

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 2024

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Contest Winners



BRANCH 11 OFFICERS

ELISE M. FOSTER President
efoster@nalcbr11.org (773) 624-4209

RONALD L. MORGAN Vice-President
rmorgan@nalcbr11.org (773) 624-4209

YOLANDA R. CAVETT Recording Secretary
ycavett@nalcbr11.org (773) 624-4209

STAFFORD D. PRICE, JR. Treasurer
sprice@nalcbr11.org (773) 624-4209

TYRONE G. VALDEZ Director of City Delivery
tvaldez@nalcbr11.org (773) 624-4209

JAMES (OPIE) WILLIAMS Assistant Secretary-Treasurer
jwilliams@nalcbr11.org (773) 624-4209

TYRONE G. VALDEZ Dir. of City Del./Safety & Health Rep
tvaldez@nalcbr11.org (773) 624-4209

SHEILA D. HUDSON M.B.A. Representative
shudson@nalc11.org (773) 404-5406

DOMINIQUE O. WHITE Health Benefit Representative
dwhite@nalcbr11.org (773) 624-4209

PETER J. SKRZYPCZYNSKI DIRECTOR OF RETIREES
pete@nalcbr11.org (773) 624-4209

TRUSTEES

ROBERTO FUENTES
rfuentes@nalcbr11.org (773) 284-6511

KAREN CESKA
kceska@nalcbr11.org (773) 493-4047

DEREK SYKES
dsykes@nalcbr11.org (773) 624-4209

AUDITORS

ERIKA ESTRADA
cestrada@nalcbr11.org (773) 624-4209

SHANAYA BENSON
sbenson@nalcbr11.org (773) 624-4209

CHARLES L. BUNDY
cbundy@nalcbr11.org (773) 624-4209

SGT AT ARMS

BRINA ARCHIE
barchie@nalcbr11.org (773) 624-4209

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CHARLES D. DUFFY,
BRANCH No. 11, N.A.L.C.

3850 S. Wabash Ave. Chicago, IL. 60653-1542
Phone (773) 624-4209 Fax (773) 624-8242
www.nalcbr11.org

Editor..... Brina M. Archie
E-mail..... barchie@nalcbr11.org
Editor-In-Chief..... Elise M. Foster

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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 10 November 14 December 12

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

September 27 October 25 November 22

2024 Upcoming Events

Retiree's Dinner
September 29

Nominations of Officers
October 10

Breast Cancer
Walk October 06

MDA Comedy Show
November 10

Branch Election
November 16

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NALC BR 11.ORG

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.

*Kimberly N. Brown
Lawrence Faulkner
Ronald D. Hedman
Tom Johnson Jr.
Walter P. Kriss
Joseph C. Lodi
Raymond J. Mahoney
William C. Najdowski
Octavia Redmond
Clauds B. Robinson
Joseph E. Salvatore
Calvin E. Ward*

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

*Charles Hayes
Chicago Lawn*

Robert LeFlore

*Rogers Park
Harwood Heights
Evanston
Willye B. White*

*Cicero
Loop Section 1*



*President's Report***WE ARE NOT GOING BACK!**

I had the opportunity to attend the Democratic National Convention right here in my city, Sweet Home Chicago. I was so excited to be a part of history watching Kamala Harris accept the nomination for the office of President for the Democratic Party. A woman. A black woman, prepared to lead this country. I never thought I would see the day a black woman was on her way to the White House to hold the highest office in the land. Being a leader within my organization and the

first female and black woman to hold this position since its inception in 1889 is truly an honor.

I attended the 73rd Biennial National Convention in Boston, Massachusetts, where the supreme body (delegates) overwhelmingly endorsed the Harris-Walz Ticket. We must support the people who support the issues letter carriers are facing and help get them elected. I know everyone doesn't like politics; however, we must hold these elected officials accountable. They pass laws that will affect us, our children, and the future and this is why it is so important to get the Harris/Walz Team elected. **WE ARE NOT GOING BACK!!!!**

Carriers, we still do not have a contract and don't know when one is likely to be approved for the rank and file to ratify. We discussed this at the convention and I still have no updated news about our contract, what our next steps are, or if we're headed to arbitration. **NOTHING!!!!!!**

LETTER CARRIERS DESERVE A FAIR CONTRACT NOW. It has been way too long. We are working in hazardous conditions, dodging bullets, and workplace violence (supervision), and we continued working during COVID. The **MAIL** did not **STOP!** Our lives are on the line each day we go out to make our deliveries. Letter Carriers are the #1 delivery, and I want **EVERY** carrier to return home to their families.

