflecting the; "One Band, One Sound" analogy. Oddly, we are terribly "off key" in various work locations. Respectful tones and words should be used across the board when speaking to, about and/or around one another. Our positions generally have us in close proximities for a fraction of the workday yet, we are having difficulties working alongside one another cohesively. Those that are not directly involved in negativity, speaking on it without attempting to diffuse, lands you in the center. We are better than what we are displaying.

Wishing you all good vibes, superb mental, spiritual, and physical health!

You are all appreciated for answering the call of former Branch President Mack I. Julion's request to raise dues until our mortgage was paid off! We did it! CONGRATULATIONS!

**MERRY CHRISTMAS & A PROSPEROUS 2024!!**

Footnote: Please don't assume that we know what you may be going through. I respectfully request and appreciate open lines of communication with this office concerning maintaining good standings with payments of union dues for members that aren't on the clock.



*In Fellowship,  
Yolanda R. Cavett*

### **TREASURER'S REPORT DECEMBER 14, 2023**

#### **ON DEPOSIT NOVEMBER 1, 2023**

**\$171,777.11**

#### **RECEIPTS FOR THE MONTH**

**\$126,676.78**

#### **TOTAL RECEIPTS**

**\$298,453.89**

#### **DISBURSEMENTS (VOUCH # 84796-84854)**

**-\$155,058.49**

#### **AMALGAMATED GENERAL NOVEMBER 1, 2023**

**\$143,395.40**

#### **CHASE—3658 GENERAL NOVEMBER 1, 2023**

**\$62,816.89**

#### **RECEIPTS FOR THE MONTH**

**\$5,432.48**

#### **TOTAL GENERAL NOVEMBER 30, 2023**

**\$67,249.37**

#### **TOTAL GENERAL FUND**

#### **NOVEMBER 30, 2023**

**\$210,644.7**

#### **CONVENTION & DELEGATE FUND**

**\$126,881.92**

#### **CONVENTION DEPOSIT & INTEREST AS OF**

#### **NOVEMBER 30, 2023**

**\$11,896.54**

**TOTAL \$138,610.23**

#### **BRANCH # 11 BUILDING FUND**

**\$3,166,359.63**

#### **DEPOSIT & INTEREST**

**\$295,000.00**

**TOTAL \$3,461,359.63**

#### **BRANCH # 11 BRICK FUND**

**\$36,744.99**

#### **BRANCH #11 CHASE SAVINGS –0633**

**\$2,508.61**

#### **BRANCH #11 BOA SAVINGS -4347**

**\$30,000.00**

#### **BRANCH #11 RECREATION ACCT #4375**

**\$12,887.22**

#### **BRANCH #11 AXOS BANK**

**\$3,920.09**

#### **AMALGAMATED BANK (COMMON STOCK)**

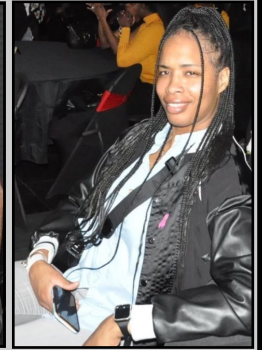
**\$25,013.38**

**RESPECTFULLY SUBMITTED,  
STAFFORD D. PRICE JR.**





# Branch 11 Comedy Show November 11, 2023





# THANK YOU BRANCH 11 CELEBRATION







"Over the years of working for the post office, my knees started to hurt. I was in a lot of pain. I couldn't enjoy anything after work.

One doctor said I needed knee replacement surgery. But I didn't. I got treated at Peak and it stopped the pain. Now, I can walk, and do stairs. Now after work I am able to enjoy life.

They helped me with my paperwork and got my case accepted!"

