



CHARLES D. DUFFY

BRANCH 11 NEWS

NATIONAL ASSOCIATION OF LETTER CARRIERS
AFL-CIO CHICAGO, ILLINOIS

Today's Favors Are Tomorrow's Assignments



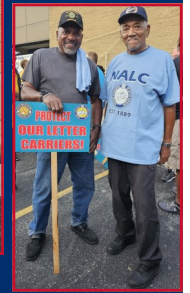
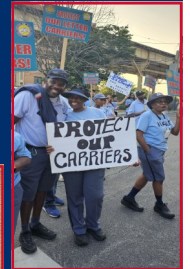
Branch 11's Headquarters: James E. Worsham Bldg.

SEPTEMBER 2023

VOL 58, No. 3



ENOUGH!



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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

October 12 November 9 December 14

LeRoy S. Nelson Retiree Club Meetings
James E. Worsham Bldg.
3850 S. Wabash Ave. 11:30 a.m.

September 22 October 27 November 24

2023 Upcoming Events

Retirees Day
September 24

Retirement Seminar
October 29

Talk to the President
September 25

MDA Comedy Show
November 11

Breast Cancer Walk
October 1

MDA Event TBA
December 16

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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.

Leonard R. Bielenin
Brian K. James
Edward S. Kocal
Alfred E. Orrico
Lawrence N. Osborne
Brian Rawls
Joseph Rodriguez
James J. Smith
Bonnie R. Sullivan
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Rogers Park
Norwood Park



President's Report **ENOUGH IS ENOUGH!**



This is the sentiment from every letter carrier who goes off to work each day and is faced with violence while in the performance of their duties. Violence has been an ongoing pandemic facing letter carriers in Chicago and across this country. On August 1, 2023, one of our brothers was robbed and shot in the leg while the performance of his duties. This was **ENOUGH**, and I knew something more needed to be done.

Branch 11 held an "Enough is Enough" rally on August 8, 2023, to bring awareness to the ongoing rash of assaults and robberies on our brothers and sisters, to remember those who have experienced these attacks, and to let them know that I and we have not forgotten about them. I have expressed my concerns on almost every news network, radio station, and nationally on the NALC "You are the Current Residence" podcast, addressing the need for **SAFETY FOR LETTER CARRIERS**. I have spoken with law enforcement from almost every agency asking for help. I've talked with representatives from the Office of the Inspector General, Chicago Police Department, Chicago Federation of Labor, Mayor Brandon Johnson's Office, Office of the Attorney General Kwame Raoul, Senator Dick Durbin, Lieutenant Governor Julianna Stratton, AFL-CIO President Tim Drea, NALC National President Brian Renfroe, and so many others, to let them know that **ENOUGH IS ENOUGH!** and something needs to be done **NOW** because **WE ARE THE #1 DELIVERY**.

Now an update on contract negotiations. I have no new information; however, we know headquarters understands that a fair and just contract is needed for Letter Carriers, and we will not ratify a contract that isn't fair. It's that simple.

Grievances are being filed due to management continually violating our contract. We have an automatic \$2,500.00 award every time management violates a cease-and-desist order. You would think this would stop the violations, but you would be wrong. Management is still violating and they continue to pay the union. Great job to those who file grievances and enforce our contract.

I hope everyone enjoyed their summer. I have been busy over the last several months and want to recap what's been going on. Branch 11 is **MORTGAGE FREE!!!!!!!!!!!!** That's right, we no longer have a mortgage. I want to personally thank the membership for their assistance when we asked for help and the support to keep us financially sound until we can get back on our feet. A \$2.00 assessment was added to the membership dues that will now be reverted by reducing the Branch 11 dues by \$2.00. Thank you all. A celebration is coming soon.

We established a forum where the membership can speak to the President and the officers of Branch 11. The next one is scheduled for September 25, 2023. We want to hear from **YOU!**

The Sneaker Ball was a huge success and could not have happened without you. I know we walk all day and want to be comfortable when we come out, but let me tell you all, Branch 11 showed up and showed out. I saw so many sneakers, and the outfits were impressive. Congratulations to Adrain Frazier, who received the Timothy L. Willis Steward of the Year Award, Victoria L. Peters received the Membership Appreciation Award, Tyrone Valdez received the 2023 Presidents Award, and Natasha Washington won the Best Dressed Contest. I look forward to seeing everyone in 2024!!!

On September 24, 2023, Branch 11 will honor our retirees. I look forward to this event every year to recognize those individuals who have paved the way for our great union. I appreciate those who went on strike in 1970 to fight for better pay, working conditions, and benefits. Believe it or not, we are still fighting for those things. So come out as we honor our brothers and sisters here at Branch 11 Headquarters.

I want to discuss the situation with our National President, Brian Renfroe, who was recently brought up on charges. This inset was taken directly from the NALC.org website.