Members of Branch 11, we have advocated for our retired members who do not fill out their 1189 within a year of retirement. Headquarters previously rejected their request to have their membership reinstated. We submitted a constitutional amendment to allow these long-standing members, now retirees and the backbone of the NALC, to get back into their union. We had to make some friendly amendments to get this passed and we did. If the retiree was a member in good standing when they retired, they have a right to fill out the PS Form 1189 to get back into their union. I want to thank the SUPREME BODY for their support in getting this very important and much-needed constitutional amendment PASSED. We also submitted another resolution that was also passed with the help of our National Business Agent, Mike Caref.

On July 19, 2024, the unimaginable happened to one of our members. Sister Octavia Redmond was murdered while in the performance of her duties delivering the mail. I have been advocating for the safety of letter carriers for quite some time now, to avoid what happened to our sister. This tragedy has changed the lives of her family, friends, co-workers, and friendly hearts from around the world. We miss her and we want **#JUSTICE4OCTAVIAREDMOND.** If you know something, reach out to usps.gov or 1-877-876-2455 with any information (see page 11).

August 8, 2023, we started the Enough is Enough rally to bring public awareness to this issue that is plaguing letter carriers and asking the Postmaster General, DeJoy, law enforcement, elected officials, leader-

ship, and the community to do all that is needed to help protect letter carriers, while in the performance of their duties so that this may never happen to another letter carrier. We seek stiffer penalties and more prosecutions when letter carriers are assaulted on the job. Protect the Letter Carriers Act HR 7629 has 92 Democrats and only 19 Republicans signed on. **THEY ALL NEED TO BE SIGNED ON TO THIS BILL.** We support them, send them money, and most of all we voted for them and now we need them to act to get these crucial bills passed. But in the meantime, we are still under attack and risking our lives. Every Senator and Congressperson I spoke with while attending the Democratic National Convention, I let them know about our fallen sister, Octavia Redmond, and they need to **DO SOMETHING!!!!**

We are headed into our fall season, dealing with Full Route Count & Inspections. We have always stated that we must do our routes the same way every day as if we were being tested. Wicker Park & Fort Dearborn are scheduled and as of right now, no other station has been scheduled. They are going through the process of having their routes evaluated. Those stations that were adjusted under TIARAP should be in the process of submitting their request for a Special Route Count & Inspection (271g) process. To qualify you must have 30 minutes or more of overtime or auxiliary assistance for 3 days per week for six consecutive weeks. Please keep a copy of all PS 3996s.

Medicare Integration is upon us, and we are making sure all our members are educated on what needs to be done during this Open Season. Under the Postal Reform Act that was signed by President Joe Biden three key things happened:

1. 6-day Delivery is now Law.
2. It repealed the 2006 mandate to pre-fund future retirees' health benefits well into the future. It's now gone.
3. **Integrated Medicare.**

Medicare is a system that the government provides when you retire. This Open Season, **Monday, November 11, 2024, through December 9, 2024,** all active carriers still working and under the age of 64 who are in the Federal Employee Health Benefits Program must select a Health Plan. You can choose to stay in the plan you already have, but during this special enrollment, you must choose. If you do not choose the USPS will choose a plan for you and we do not want that. So, members, please stay tuned and check your mail because information will be coming concerning this matter.

I hope everyone enjoyed their summer and the break from union meetings. We will resume union meetings on October 10, 2024, @ 7:00 PM and that night we will be having Nominations of Branch 11 Officers for the next 3 years. So please make sure your address is correct, or if it needs updating, please contact Recording Secretary Yolanda Cavett. We want every voice to be heard.

Please don't forget to contribute to the LCPF! Branch 11 came in 2nd Place at National with the highest % per capita contributing to the fund. Thank you, Coordinator Maritza Villarreal, for your hard work and dedication. We will reach our goal!!!

I look forward to working with everyone as we enter our peak season. I want everyone to be safe and look out for each other. We must make sure our bills get passed to get the much-needed help to PROTECT LETTER CARRIERS!!!