- Charles



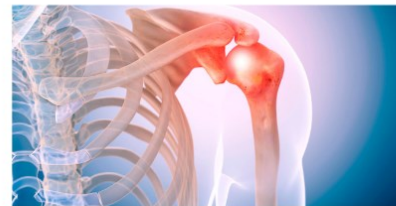
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## From the desk of the Director of City Delivery & Safety & Health Representative

### How to Build a Successful Grievance

Filing a grievance is your right to address a potential violation that has been taken against you. Article 15.1 states, "A grievance is defined as a dispute, difference, disagreement or complaint between the parties related to wages, hours, and conditions of employment..." This can be for several reasons. You discover your paycheck is a little light because you were not compensated for all the hours you worked. How about when management failed to canvas you for the Columbus Day Holiday schedule? Or as a new CCA, one hundred twenty (120) days has passed, and you haven't received your uniform allowance. So, what can you do to ensure you get the best outcome? Well, let's start with writing a statement.

Your statement is one of the most important, if not the most important part of a grievance. You want to tell your story. What is not realized most often is that someone, who has no idea who you are and what you encountered, will be reading this.

Description and details matter. Let the reader know who you are by stating your name, your station, and the position you hold. In certain instances, stating how many years of service you have, your enter on duty date, or seniority date, helps establish tenure, determine pay rates, and benefits. The most critical element of your statement is your explanation of why you are filing the grievance. A statement should encapsulate the "Who, What, Where, When, and Why". Stating, "I feel like they did me wrong" or "they knew what they did" does little to identify what harm you experienced. Let's take for example, that your paycheck is not correct. Writing, "I want to file a grievance because I didn't get paid.", is a statement, but lacks detail. Now look at this: "My name is Jack Frost. I am a letter carrier

at the Clearing Station. On Sunday, January 8, 2023, I received my check stub in the mail. When I opened it, I couldn't believe that my check just didn't add up. I worked a total of 100 hours and was paid for only 80. I want to be paid for all the hours I worked." This simple statement provides your steward and any other individual who reads it, the facts: who you are, what happened, when you discovered it, where it occurred, and why you are filing a grievance.

In this instance, assuming that your steward or anyone who glances at your "paycheck" will know exactly why you filed the grievance, is foolish. Without a statement, you forfeit your right to tell your story and leave the reader no choice but to determine what they believe to be your grievance. What would make this narrative more believable, is actual proof. For this particular issue, providing your check stub is a must. Backing your statement with evidence solidifies your grievance.

What about not being canvassed for the holiday? Look at this statement: "I, Rudolf R. Reindeer, wasn't asked to work on my designated holiday on Friday, December 24. I was by-passed and they allowed Prancer D'Renne, who has less seniority than me, to work. I was at work on Tuesday when supervisor Elf went around and asked everyone except me. Vicky Vixen, on route 7, witnessed this happen. I was ready and willing to work." Not only does this statement answer the five W's, but it also provides the steward a witness who can corroborate his story. A written witness statement of what took place backs the grievant's allegations.

Your grievance is important. Allowing your steward and any other union representative to address your exact issue, depends on your statement and supporting documentation. If you are unsure of what to include after speaking with your steward, call the hall and reach out to one of the Formal-A designees. Let's not sleep on our rights and work together in building a successful grievance.

*In Solidarity,  
Tyrone Valdez*



### The William C. Doherty Scholarship

Scholarship awards will be \$4,000 annually, renewable for three consecutive years thereafter providing the winner maintains satisfactory grades.

**Application Deadline: This form must be returned to NALC headquarters by December 31, 2023.**

### Union Plus® Scholarship (AFL-CIO)

One-time cash awards of \$500 to \$4,000 are for study beginning in the Fall of 2018. Students may re-apply each year.

**Application Deadline: A complete application must be received by 12:00PM (noon, Eastern time) on Tuesday, January 31, 2024.**

### William A. Lee Memorial Scholarship (CFL)

10 scholarships, valued at \$2,000 each, to five winners of the Academic Competition and five winners of the Random Drawing.

**Application Deadline is February 28, 2024.**

### James L. Ratkowski Scholarship (ISALC)

\$1,000 scholarship is awarded to the top 12 applicants

**Application Deadline: A complete application must be received before March 15, 2024**

Scholarship awards will be \$4,000 annually, renewable for three consecutive years thereafter providing the winner Maintains satisfactory grades.