This is an update to the July 14 notification of charges received by the NALC Executive Council proffered against President Brian L. Renfroe by another member of the Council. On August 29, the NALC Executive Council received the report of the member appointed to investigate the charges in accordance with Article 10 of the NALC Constitution. Per Article 10, the NALC Executive Council was required to determine "whether a substantial charge is presented by the report." Of the original eight charges, two were withdrawn by the charging party. Of the remaining six charges, four were determined by the Executive Council to be substantial. The four charges determined to be substantial are:

- *"Abandoned Position and Dereliction/Neglect of duty."*
- *"Neglect of Duty."*
- *"Conduct. Impaired driving after hours in a NALC owned vehicle."*
- *"Circulating False or Misleading Statements about a NALC Officer: Brian Renfroe shared and referenced confidential information about an employee matter."*

Note: a finding that a charge is substantial is not a determination of guilt, but rather triggers an evidentiary hearing in accordance with Article 10.

In accordance with Article 10, the Executive Council will appoint a panel of three disinterested members, excluding the investigator, to conduct a hearing regarding the four charges. The panel shall make a report with recommendations to the Executive Council, which shall be served on the accused officer and charging member, who may, within 15 days, file with the Executive Council objections or comments thereon. This process will not distract from our efforts to achieve a collective bargaining agreement or our preparation for binding interest arbitration. The NALC Executive Council is committed to following our constitutional process. It will not be deterred from our duties and responsibilities to represent the interests of the nation's city letter carriers fully and vigorously.

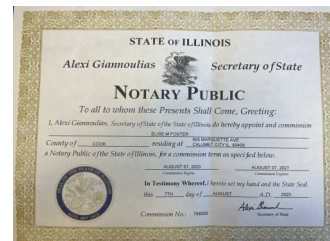
If anyone has any questions concerning this matter, I will let you know as soon as more information is shared with us.

In closing, I just want Branch 11 to know that we are working on trying to find solutions to stop the crime against letter carriers. While finishing up my article today, three (3) more carriers were assaulted. I will never stop advocating for you. You are the number one delivery. Please be safe out there.

Please continue to support your union and the events we organize for you. If you have any suggestions or ideas, please don't hesitate to contact me or any officer.

**Fraternally,
Elise M. Foster**

One last thing. State notary services are now available at Branch 11. I am a notary.





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- 📍 **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

SOMEONE YOU SHOULD KNOW:

I'd like to highlight a letter carrier I think you should know. This will be the first time I use my space in this way, so I thought why not start with a person from my home station?

In the quiet suburb of Lincolnwood, a local artist can be found traversing the streets with a mailbag slung over his shoulder. Meet Ronald Zapata, a dedicated letter carrier who has been serving the community for the past 20 years. But Ronald's contributions to the neighborhood don't end with the timely delivery of letters; he's also been leaving his mark through the universal language of dance.

For nearly two decades, Ronald has been a familiar face in the Lincolnwood/Edgebrook Station, diligently sorting and delivering mail with a smile that brightens even the cloudiest days. Rain or shine, he can be seen making his rounds, building connections, and forming bonds with the residents. His unwavering commitment to his job has earned him the reputation of a trustworthy and dependable letter carrier, a title he holds with pride.

However, Ronald's story doesn't end at the mailbox. Outside of his postal duties, he's been nurturing a lifelong passion for dance that has touched the lives of many in the community. From a young age, Ronald found solace and joy in dance, and over the years, he's cultivated his skills through various forms of dance, from salsa to tango and everything in between. Dance has not only been a personal outlet for Ronald but a way for him to bring positivity and creativity to others.

Ronald's dual identity as a letter carrier and dance enthusiast has created a unique synergy. He's often seen using the very streets he walks for his deliveries as impromptu stages for dance routines. Passersby have been treated to glimpses of his graceful movements as he practices his steps while waiting at crosswalks or taking a break.

What truly sets Ronald apart is his generous spirit and willingness to share his passion with others. For years, he's been teaching dance to people of all ages in the community. From youngsters taking their first steps into the world of dance to older adults looking for a creative outlet, Ronald's classes have become a source of inspiration and empowerment. His ability to break down complex movements into accessible steps, combined with his infectious enthusiasm, makes learning dance an enjoyable journey for his students.

Ronald's dance classes have become more than just a hobby; they're a way for individuals to build self-confidence, form friendships, and stay physically active. Many of his students express gratitude for his patient teaching style and his ability to make even the most timid dancers feel comfortable on the dance floor. His influ-

ence extends beyond the studio, as his students carry the lessons of discipline, dedication, and creativity into their daily lives.

As Ronald reflects on his journey, he finds synergy in his roles as a letter carrier and a dance teacher. Just as he delivers letters that connect people, he also connects hearts through dance. His contributions, both within the postal service and the world of dance, have made him a beloved figure in the Lincolnwood/Edgebrook community.

In an age where specialization often rules, Ronald Zapata defies convention by blending his two passions into a harmonious symphony. Through rain, snow, and sunshine, he delivers letters with the same dedication and enthusiasm with which he teaches dance. Ronald's story is a testament to the power of following one's passions and using them to create positive change in the world. So the next time you see a friendly letter carrier with a spring in his step, remember that he's not just delivering letters; he's delivering joy, inspiration, and a reminder that even the most unexpected combinations can create something beautiful.