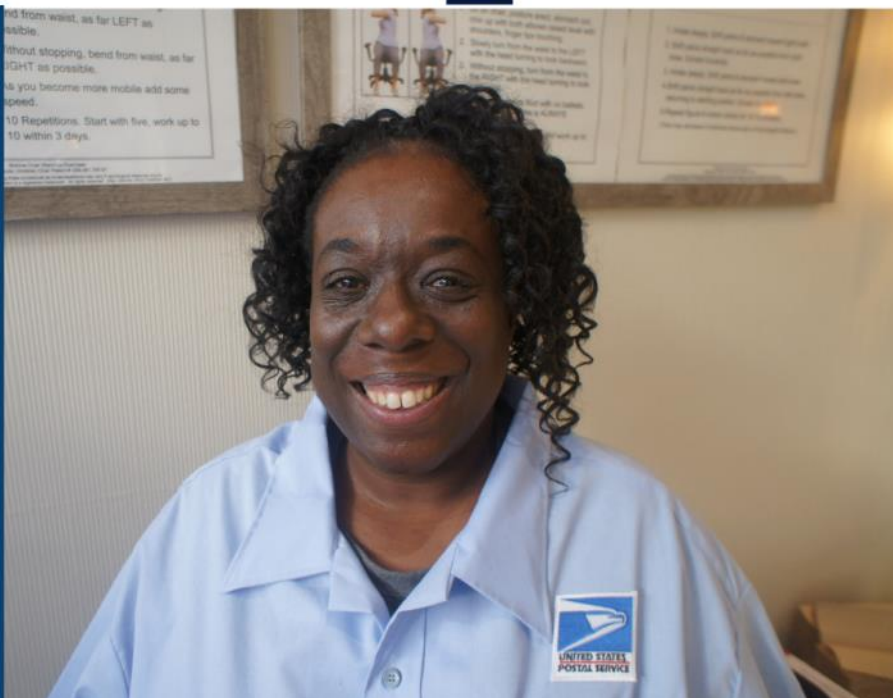
In solidarity,
Elise M. Foster



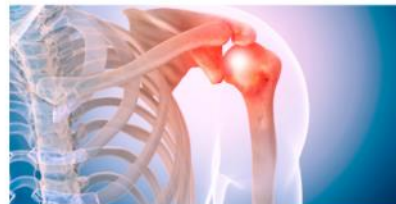
"When I first came to Peak Performance, I had horrible knee pain, back pain, and sharp "electrical" shooting pain down my legs. I could barely walk, sleeping was impossible, and stairs were nonexistent.

Now, I'm actually able to walk with no pain! I'm able to sleep through the night and I can now climb stairs!

When I first came in I was overwhelmed with the paperwork. It was just too much, But I must say, they did an amazing job, took care of all the paperwork, and got my case accepted!" - Natasha



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From the Desk of the Vice President

Protect Yourself: Use PS Form 3971 for Every Absence

We all know how fast things can change—a sudden illness, an injury on the job, or even a family emergency. That’s why PS Form 3971 is such an essential part of protecting our time. It’s not just a form; it’s your safeguard for making sure management knows when you need to be away. Whether you’re out for personal reasons or dealing with an on-the-job injury, always make sure to fill out your own PS Form 3971. Even if management gives you a computer-generated version to sign, take control by completing it yourself. This way, you can ensure every detail is correct and that your rights are fully protected. Don’t let anyone rush you—this is your time, and it’s important to handle it properly.

extra vacation time. With the leave year wrapping up soon, it’s the perfect chance to build up a little cushion of leave time to get you through the rest of the year. If you haven’t tried this option before, now is a good time to look into it.

Be Ready for Full Route Inspections

Mid-year, the joint route inspection process, TIAREAP, ended. With that, we could be seeing full-count route inspections returning. They’ve already scheduled inspections in the Fort Dearborn and Wicker Park Offices. The best way to protect your route is by following the rules every day. Make sure you’re taking your full lunch and breaks, and don’t skip the full vehicle check—every single day. These little things add up and create accurate data for when your route gets inspected. Consistent, reliable data is key to making sure your route is fairly evaluated. We put on a training to refamiliarize people with the process and educate those that have never been through a full inspection. More trainings will be scheduled as the need grows so be sure to look out for the next one and if you’re not subscribed to the branch text messaging service, let your steward or any officer know.

Veterans Benefits Clinic Coming Soon!

I’m excited to share that we’ll soon be hosting our inaugural Veterans Benefits Clinic for Branch 11 members who have served in the military, along with their spouses. We’ll have experts available to help you navigate the often confusing process of securing the benefits you deserve. Keep an eye out for the official announcement and flyer, with all the details on how you can get involved.

Let’s continue to stay informed and make use of all the benefits we’ve earned.

In solidarity,
Ronald L. Morgan, Jr.

Holiday Pay Option: Make the Most of It

As we head into the holiday season, here’s something worth considering: you can trade your holiday pay for annual leave credit. This is one of those benefits that a lot of people don’t use, but it can give you some much-needed

LAST PUNCH BUNCH



Claudine Bowers
Fort Dearborn



- Melanie L. Anderson
- Victoria Brown
- Barry L. Conway
- Kenneth Cooper
- Mina Daniels-Smith
- Donald A. Fitts
- Frank C. Hernandez
- Tione E. Lindsay
- Paul B. McNeely
- Kerry L. Merriweather
- Charles T. Pinckney, Jr.
- Carry M. Rogers
- Claude C. Smith
- Brian S. Williams
- Craig Williams

TALK TO THE PRESIDENT & OFFICERS of BRANCH 11



SEPTEMBER 30, 2024
&
OCTOBER 28, 2024
@ 6:30pm

Bring ALL work-floor issues and questions!!