**WARNING:**

**DEADLINE**



**APPROACHING**

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## From the desk of the Director of Retirees

### “IMPORTANT MAIL”

During 2024, the USPS and our NALC Health Benefit Plan will be sending important information about our health benefits to our mailboxes. Don't put it on top of your refrigerator, read it. The USPS is required to keep us retirees informed of upcoming changes to our Federal Health Benefit Program. Also, the NALC Health Benefit Plan will be reaching out to you to keep you informed of any changes that may affect you. Some of that mail has already

been sent and more will be coming.

If you are not already enrolled in Medicare Part B, retirees can enroll in 2024, for year 2025, with no penalty for not signing up earlier – and, you will be enrolled at the basic rate with no increase based on higher income (if this pertains to you).

May the Spirit of the Holiday Season bring Peace and Joy to you and your loved ones!

p.s. If retiring in the not-too-distant future, be sure to attend one of my retirement seminars held every 4 months at the Branch 11 hall.

*Fraternally,  
Peter J. Skrzypczynski*

# UNION MEMBERSHIP



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## From the desk of the Health Benefit Representative

### OPEN SEASON

Greetings Brothers and Sisters, I hope this letter finds you in good health and spirits. I would like to send love to the families and friends of our fallen brothers and sisters who are no longer with us. May God wrap his loving arms around them and provide comfort through this difficult time.

By the time you read this article, we would be nearing the end of open season 2023. I hope you took the opportunity to join the best health plan, the NALC Health Benefit Plan. I attended my first NALC Health Benefits Seminar in Las Vegas as Branch 11's representative this October, and I learned a lot about our plan. This year's theme was "Whole Health," and the plan has put together a package with great new benefits and wellness programs for our members and their families. Being union-owned, union-operated, and not-for-profit, our plan's mission is to provide quality health care at affordable rates.



**Behavioral Health Coaching Program**  
**Telehealth - Dermatology**  
**Expanded Hearing Aids**  
**Expanded Foot Orthotics**  
**AIC Testing**  
**Skin Cancer Screening**  
**Infertility**  
**Gender Affirmation**  
**Broad Vaccine Network**  
**SilverScript® Prescription Drug (PDP) with \$600 Medicare B reimbursement.**

Take a deeper dive into each of these programs by reviewing this booklet. Additional information can be found in our brochure. We hope you see the value of the NALC Health Benefit Plan and the many programs that we have to offer. When it comes to our health, upgrade your health to a plan that delivers, the NALC Health Benefit Plan. Remember, this is your **Union's Health Benefit Plan**. For more information, contact a customer service representative at **888-636-NALC (6252)** or access information on our website at **NAL-CHBP.ORG**. Stay healthy and safe!

*In Solidarity,  
Dominique O. White*

The Plan has added and expanded many features for you in 2024, including:

### NEW CCA HIREES

Elijah Adams	Kendall Crenshaw	Jarvis Holmes	Brean Mannie	Kadmon Squair
Kine Aidara	Arianna Crosby	Latriece Holmes	Mirnes Memic	Travonty Stevens
Antonio Anderson	Bre'Anna Curry	Jonathan Hope	Armando Mendez	Desiree Steward
Cashmere Anderson	Zaria Damper	Luvinia Hopkins	Martin Mendoza	Amon Stewart
Mohammed Arbani	Elizabeth Davis	Laportia Hosley	Sabrina Merriweather	William Sukoski
Kaylah Askew	Kenziel Davis	Isaiah House	Nancy Montgomery	Mikia Sullivan
Monet Baker	Tatiana Davis	Demetria Howard	Miles Norris	Caschay Tate
Destiny Banks	Codey Dawson	Diamond Howard	Imani Parker	Erricka Taylor
Lisa Barber	Patrick Dickerson	Kenneth Howleit	Samantha Parzvchowski	Tyonna Taylor
Kieyarrah Barze	Chanel Dunn	Eulice Hudson	Tyree Pipkins	Jasmine Thomas
Kendall Binion	Laquanya Ellis	Che'Aqua Jackson	Michael Pope	Mellany Thomas
Brandon Blackshire	Beatrice Fears	Joy James	Jada Puckett	Yvonne Thomas
Jeremy Boclaire	Yesica Figueroa	Laquita Jarrett	Gabriel Pulido	Cory Thompson
Deseria Booker	Jessica Flores	Vicente Jasso	Candi Quinn	Tyrease Thompson
Jordan Bowdry	Ernie Fullilove	Andrew Johnson	Jasmin Ramos	Brandon Thorns
Julia Bowman	Nea Gates	Dashay Johnson	William Raney	Jayla Thrash
Unika Boyd	Daryl Gatewood III	Dominique Johnson	Anthony Reese	Jonathan Thurmond
Amber Brown	Charles Gawne	Jaylen Johnson	Joshua Reynolds	Thomas Tranchita
Jamari Brown	Bryonna Gibson	Qunette Johnson	Marilyn Rivera	Va'Shon Tuncle
Shanekia Brown	Allen Glinsey	Tanika Johnson	Wblises Rivera	Andrew Viscius
Shatora Brown	Darnell Glover	Tacara Johnson	Kashara Roberson	Derishon Wadlington
Tracey Brown-Mays	Rashayla Goodall	Tacona Johnson	Michael Robinson Jr.	Patrick Wallace
Marvin Bryant	Sable Green	Kimberly Jones	AleJandro Robles	Karielle Washington
Ronald Burns	Brandi Gresham	Marvin Jones	Shaundrenika Robrinzine	Latoya Washington
Kyra Byrd	Meshaun Griffin	India Jordan	Nelson Rosario	Tomia Wells
Concheda Campbell	Jorge Gutierrez	Ranarda Jordan	Ceilo Royal	Stephanie Wembley
Marshan Carr	Renesea Hall	Phillip Kasper	D'Shun Rucker	Anthony White
Edward Carroll	Jacqueline Harding	Chanekia Kilpatrick	Shalanda Russell	LaPorchia White
Donquella Carpenter	Jaquan Harris	Steven King	Desirae Sales	Joshua Wilkes
Angel Carter	Jerel Harris-Pitner	Lavell Lewis	Mariah Shenault	A'Meria Williams
Davon Cecil	Shanika Harvey	Willa Lewis	Nataye Shields	Alexis Williams
Alexis Chaney	James Hawkins	Jaylan Long	Travionne Shipp	Ariss Williams
Lenora Clay	Octavia Hayes	Charnelle Love	Sophie Sicchio	Natavia Williams
Rachicka Clayborn	Shamona Heard	Dario Lucas	Jeremiah Simpson	Shanell Williams
Walter Coleman	Patrick Henderson	Starrest Lynch	Kahleal Sivals	Tamekia Williams
Donzell Collier	Melisa Hendricks	Jasmine McClain	Dana Smith	Vannita Williams
Michael Conner	ShaTira Henry	Tanesha McCray	Melanie Smith	Dorreall Willis
Marsay Cooks	Conchita Hernandez	Lakieisha McCriston	Michelle Smith	Laquita Wilson
Noel Correa	Jhari Hodges	Mauriona McGowan	Shavon Smith	TayNicka Woods
Journey Cox	Donterius Holman	Danisha Maggette	Zachary Smith	Brittney Wynn
John Craine	Erica Holmes	Sean Maher	Zecharya Spira	Alexis Yackle





## *From the desk of the Trustee*

### *Cold Weather Tips*

We work in extreme weather conditions and this time of year, we must contend with dangerous temperatures. Here are some suggestions for coping with working in extreme cold temperatures:

1. Stay hydrated! The cold temperature doesn't stop production of sweat, so it's important to stay hydrated. Drink warm fluids if you find it difficult to drink cold ones.
2. Wear cold-weather gear like insulated gloves, jackets, and overalls. You may also consider battery powered heated options.
3. An optimal three-layered outfit that includes a moisture-wicking inner layer, an insulated middle layer such as a hoodie, and an outer layer that provides protection from rain and wind and pro-

vides some ventilation to avoid overheating.