I hope this story was as entertaining for you to read as it was for me to share. Shoot me an email if there's someone in your office we should know and maybe their story can be featured next.

*In Solidarity,
Ronny L. Morgan Jr.*



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From the desk of the RECORDING SECRETARY

Why be a Convention Delegate?

Early in my career as a Letter Carrier/Branch 11 Member, I may have been quite vocal when I felt my rights were violated and needed questions answered. I was quick to refer to union representatives in search of answers. Although I was guided by plenty of stewards and officers, one branch officer, Timothy L. Willis, became my "go-to". After a while, he recommended that I get more involved within my union by coming to meetings and becoming a delegate. I'll keep my original response to his invitation confidential, but after finally getting more involved, I could not have been more wrong.

Convention delegation is structured. Being a delegate to state and/or national conventions is not just traveling to hang out and have fun, there are duties and responsibilities involved. Each delegate represents 20 members, various positions and roles must be filled, day long meetings are held, training is given before the start of and after general sessions end, voting on constitution language, voting on various positions, elections, and a plethora of carrier related issues are covered during conventions. The NALC Constitution must continuously evolve to meet the union's changing needs which strengthen members' control over our affairs. All of us as Letter Carriers and union members are what make the union democracy work. Hence the statement, "There is Power in Numbers." Please understand, there is room for more positive, energetic members to get more involved. This organization belongs to all of us!

Illinois State Conventions are held every year and National Conventions are held every other year, even numbered years (2020 being the exception). To become a delegate to the convention, members who have not held any supervisor roles nor training for the past 2 years,

must submit a completed application to the Recording Secretary and pay fees starting in October of the previous year of the conventions. Qualifications to be a paid delegate require attendance to at least eight (8) General Membership meetings per year for two (2) consecutive years prior to the State &/or National Conventions.

Nominations of delegates to the 2024 conventions will be held at the November 9, 2023, general membership meeting. The Illinois State Convention will be held in Moline, IL from June 14-15, 2024 and the National Convention will be in Boston, Massachusetts on the week of August 5-9, 2024. If an election is needed, it will be held on December 14, 2023, at the general membership meeting. If anyone has any questions, please reach out.

Continuous prayers and well wishes for your safety, superior mental, spiritual, and physical health for the upcoming fall and winter seasons!

*In Fellowship,
Yolanda R. Cavett*



From the Desk of the M.B.A. Representative

Hello Brothers and Sisters,

Do you know the benefits of "Whole Life Insurance"? Did you know that you can receive cash payouts against your policy? Let's discuss a few benefits of the Mutual Benefits Association Whole Life Insurance;

- *Guaranteed lifetime coverage
- *Level premiums until age 65
- *Increasing cash value
- *Access to low-interest loans

Whole Life insurance provides a way to give your family financial security both during your lifetime and beyond. In the event of your death, your survivors receive the full amount of your policy. A bonus is that while you are alive, you are setting aside money you can use as a nest egg for your family.

Your premiums will remain the same amount until you decide to stop paying the premiums entirely on the policy anniversary date after the insured's 65th birthday. The MBA allots a portion of your premium to build the "cash value" of your policy. Your policy grows as you earn tax-deferred interest above market rates. If needed, you can borrow against this cash value at a low interest rate (currently 8%) and keep your policy in force. You also have the options if you decide, to surrender your policy in exchange for the entire cash value.

Let's talk about dividends:

Every year, the MBA determines whether your policy will share in the divisible surplus that builds from all participating policies. You may choose to receive your dividends as a cash payment each year, to buy additional insurance coverage or to keep them on deposit with the MBA to earn interest.

Did you ask, "How do you sign up"?

It is very easy, select the amount of protection for your family, decide how often you want to pay your premiums, (bi-weekly under the MBA's automatic payroll deduction plan, monthly, or annually). Complete the application and mail it to us postage-paid, your policy will be mailed to your home when everything has been processed.

Cancellation: You may return the policy within 30 days of receipt for a full refund of your premium, in the event you decide not to keep it.

Are you ready to sign up?

Please contact Sheila Hudson/MBA coordinator at the NALC Branch 11 Union Hall, 3850 S. Wabash, Chicago, IL 60654 or call 773-624-4209.

*In Solidarity,
Sheila Hudson*



Carriers' Sneaker Ball





LABOR DAY PICNIC

September 3, 2023





"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



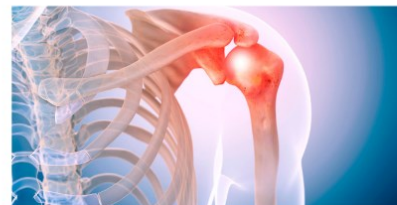
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From the desk of the Director of City Delivery & Safety & Health Representative

Safety First

This being my first article, I want to take this time to thank President Elise Foster for selecting me to be part of her team as the Director of City Delivery, Safety and Health Representative. I would also like to thank my mentor, Vice President Ronny Morgan, for his guidance and the immense support of everyone around me. I am truly humbled and honored to serve the members of Branch 11.