NEW CCA HIREES

- Michael Barnes
- Monique Brooks
- Mercedes Dorsey
- Joseph Figliulo-Rosswurm
- Darell Hines
- Natasha Jones
- Kamisha Manning
- Mikekema Ricks
- Alicia Vaasquez



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

What's happening with my grievance?

The number of grievances that have been filed this year has risen to a staggering amount, that additional Formal-A representatives had been designated by President Elise Foster. This did not come without a fight. USPS Chicago leadership did not want to increase the number of representatives. A grievance was filed and was resolved, stating that the Postal Service had violated our local agreement. This settlement ensured that every grievance filed at Informal-A, which was not resolved and impasse to Formal Step-A, would be kept timely in accordance with Article 15 of the National Agreement.

One would think with the numerous decisions that have been settled at Formal Step-A and Step-B, instructing postal management to discontinue the repetitive violations of the National Agreement, things would get better. It hasn't and instead they refuse to acknowledge any decision that states so. In turn, grievances that should have been resolved at Informal-A, the lowest level of the dispute resolution process, are not and instead pushed to Formal Step-A.

This has had a ripple effect at each level of the dispute resolution process. A team of designees has been implemented to aid in processing grievances at the Formal Step-A. Grievances that are impasse to Step-B are diligently being fought for by our

DRT representatives. They too are faced with USPS counterparts who are unwilling to admit to the violations presented in the case files.

This action is anything but accidental, but purely intentional. The postal service has taken a position that by delaying the grievance process, it would hinder letter carriers from filing grievances. I am not sure where they get this logic, but I am certain this will not and must not happen.

I previously wrote an article in November titled, "How to Build a Successful Grievance". I cannot impress on each of my brothers and sisters, now more than ever, that we must not stray from doing our part as members of this great union. We are all stewards of our collective bargaining agreement, aka National Agreement, aka contract. We mustn't allow our employer, the USPS, to trample on our rights.

To prevent this from happening, let's make sure that we include everything necessary your union steward and Formal-A representative will need to properly address your grievance. Having these in the case file will eliminate any delays in trying to obtain these documents later. This will enable your union representative(s) to maintain the timelines outlined in Article 15 of the National Agreement.

I say this as a reminder that we as Letter Carriers have only been blessed with a collective bargaining agreement, having a living wage and benefits since 1970. That's not that long ago, considering the postal service has existed for nearly 250 years. Let's not give up what has been fought so hard for.

*In Solidarity,
Tyrone G. Valdez*



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**From the desk of the
RECORDING SECRETARY**

Updated Addresses Needed!

My apologies in advance for duplicating my last article! Please understand, the message deserves reiterating, in an attempt, to capture the attention of many members

who do not receive NALC mailings at their current address. All members *should* receive The Postal Record magazine from our national office in Washington, DC monthly. I have included an illustration of the cover of the August 2024 edition here. If this picture does not look familiar, chances are, the NALC need an updated address for you because I am confident that you are being provided stellar delivery service from your Letter Carrier!

I must **stress** to Active members, changing your address in Liteblue, only updates your information with USPS-HRSSC, the NALC is not privy to said info and need direct notification. In June and December of every year Branch 11 stewards should approach each member requesting adequate contact info for branch records. Your cooperation in providing the requested information is appreciated.

However, the surefire option for all members needing to update their current mailing address with the NALC; call the hall (773) 624-4209 to let me know, **or** email me at

ycavett@nalcbr11.org, or call Headquarters directly (202) 393-4695, or you may do so on the NALC app, signing in the Members Only section. It would be great if everyone who cannot remember the last time, they have received the monthly mailing from Headquarters checked the NALC site to verify the address on file and update if necessary. Please understand; the fastest, most efficient method to change addresses on file is to use the National NALC app (nalc.org) or call Headquarters directly.

It is imperative for The NALC to have correct addresses for all members. In case of an election, time is of the essence! Election materials, including campaign literature and your ballot will be mailed to the same address that your Postal Record and other information is sent. All members have the right to be informed, vote in elections, &/or vote their choice on ratification of our contract when/if we get to that point.

Do not delay nor sleep on your rights; be informed, and let your voice be heard!



Wishing Everyone a Favorable Fall Season!

#JusticeForOctavia
#ImWithKamala/Waltz

In Fellowship,
Yolanda R. Cavett



**From the desk of a
Trustee**

BENEFICIARIES

Tomorrow is not promised

How long has it been since you checked your Designations of

Beneficiaries?

A beneficiary is a person or legal entity that is entitled to receive the proceeds from an estate, trust, retirement account, life insurance policy, or transfer on death accounts.

This information means that you get to choose who receives payouts in the event of your death.

You should review and consider updating your beneficiaries, at least once a year, and when you experience a major life event such as marriage, divorce, a birth, or death in the family, when you update your will or estate plan, and when you receive a beneficiary verification notice.