4. Headwear that will reduce the amount of body heat escaping from your head.
5. Wear a knit mask to cover your face to limit breathing in the sub-zero air, wear sleeves that are snug at the wrist, and wear water resistant boots.
6. Take comfort stops as needed. **REMEMBER, COMFORT STOPS DO NOT COUNT TOWARDS YOUR TWO 10 MINUTE BREAKS!**

Neither snow nor rain nor heat nor gloom of night stays these couriers from the swift completion of their appointed rounds. We can now add pandemics.

Good luck and stay warm, especially to those who will be experiencing their very first winter as a letter carrier.

*In Solidarity,  
Robert Fuentes*

## **BRANCH 11 TRIVIA CONTEST**

**Congratulations to Claretha Jenkins, Fort Dearborn (retired) for knowing Milwaukee was where the NALC was formed. She won two tickets to the comedy show last month.**

**Now to the next question. Who was the first Branch 11 President and what year was he elected?**

**A winner will be announced at the general assembly meeting on February 8, 2024. The prize will be determined soon. Contact Recording Secretary Yolanda Cavett for more information. Good luck!**



## *From the desk of the Sergeant at Arms*

### **Paint the Picture**

The four steps in the grievance procedure under Article 15 of the National Agreement are as follows:

1. Informal-A (Initiated at your station)
2. Formal-A (Designees at the union hall)
3. Step-B
4. Arbitration

Providing a detailed statement and providing any supporting documentation to your steward is the most important thing you, as the grievant, can do. Your statement is your way of describing or explaining what happened to the parties that will potentially handle your matter.

Tips when providing a statement for a grievance:

- Describe what happened in detail, using factual, objective, and clear language. Be specific as possible.
- Provide accurate and correct information, answer the essential questions (what, where, when, why, and how).
- Include photos or graphics, if possible, to support your statement.
- Proofread and validate.
- Make the reader feel as though they were there when the incident occurred.

Remember, your statement may go through the four steps of the grievance process, and your statement should provide the necessary information to fight your case. Any union rep should be able to identify the possible problem just by reading your statement.

Here's a sample of statements we see at Formal-A:

I fell and hurt myself. I want to be compensated 50 eleven thousand for pain and suffering.

Here's a sample of a statement we would like to see:  
On Tuesday, November 28, 2023, at approximately 6:13pm, I drove my car out of the parking lot. I pulled my car out of the lot and parked it on the street facing southbound, right at the end of the building at 3850 S. Wabash Ave. I proceeded to get out of my car to lock the gate. I walked towards the back of my vehicle from the driver's side towards the gate. It is northwest from where I parked. As I was attempting to step on the curb, my left foot hit it, causing me to stumble. I was unable to gain my posture. While falling to the ground, I was able to turn my body and roll to land on my back for a few seconds and laughed to gather myself. After a few seconds, I rolled over onto my knees and lifted myself off the ground.

I also want to encourage you as a letter carrier to be willing to write a witness statement for your fellow brothers and sisters. We all know how management can be. It is up to us to stick together. No one should have to come to work and experience what some of our brothers and sisters are facing and have faced. Your statement can be very beneficial to someone's livelihood.

- Use first-person point of view and describe the event in writing as you witnessed it.
- Make your writing factual and detailed and avoid opinions or emotions.
- You should not forget that you (almost certainly) will have personal knowledge of the events covered by the witness statement. Anyone not there will not.
- Provide your name and phone number, in case an arbitration advocate needs to reach out to you.

May your days and the upcoming year be filled with awesomeness **ON PURPOSE!!!** Continued blessings to you and your family as we embark upon the holiday season.

*Respectfully,  
Brina M. Archie*





**FEBRUARY 11, 2024**

**SAVE THE DATE**

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The figure displays 24 monthly calendars for the year 2017, arranged in a 4x6 grid. Each calendar shows the days of the week (S, M, T, W, T, F, S) and the dates. The months are arranged in two rows of three. The first row shows January, February, March, April, May, and June. The second row shows July, August, September, October, November, and December. Each calendar is color-coded by day of the week: Sunday (blue), Monday (orange), Tuesday (green), Wednesday (red), Thursday (purple), Friday (brown), and Saturday (pink).

## Branch 11/Illinois State Association Christmas Party