Safety begins with us. We've all heard this saying before and it does ring true. As Letter Carriers, we are faced with many challenges. We are subjected to the elements such as rain, sweltering heat, snow, and subzero temperatures. Not to mention your not so friendly four-legged friends and your everyday commute from and to the station and your route. These outside encounters do not exclude the multitude of obstacles we face on the inside.

As you enter your station, you notice a puddle of water on the floor. Your first thought is to just walk over it, but then you realize, what if the next person doesn't see it and slips? That's a safety issue. You continue on and notice the plastic magazine straps littered on the floor. You've gotten your foot stuck in a couple of those rings in the past and nearly toppled over. Are you going to walk over them and leave them for someone else? That's a safety issue. When you finally make your way to your case, you reach up for the pull string on the light and it's gone. You are left in the dark. Safety issue?

These common daily occurrences, as simple as they may seem, are all safety issues that can be addressed on the PS Form 1767, Report of Hazard, Unsafe Condition or Practice. This form must be available for all employees in a location for everyone to see. Notify your station manager as well as your union steward if they are not visible or are not available. You can also visit our website, www.nalcb11.org, under the Forms tab.

At the very top of the form, I. EMPLOYEE'S ACTION, is the section in which you identify your work location and the area which has the safety issue. Provide a detailed description of the hazard, unsafe condition, or practice. This is not limited to issues inside the station, but anywhere you identify a safety hazard from the time you clock in, until you clock out. In the parking lot, on the street, if there is an issue, management must be made aware.

Once completed, give it to your supervisor/manager. They must investigate and abate the hazard, condition, and situation within the tour and record what action(s) they have taken. Management must also provide you a copy as receipt, which is the blue sheet. PS Form 1767 consists of 4 copies as identified at the bottom of the form. It is important to get a copy of the 1767, not only to follow up, but as proof it was submitted. Your safety is priority.

The supervisor/manager must document what action they took to fix the situation or problem in section II. SUPERVISOR. If it is something they can't correct, management must document their recommendation to make it right. All this must be done within the same tour, meaning from the time you clock in through the time you clock out. It is their obligation to sign and date the form and send the remaining copies to their approving official and the Safety Office.

In the event the issue is not resolved by the time you are ready to clock out, the approving official will document what actions they took in section III. APPROVING OFFICIAL. This would in-

clude contacting maintenance for a work order or emailing the safety office. No matter what, it must be documented. If for some reason the approving official determines no safety hazard exists, they must notify the employee in writing within 15 days. Should this occur, contact your steward and give me a call, but if the issue is resolved, they still must notify the employee in writing and send a copy to the safety office.

The last section on the form, IV. MAINTENANCE SUPERVISOR, is completed if a work order was necessary to abate or correct the issue. Maintenance signs off upon completion.

All in all, this single form is a powerful tool and resource that we as letter carriers can utilize more effectively. From the rally we had on August 8, due to this heightened environment, we must make management aware of the hazards we face on the street. We must continue to notify them of this serious safety issue which plagues the letter carriers daily. We must not stop until they can effectively abate these assaults and ensure we continue to serve our customers without fear. This is a definite must for all letter carriers. It costs nothing to complete and submit this form, yet costs EVERYTHING when we don't. Let us not sleep on our rights, especially when our lives depends on it.

*In Solidarity,
Tyrone Valdez*

UNITED STATES POSTAL SERVICE®		Report of Hazard, Unsafe Condition or Practice		Hazard Control Number (Assigned by Safety Officer)	
I. EMPLOYEE'S ACTION					
Area (Specify Work Location)					
Describe hazard, unsafe condition or practice. Recommended corrective action.					
Employee		Print and Sign		Date and Tour	
II. SUPERVISOR'S ACTION					
Recommend or describe action taken to eliminate the hazard, unsafe condition or practice. (If corrective action has been taken, indicate the date of abatement.)					
Supervisor		Print and Sign		Date	
III. APPROVING OFFICIAL'S ACTION (Check One and Complete)					
The following corrective action was taken to eliminate the hazard, unsafe condition or practice (Indicate date of abatement):					
A work order has been submitted to the manager, plant maintenance to effect the following change:					
There are no reasonable grounds to determine such a hazard exists. This decision is based upon:					
Approving Official		Print and Sign		Date	
Date Employee Notified					
IV. MAINTENANCE ACTION (Complete if Necessary)					
Maintenance Supervisor		Print and Sign		Date	
Date Hazard Abated					

PS Form 1767, March 2017 PSN 7530-01-000-9422

WHITE - Local Safety Office (After Abatement) PINK - Local Safety Office (Initial Notice)
YELLOW - Approving Official BLUE - Employee

Letter Carrier Spotlight

Congratulations to Branch 11 Officer Shanaya Benson on being accepted into the 2023-2024 Women and Power Leadership class at the Polk School @ University of Illinois! Shay, as she is affectionally known, is an auditor for the branch. Good luck!