Your Designations of Beneficiaries may be outdated, and the money may go to someone you no longer want it to.

In addition, if you don't have a designated beneficiary then the money would be distributed according to the "Order of Precedence". If you want the money to be paid to someone else, or in a different order you must designate a beneficiary.

The following are some of the things you should review and update:

- FEGLI
- CSRS LUMP SUM PAYMENT
- FERS LUMP SUM PAYMENT
- THRIFT SAVINGS PLAN
- PAYMENT OF UNPAID COMPENSATION UPON THE DEATH OF A FEDERAL EMPLOYEE
- ALL OTHER

You can contact and check with Human Resources and the U.S. Office of Personnel Management (OPM).

It is important to complete, review, and update beneficiary information and keep copies of all your Designations of Beneficiaries forms for your records.

In Solidarity,
Karen Ceska







From the desk of the Mutual Benefits Association 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 details 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 Please mail completed form(s) to: U.S. Letter Carriers Mutual Benefit Association, 100 Indiana Avenue, NW Suite 510 Washington, D.C. 20001-2144, 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 60653 or call 773-624-4209.

In Solidarity,
Sheila Hudson



From the desk of an Auditor

Brothers & Sisters,

I was among the 29-member team formed by NALC Headquarters, training for the Emergency Response Team (ERT), from March 3rd

through March 8th 2024. The training was held at the Maritime Conference Center in Linthicum Heights, MD, near Baltimore and was led by Director of Safety and Health, Manuel L. Peralta Jr., Assistant-Secretary Treasurer Mack I. Julion, Special Assistant to the President, Michelle McQuality, and Assistant to the President for Administrative Affairs, Chris Henwood, Tamara Twinn, and Ed Morgan.

I would like to take a few moments to explain a little bit about the ERT, starting with who we are. We are letter carriers from across the country. We are your union brothers and sisters, so we understand what it’s like to be a Letter Carrier and the issues we face. Although most of us have some level of experience in processing grievances, when we are deployed, we are not deployed as grievance handlers, investigators or compensation representatives.

When deployed, we are responding to on-duty deaths and

on-duty life altering injuries. To prepare us for the task at hand, we underwent a 3 day training given by Dr. Jeffrey M. Lating of the International Critical Incident Stress Foundation (ICISF). As a team, we learned how to administer emotional first aid, and to assist people who are experiencing trauma-related issues. Upon completion we were certified by the ICISF.

The remainder of the week we learned about resources for responding to members in crisis available by our Mutual Benefits Association, EAP through the Postal Service, the Office of Workman’s Compensation program, the Federal Employees Group Life Insurance and the Federal Employees Retirement System as well as some of the health plans in the Federal Employees Health Benefit Programs.

The Emergency Response Team can be reached by email, ERT@nalc.org by your National Business Agent or the USPS / EAP Critical Incident Notifications.

May God bless and be with you all.

In solidarity,
Charles L. Bundy





UNITED STATES POSTAL INSPECTION SERVICE

REWARD

Up to \$250,000

HOMICIDE OF A USPS LETTER CARRIER



The U.S. Postal Inspection Service is offering a reward of up to \$250,000 for information leading to the arrest and conviction of the suspect(s) who shot and killed a United States Postal Service (USPS) letter carrier.

The incident occurred approximately at 11:38 a.m. on July 19, 2024, near 12156 S Harvard Ave, Chicago, IL 60628.

TAKE NO ACTION TO APPREHEND THIS PERSON YOURSELF

If you have any information about this incident, please contact the:
U.S. Postal Inspection Service at 1-877-876-2455 (say "Law Enforcement")

All information will be kept strictly confidential.



From the desk of the National Business Agent

It's time to vote! Not only is it an election year for president of the United States, but we have a couple of big upcoming votes within our union as well. First off, we have our election of branch officers that takes place every 3 years. We will be able to elect (or re-elect) our President, Vice-President, and all the other officers of Branch 11. Nominations will take place at the regular union meeting on October 10th and then all members of the branch will receive a ballot in the mail. You have to mail that back in for your vote to count! By the way, you can vote for Kamala (endorsed by the NALC) by mail as well!

We are also on the lookout for a possible Tentative Agreement "soon". I put that word in quotations because that's the latest term being used to describe when we may have an agreement between the parties on a potential contract. The current National Agreement actually expired on May 20th of last year, and we've been working under the same – definitely favorable to the employer – terms since then. We could've went to arbitration as of July 20, 2023 but we've yet to even schedule dates. Instead we have been told that an agreement is coming "in a couple weeks", that negotiations are "hour by hour", and finally just the word, "soon".

If there is a Tentative Agreement between the Postal Service and the NALC, all active (still working as a letter carrier) members will have the opportunity to vote yes or no to this "proposed agreement".