From the desk of the Director of Retirees

Retirement Plans

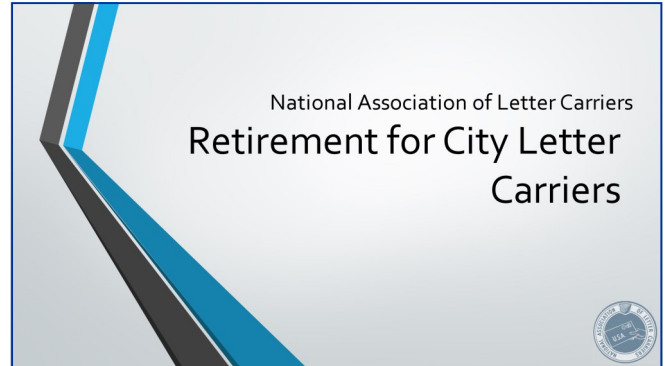
RETIRING SOON? – If you are planning to retire in the next 6 months or year, it may benefit you to attend Branch 11's next Retirement Seminar on October 29th at noon. At the seminar, I will explain the process and answer your questions and concerns on retirement (this will not cover disability retirement). You should get a copy of your projected retiree benefits from HRSS. Also ask HRSS for the "blue book" which is necessary for applying for retirement. As the "blue book" may seem overwhelming, we will give attendees blank copies of the forms that are needed and we will fill them out as a group (you're keeping them until you have decided on an actual retiree date—then copying this data onto the "blue book" forms).

RETIREMENT FAR-OFF - As a major part of the FERS retirement system, Thrift Savings Plan is a must. Since the employee contribution is matched up to 5%, not to participate at that level or more is a mistake. The key is to realize that the funds should be left there until retirement. It will make a big difference in your golden years. Your withdrawals can be tax free at that time with Roth contributions, (pay tax now and all growth tax free), or (non-Roth) (shelter from tax in current year and pay tax on all growth over the years).

New FEHBP plans – Next year we will all be opting into new plans with the merging of Medicare. Those without Medicare B can opt in with no penalty. All must choose what plan they want, even if you want to keep the same provider. There will be a plan number that you must choose. If you don't choose one yourself, the USPS will select one for you (one which closely resembles your current plan.)

RETIREMENT QUESTIONS – I am available to answer any specific questions that you may have. Send me an email at pete@nalcbr11.org.

*Fraternally,
Peter J. Skrzypczynski*



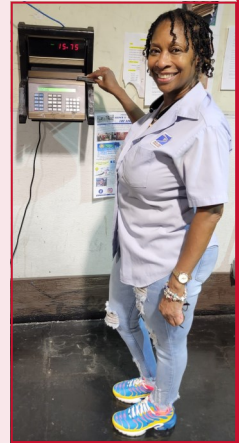
LAST PUNCH BUNCH



Jose Garcia
Fort Dearborn

*Lavonne L. Artist
Jose Garcia Jr.
Karen L. Hernandez
Venus S. Irvin
Danielle C. Laurent-Wash
Shakita M. Lawrence
Samuel C. Liddell
Phillip Love Jr.
Cheryl A. McFarlin
Debra D. Moore*

*Joseph Rodriguez
Monica Rogers
Melvin Ross Jr.
Milcee Scott
Bobbie L. Stanley
Susie K. Stenken
Boykin L. Stewart
Anthony L. Stover
Carla P. Williams
Melvin Williams*



Monica Rogers
Chestnut

Happy Retirement!

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From the desk of the Health Benefit Representative

OPEN/CONVERSION 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.

In previous articles, I have written about how the NALC Health Plan is the “best” plan. Well, it’s time I tell you why. The NALC started its independent health benefits plan in 1950 with just over 4,000 members. By the mid 1950s, the membership had grown to 30,000 members. In the early 1960s, we became a part of the Federal Employee Health Benefit Program (FEHB). By 1972, (my birth year), the membership totaled over 140,000 members. After over 70 years, the membership continuously grows, adding great incentives and benefits to our members. The NALC Health Benefit Plan is not-for-profit and is union owned and operated. Our mission is to provide our members with accessible and quality health care at affordable premiums.

Accreditation Association for Ambulatory Health Care (AAAHC) advocates for providing high-quality health care by developing and adopting nationally recognized standards. They provide valuable survey experience founded on a peer-based, educational approach to onsite review. The AAAHC Certificate of Accreditation demonstrates an organization’s commitment to providing safe, high-quality services to its patients—every day of the 1,095-day accreditation cycle and is recognized by third-party payors, medical professional associations, liability insurance companies, state and



federal agencies, and the public.