Article 16, Section 1 of the NALC Constitution, under Collective Bargaining, provides for the following:

Ratification shall be a mail referendum vote, and the ballot shall be mailed only to regular members of the NALC, as defined in Article 2, Section 1(a), excluding retirees, OWCP departees, and non-

letter carrier regular members, as shown by the records of the National Secretary-Treasurer as of ninety (90) days prior to the date that the proposed agreement is reached. The ballot shall provide only for the acceptance or rejection of the entire proposed agreement. (my emphasis)

If there is a ratification vote, we want to have our say! The biggest issue is starting pay, and the time it takes to get to the top of the pay scale. \$19.33 per hour is not a middle-class wage in this economy. New carriers – even Regulars – are quitting at alarming rates. That doesn't bode well for what is supposed to be our mission – reliable Service to the American people. Amazon workers are trying to get unionized and one of their demands is a \$30 per hour pay rate. If we were working under the old Table 1 pay chart, starting pay would be at least that amount. We know we will get some type of raise, but will it be enough? Even the clerks get \$26 per hour as their starting career wage, and they are in the process of renegotiating their contract as well.

There's a lot of other things we will want to keep an eye on regarding a proposed agreement. Many of us think that now is the time to eliminate the CCA category and have an all-career workforce – what do you think? Federal workers (and many others) have paid maternity Leave, but we have none. Auxiliary letter carriers don't get any advanced notice of their work schedule other than what's written in pencil, and Regular carriers are subject to mandatory overtime even if they have something to do and aren't on the ODL.

Make sure your address is up to date with the NALC. If you don't receive the Postal Record magazine at the place where you lay your head every night, change your address now! There will be a short window to receive your ballot in the mail and return it the postage-paid envelope. I don't want any of our members to miss out!

In solidarity,
Michael B. Caref

Letter Carriers Spotlight



Tami Whitfield
Jackson Park

The Officers and members of Branch 11 appreciates & acknowledges the hard work & dedication of Letter Carrier Tami Whitfield. She received the Membership Appreciation Award.



Letter Carrier Shanaya Benson received the President's Award in recognition of her integrity, hard work, sacrifice, & dedication to the member's of Branch 11.



Shanaya Benson
Loop



From the desk of the
Health Benefits Representative

Greetings Branch 11 Siblings,

I hope this letter finds you in good health and spirits. I want to take a moment to extend my love to Octavia Redmond's family and friends, Although I didn't know her personally, the love shown and shared stories let me know she was a wonderful soul. May GOD continue to wrap his loving arms around you, provide comfort, and know that she will forever be in our hearts.

I had a great time at this year's convention held in Boston. I met some good people, saw some old friends, and got to vote on some essential issues concerning the future of our Union. Most importantly, I participated in the classes and acquired valuable information to benefit the membership.



The Postal Service Reform Act of 2022 (PSRA) was signed into law in April 2022 and requires the Office of Personnel Management (OPM) to establish a new healthcare program. Since then, OPM, in conjunction with the Postal Service, has been working to implement a new Postal Service Health Benefits (PSHB) Program.

PSHB is a new, separate initiative within the Federal Employees Health Benefits (FEHB) Plan and will be administered by OPM. Coverage under the PSHB will be effective January 1, 2025, and It will cover 1.9 million employees, annuitants, and their eligible family members.

You are required to select a health insurance plan in the PSHB during the 2024 open season period, from November 11, 2024 – December 9, 2024. PSHB plan options and premium information will be available in October 2024. OPM will launch a new enrollment platform for health insurance. Information on how to make elections using the new system will be available before the 2024 open season.

Postal Service members can view coverage details and make changes during the 2024 Open Season, which is aligned with the FEHB. Most Postal Service employees and annuitants will be offered a 2025 PSHB plan equivalent to their 2024 FEHB plan option.

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.

The National Association of Letter carriers Health Benefit Plan will send all members information about our plan, and this will be an excellent opportunity for members not part of our plan to upgrade their 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 the
Sergeant-at-Arms & Editor

I've had the honor to complete my 1st week of the National Leadership Academy, and one thing I've learned from my classmates; management is the same across the country...

(Quote taken from USPS Formal A designee's contentions, note the grammatical errors)
Management in the Chicago Installation is collectively stating, "By not trying to just settle with what is owed union is always asking additional remedies there for it is clear that union isn't using grievance processes to just settle for what is owed but always asking for additional extortion remedies."

Extortion, by definition, is the wrongful use of actual or threatened force, intimidation, or even violence to gain money or property. Typically, extortion generally involves a threat made to the victim or their property, friends, or family members.

Management has misconstrued what extortion means and is trying to slander the reputation of the National Association of Letter Carriers.