The NALC HBP achieved a three-year accreditation in 2016 from the AAAHC. Our plan was the first to go through the process successfully. We earned reaccreditation again in 2019 and 2022. This certification exemplifies our plan’s dedication to its members to fulfill our objectives and mission, to provide quality health care and benefits. Now that you know a little about our plan, remember this for the upcoming Open Season.

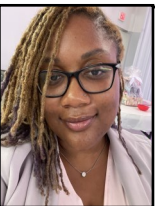
Open Season begins the second Monday in November and continues until the second Monday in December; this is your opportunity to enroll or make any changes to your current plans. You can also get supplemental dental and vision insurance through

www.benefeds.com. Those City Carrier Assistants promoted to career status may also enroll if you missed your 60-day window after conversion.

No matter what plan you choose, please review the rates for the upcoming year when the time comes. If you’re happy with your current plan and there are no changes you want to make, you don’t have to do anything. The only other time you would be able to make any changes outside of open season is during a Qualifying Life Event (QLE). A QLE is a change in family status that increases or decreases the number of eligible family members. This job is physically and mentally demanding, so we must be mindful when it comes to our health, so 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 **NALCHBP.ORG**. Stay healthy and safe!

*In Solidarity,
Dominique O. White*



From the desk of Auditor

LMOU

By now you may have received your very own copy of the Local Memorandum of Understanding, or LMOU. This little booklet and its contents are crucial in exercising your contractual rights. This booklet can be extremely helpful in advocating those rights daily on the workroom floor. If you have found that management is in violation of a provision that you know is contained inside the LMOU, show your supervisor or manager that provision! They are contractually obligated to admit that your stand has merit and correct the situation before it becomes a grievance. If they still fail to correct the situation, you should request your steward and immediately file a grievance.

Article 30 of the JCAM explains that although most of our contractual rights and benefits are negotiated at the national level, there are twenty-two (22) subjects that are left to the local parties to work out. These subjects can be found in Article 30 of the National Agreement. A good example of these local negotiations that you likely see exercised daily within the Chicago Installation is “bumping rights”. In other installations, when a regular carrier is called in to work on their off day, they are not guaranteed to work on their own assignment. They cannot bump their floater and would be left to carry whatever route is available. The LMOU contains other provisions that you may not be so familiar with.

• CCAs and PTFs, you have unwillingly been placed on a detail to another station. Article 1, Section 8 of the Chicago LMOU gives you the right to bid on a temporary hold-down to your Form 50 station

and secures your right to stay at your station.

• Do you know where you fall in seniority at your station? Article 3 of the LMOU explains that a seniority roster listing all carriers in order of seniority shall be permanently posted. This roster must be updated every January and July. If this isn’t happening in your office, file a grievance.

• You can request to make an appointment to inspect your personnel file. I mean, if that discipline was rescinded, why is it still in your file? You wouldn’t know what management has kept or placed in your file if you didn’t exercise this right under Article 4 of the LMOU.

• Per Article 6 of the LMOU, we are entitled to schedule annual leave up to 9% based on the number of career carriers in each office. What this essentially means is that those open spots that you see on the vacation board can be yours for the taking. You don’t have to take the full week if you do not desire to. The days that you don’t take are available to those who would like them as well. So, fill out those PS Form 3971s and schedule that annual leave if you wish.

As you can see that booklet is truly worth the read, and even then, knowing is not enough, we must apply! Former President Mack Julion quoted in the opening to the LMOU, “if you don’t know your rights, you don’t have any!” It is true that our union is stronger when the members know their rights, so do your part in keeping this union great! Please don’t ever hesitate to give us a call at the hall if you have any questions.

*In solidarity,
Shanaya Benson*



From the desk of the Trustee

Comfort Stops

The provisions for rest breaks are found in the Handbook M-39, Management of Delivery Services, Section 242.341. Carriers at a delivery unit will receive two ten minute rest break periods. In Article 13, Section 3 of the Chicago Local Memorandum of Understanding (LMOU), it states that each carrier station or branch will be considered a Delivery Unit, and the local union may annually opt during the month of January to have both 10-minute break on the street or one of the 10-minute breaks on the street and one in the office.

Comfort stops are for personal needs like restroom breaks. Comfort stops do not count as rest or lunch breaks! If needed, carriers are allowed to leave the route and travel to a reasonable location

for use of a washroom.

We work in an extreme climate, where the summers are hot and the winters are cold. Taking a break when the time arises is necessary or it could be costly. For example, on Tuesday, June 20, 2023, Eugene Gates Jr., a letter carrier in Dallas, Texas, died while delivering mail during an extreme heat wave. Mr. Gates had worked for the Postal Service for almost forty years.

We have read about countless, senseless injuries and deaths concerning letter carriers in extreme weather. If management is not looking out for us, providing water and electrolytes to combat the extreme conditions, then we must do it ourselves. We need to use comfort stops when needed, despite pressure from management to complete our assignments in eight hours.

We our the most important delivery to make at the end of the day, getting home to our families. Be safe out there!

In Solidarity,
Robert Fuentes

ON DEPOSIT AUGUST 1, 2023

\$224,022.99

RECEIPTS FOR THE MONTH

\$142,441.82

TOTAL RECEIPTS

\$366,464.81

DISBURSEMENTS (VOUCH # 84608-84653)

-\$184,850.11

AMALGAMATED GENERAL AUGUST 1, 2023

\$181,614.70

CHASE—3658 GENERAL AUGUST 1, 2023

\$37,150.47

RECEIPTS FOR THE MONTH

\$662.69

TOTAL Chase GENERAL AUGUST 31, 2023

\$37,753.16

TOTAL GENERAL FUND

AUGUST 31, 2023

\$219,367.86

TREASURER'S REPORT

SEPTEMBER 8, 2023

CONVENTION & DELEGATE FUND

\$92,574.68

CONVENTION DEPOSIT & INTEREST AS OF

AUGUST 31, 2023

\$11,896.54

TOTAL \$104,471.22

BRANCH # 11 BUILDING FUND

\$1,580,416.16

DEPOSIT & INTEREST

\$807,000.00

TOTAL RECEIPTS: \$2,387,416.16

MORTGAGE PAYOFF

-207,121.45

BALANCE: \$2,180,294.71

BRANCH # 11 BRICK FUND

\$36,730.34

BRANCH #11 CHASE SAVINGS –0633

\$20,508.57

DISBURSEMENT

\$18,000.00

BALANCE: \$2,508.57

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.



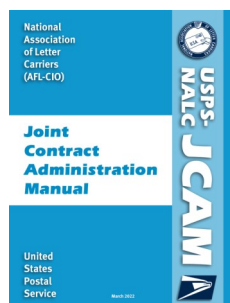
From the desk of the Sergeant at Arms

PS Form 3189

Usually, around this time of year, people are either extremely low or out of annual/sick leave, but still need to take time off. For your own personal convenience, utilizing PS Form 3189 to change your schedule works greater than incurring unscheduled absences when calling off. The PS Form 3189 allows you to temporarily change your regular off day or start time. Oftentimes, it's better to take advantage of the form instead of Option 4 or eLRA via LiteBlue.

Remember, attendance is black and white. If you know you need time off, it's alright to request a schedule change. Note: Should the request be granted, you will not be entitled to the payment of out-of-schedule premium for hours worked outside of and instead of your regular schedule. This provision can be found in Article 8 of the Joint Contract Administrative Manual (JCAM).

Respectfully,
Brina M. Archie



UNITED STATES POSTAL SERVICE Request for Temporary Schedule Change for Personal Convenience

For my own personal convenience, I

herby submit this written request for a temporary change in my regular schedule from (date) through

From Regular Schedule:	Change Schedule To:
Primary: 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	Primary: 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
(fill in individual days below only if needed)	(fill in individual days below only if needed)
Sat 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	Sat 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
Sun 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	Sun 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
Mon 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	Mon 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
Tue 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	Tue 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
Wed 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	Wed 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
Thu 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	Thu 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31
Fri 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31	Fri 01 02 03 04 05 06 07 08 09 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31

Scheduled Day(s) Off: _____ Scheduled Day(s) Off: _____

I understand that should this request be granted, I will not be entitled to the payment of out-of-schedule premium for hours worked outside of and instead of my regular schedule.

Employee's Signature: _____ Supervisor's Signature: _____ Date: _____

I hereby declare and agree to the above request. _____ Date: _____

☐ APPROVED ☐ DISAPPROVED (if other necessary) _____ Date: _____

Supervisor's Signature: _____ Date: _____

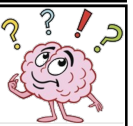
PS Form 3189, June 2019. PSN 7500-01-000-9000

Privacy Act Statement: Your information will be used to process your compensation and payroll request. Collection is authorized by 39 U.S.C. 401, 408, 410, 1001, 1003, 1004, 1005, and 1026; and 29 USC 2601 et seq. Providing this information is voluntary, but if not provided, we may not process your request. We may disclose your information as follows: in relevant legal proceedings; to law enforcement when the U.S. Postal Service (USPS) or requesting agency becomes aware of a violation of law; to a congressional office at your request; to entities or individuals under contract with USPS; to entities authorized to perform audits; to labor organizations as required by law; to federal, state, local or foreign government agencies regarding personnel matters; to the Equal Employment Opportunity Commission; and the Merit Systems Protection Board of Office of Special Counsel. For more information regarding our privacy policies visit usps.com/privacy-policy.