Management of the United States Postal Service repeatedly and blatantly violates the provisions of the contract. Instead of adhering to the National Agreement and holding accountability for their actions or failure to comply, management chooses to shift blame. The Union stands to resolve matters with management, even before having to rely on the grievance process. Arbitrators have awarded monetary compensation to grievant(s) for management's continual failure to just simply comply. So, when management states that the Union is using extortion, it is false.

The Union simply wants management to just STOP VIOLATING THE CONTRACT!!!

Fraternally,
Brina M. Archie





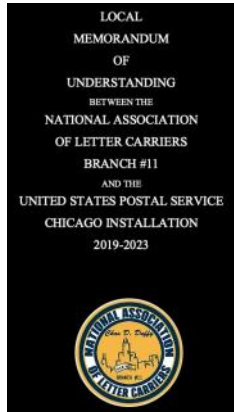
From the desk of an Auditor

Stand Up for Your Rights

In addition to being an auditor for the branch, I proudly serve as the Lead Formal A Designee for the Chicago Installation. As the lead

Formal A, I act as a liaison between my fellow Formal A designees and, President Foster and Vice-President Morgan. As management continues to violate our rights at an alarming rate, an unprecedented number of grievances have been filed in Chicago.

Our Local Memorandum of Understanding (LMOU) states that there will be six full-time Formal A designees. However, the number of designees can be increased or decreased based on the need. In response to the influx of grievances, President Foster informed management that we would be increasing the number of NALC Formal A designees, but this was met with resistance. We successfully grieved this violation of our LMOU, and we now have 13 Formal A designees working diligently to resolve your grievances.



Formal A has been more difficult than ever as management continues to evade accountability for the violations they commit daily. This, in turn, has caused the adjudica-

tion of grievances to be delayed at all levels of the dispute resolution process throughout the country. We have to fight for the simplest things, such as acknowledging that a violation occurred and impasse on grievances that should instead be resolved at the lowest level. At the end of the day, management has nothing to lose by not participating in the grievance process. They have already committed the violation towards you, and if they don't participate, they can keep getting away with it until your first grievance is resolved.

We cannot let management step on our rights and stagnate our grievance process. I am calling on you to participate in your grievance and help your steward build your case. One of the most important rights we sleep on is being present at the Informal A meeting. No one can tell your story better than you, and besides, your time spent working on your grievance is paid per Article 17.4. You do not have to write your statements at home. Submit a PS Form 3996 to request as much time as you need to meet with your steward and write your statement. This request cannot be unreasonably denied. If your time is delayed, management must explain why and schedule that time without further delay. Working with your steward to build your case will result in a better product, which can also help resolve your grievance faster.

It is true that if you don't know your rights, you don't have them. Our Education Committee will provide training for stewards and other interested members. More information will be coming soon.

In Solidarity,
Shanaya Benson



From the desk of a Trustee

History and Usage of Mail Voting

Mail voting, also referred to as absentee voting, has been in use since it helped soldiers cast ballots during the

Civil War. Mail voting has been increasing in usage since the 1980s, with unprecedented expansions taking place since the COVID-19 pandemic. Mail voting is a safe, secure, and reliable voting method used by voters of all political parties. (Information provided by bipartisan policy.org)

In the coming weeks, we will have the largest responsibility this country has ever faced. Our democracy and freedoms could be decided by our ability to handle our mission of delivering mail in ballots to our customers. Registered voters will depend on, the backbone of the United States Postal Service, the letter carriers for this. We will have a tremendous responsibility to deliver their mail in ballots and return them safely and on time to be counted.

"Letter Carrier and facility teams across the country the 640,000 women and men of the United States. Postal Service are fully focused on the critical mission of delivery, the nation's election mail-just as we have done so excellently through this current primary season, and we have done in past" said postmaster general and CEO, Louis DeJoy. <https://about.USPS.com> newsroom.

We as leaders must do our part:

1. Deliver the ballots
2. Take a customer's ballots when asked
3. our attendance is critical at this time; we cannot depend on our fellow Union brothers and sisters to shoulder more of the burden

The country's democracy and our freedoms depend on all of us.

Respectfully,
Robert Fuentes



The Postal Service Reform Act of 2022 (PSRA) was signed into law in April 2022. Since then, the Office of Personnel Management (OPM), in conjunction with the Postal Service, has been working to implement a new Postal Service Health Benefits (PSHB) Program, as required under the new law. PSHB is a new, separate program within the Federal Employees Health Benefits (FEHB) Program and will be administered by OPM. Coverage under the PSHB Program will be effective January 1, 2025. Below is a list of facts regarding the PSHB Program for active employees:

- You are required to select a

Postal Service Health Benefits (PSHB)

health insurance plan in the PSHB Program during the 2024 open season period, from **November 11, 2024 – December 9, 2024.**

- PSHB plan options and premium information will be available in October 2024.
- OPM will launch a new enrollment platform for health insurance. Information on how to make elections using the new system will be available prior to the 2024 open season.
- If you are an active employee age 64 or older as of January 1, 2025, you ARE

NOT required to enroll in Medicare Part B to continue your PSHB health insurance coverage once you retire. However, upon your retirement and entitlement to Medicare Part A (typically at age 65), you will have the option to enroll in Medicare Part B during a special enrollment period.

- If you are an active employee under the age of 64 as of January 1, 2025, to continue your PSHB health insurance coverage in retirement, you **WILL BE** required to enroll in Medicare Part B

after you retire and become entitled to Medicare Part A (typically at age 65).

Additional information will be communicated in the coming months.

You can also visit or contact us via any of the following methods: Online - <https://liteblue.usps.gov> www.OPM.gov Email – retirementbenefits@usps.gov Mail – 475 L'Enfant Plaza SW Suite 9670 Washington, DC 20260 Fax – 202-268-3337 Accessibility – Federal Relay Service: 1-800-877-8339 You can also receive information and updates by signing up for our text messaging notifications by texting "PSHBP" to 39369.



TREASURER'S REPORT SEPTEMBER, 2024

TOTAL RECEIPTS

DISBURSEMENTS (VOUCH # 85274-85375)
-\$101,892.00

AMALGAMATED GENERAL AUG. 31, 2024
\$44,605.76

CHASE- 3658 GENERAL AUG. 1, 2024
\$26,179.63

RECEIPTS FOR THE MONTH
\$6,474.19

DISBURSEMENTS
-\$75.00

TOTAL RECEIPTS
\$32,578.82

TOTAL GENERAL FUND AUG. 31, 2024
\$77,184.58

CONVENTION & DELEGATE FUND
\$186,116.99

DISBURSEMENTS
-\$185,500.00

TOTAL
\$616.99

BRANCH # 11 BUILDING FUND
\$1,400,753.03

DEPOSIT & INTEREST:
\$177,500.00

TOTAL RECIPTS:
\$1,578,253.03

BRANCH # 11 BRICK FUND
\$73,581.06

DEPOSIT & INTEREST (CDARS)
\$48,300.98

TOTAL
\$121,882.04

BRANCH # 11 CHASE SAVINGS (.02)
\$2,508.81

BRANCH #11 BOA SAVINGS -4347
\$30,000.00

BRANCH #11 RECR #4375
\$12,699.72

BRANCH #11 AXOS BANK
\$3,518.09

AMALGAMATED BANK (COMMON STOCK)
\$25,013.38

CD ACCOUNTS
\$6,000,000.00

Respected Submitted,
STAFFORD D. PRICE JR.



From the desk of the Director of Retirees "Must Do Items"

If you are a retiree only on Medicare Part A, you have only until September 30, 2024 to sign up for Part B and avoid the late enrollment penalty. You should do so by completing the form, CMS-40B, which was sent to you with your notification letter. For more information you can call Social Security at 1-800-772-1213 or use the online form available at www.cms.gov/medicare/cms-forms/cms-forms/cms-forms-items/cms017339.

To make certain that you are enrolled in the health plan of YOUR choosing, you MUST re-enroll in the proper code for your health benefit plan at the opm.gov website. If not, the

Postal Service will select one for you. Do this in the open season starting this November.

Some good news for Civil Service retirees: It was reported at the recent NALC convention in August that we have a chance of seeing the end of "government pension offset" and "windfall elimination." Both of these have been devastating attacks on our pocketbooks. This will require a friendly Congress and President.

This November, let's elect a President who will work for us – as opposed to the candidate who says he may have to cut our retiree benefits (Social Security, Medicare and COLAs) to enable his tax cuts for billionaires. Your vote is important.

Fraternally,
Peter J. Skrzypczynski

CHAS. D. DUFFY, BRANCH NO. 11
NATIONAL ASSOCIATION OF LETTER CARRIERS
3850 S. WABASH AVENUE
CHICAGO, ILLINOIS 60653-1542



NALC Walks

to raise money
for breast cancer



Sunday, October 6, 2024

3850 S. Wabash Chicago, IL

9 a.m.
5K Walk Begins
8 a.m. registration

11 a.m.
Brunch—including food,
beverage, door prizes, music

\$10 to Walk

\$25 Brunch

(no tickets will be sold at the door)

Sponsor a page (or portion) in the Program Book

Full Page: \$100 1/2 Page: \$75 1/4 Page: \$50 1/8 Page: \$25

Sponsorship Signs

- Gold \$100
- Silver \$75
- Bronze \$50



"In Memory Of..."

Candles **\$10**



T-Shirts

- (Green Camo)
- \$25 – S, M, L, XL
- \$30 – 2X thru 4X

Vendor Tables

Available
\$50.00 each

Sponsorship monies due Sept. 20th

All proceeds benefit the American Cancer Society