NEW CCA HIREES

Shauntal Akins	Umeke Ewings	Ronald Lee	Laurence Roman
Ahmed Al-Hassan	Karreem Farr	Mya Leethan	Torry Rousseau
Ricardo Alanis	Vickey Farver	Marquita Lewis	Travaun Rudolph
Jada Alexander	Shardia Feggins	Teisha Lindsey	Bria Safford
Eduardo Alonso-Villa	Korbeana Fisher	Takeisha Love	Ena Sanders
James Andrews	Robin Fletcher	James Lyons	Nivia Simmons
Jayson Aranda	Kaitlan Flowers	Mo'Nai McClelland	Shajuan Sims
Shakyrn Ashby	Tamara Forney	Courtney McDonald	Emiya Smith
Brychonda Auterberry	Janice Foy	Dejia McFadden	LaTonya Smith
Angel Avery	Jbari Franklin	Henry McMorris	Avionce Spencer
Domonic Bailey	Brenda French	Tiffany Madden	Malik Spivey
Nia Banks	Selena Gallardo	Simon Mancines	Lateia Stansbury
Martell Barnes	Devonte Gardner	Chikiya Manning	Ariestede Steele
Carleecia Berdell	Pearl Garland	Melissa Manzo	Darnell Steele
Johnny Black	Keyshon Gaston	N'Miah Marsaw	Shardae Stephens
Tyrone Black	Armon Gause	Ashley Martin	Orlando Strahan
Tanisha Blevins	Keneisha Ginns	Donovan Matticx	Turia Strain
Russell Booker	Justin Gonzalez	Dominique Mays	Cristal Strong
Ieisha Bowie	Tavares Goodman	Blake Mikolas	Gary Tate
Ebony Boyd	Janaisia Grant	Anthony Miller	Aurora Thomas
Cynthia Brackens	Arrion Griffin	Izell Mitchell	Mack Thomas
Jahmeelah Braggs	Robert Grisby	Shabria Mitchell	Kanesha Tidwell
Odell Branch III	Donald Gross	Breonna Moore	Brandi Townsend
Brianna Braxton	Antonya Guest	Alberto Morelos	Kelsy Trice
Andriana Brewer	Stephen Hanf	Elisha Morris	Sylvester Trotter
Derrick Bridges	Jerod Hargrave	LeAndre Moss	Valdez Tuncle
Destiny Brooks	Jordan Harkins	Dominique Nicholas	Jonathan Turner
John Brooks II	Natalie Harris	Amber Nickson	Keona Turner
Aaliyah Brown	Teneshya Harris	Tricha Olson	Keith Vanzant
Martina Brown	LaShaye Harrison	Willie Overstreet	Joseluis Villagomez
Matthew Brown	LaTrece Hawkins	Manuel Pagan	Charvia Viverette
Kateva Buchanan	Avalon Henderson	Dominique Parker	Shakira Walker
Akeyla Burns	Tashauna Henry	Cariel Parks	Cydney Walls
Devin Cain	Salvador Hiza	Jose Pena	Alpachino Ward
Kimberly Camper	Derrick Hodges	Geoffrey Pesantez	Donte Washington
Hilda Carbajal	Yvette Hooper	Daniell Phillips	Jordann Washington
Brendan Carney	Michelle Howard	Henry Pierce	Laquita Watson
Demarcus Carpenter	Kalena Howard	Kamesha Pierce	James Weary
Mechelle Christian	RaKita Hughes	Derry Pink	Laray Webb
Darius Clark	Isiah Ijelu	Felicia Pitner	Uraina Welch
Marty Cleaves Jr.	Anthony Jackson	Alealea Pittman	Jawaun West
Rodnisha Clifton	Darianna Jackson	Tramaine Pittman	Terrance White
Tiara Cook	Jabaris Jackson	Andrew Powell	Shamya Willard
Kandace Cooper	Jacqueline Jackson	Christian Priebe	Andrew Williams
Hannah Cruz	Jocelyn Jackson	Yaphett Prophet	Danielle Williams
Vanessa Cruz	Charmaine Jacobs	Charmaine Pryor	Isaiah Williams
Nohemi Damian	Jada Johnson	Mosetta Pughsley	Marshare Williams
Julie Davis	Jayde Johnson	Haley Ragan	Marvis Williams
Tamika Davis	Krystal Johnson	Mariah Raggs	Mechellea Williams
Donesha Dawson	Sekia Johnson	Tiara Ragsdale	Michael Williams
Kiana Dawson	Alexis Joiner	Takera Reese	Tony Williams
John Diamond	Alisha Jones	Lori Reeves	Kayona Wilson
Kori Dishmon	Jalen Jones	Wilbert Reives	Emma Witman
Lauryn Dubose	Tyrue Jones	Joshua Richards	Reuben Wortham
Anika Ducker	Felicia Kimber	Johnathan Richards	Tamara Wright
Bryant Easton	Ellen Kimbrough	Donta Riley	Sherman Yancey
Anthony Echevarria	Joseph King	Angel Rivera	Joshua Young
Megan Echols	Karielle King	Evette Robinson	Seth Young
Laqurn Edwards	Brittany Lambert	Jennifer Roman	

BRANCH 11 TRIVIA CONTEST



In which city and what year was the NALC formed? Call the Hall with the correct answer to be entered into a raffle. The winner will be selected on October 14. Prize will be determined soon. Contact Recording Secretary Yolanda Cavett for more information. Good luck!

CHAS. D. DUFFY, BRANCH NO. 11
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