

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 2024

VOL 59, No. 4

Happy

Holidays

From the Officers of Branch 11



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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 9 February 13 March 13

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

January No Meeting	February No Meeting	March 28
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Upcoming Events

Branch's Christmas Party December 7	Super Bowl Party February 9
MDA Ugly Sweater December 21	MDA Bowl-a-thon February 16
Installation of Officers January 9	Retirement Seminar February 23

Follow us on the following social media sites:



FOR THE LATEST NEWS

VISIT US ONLINE @

NALCBR11.ORG

In Memoriam

We honor the memory of these dedicated union men and women who have been called by their Creator. We stand in solidarity with their families, friends, and fellow workers, offering prayers for the peace and eternal rest of their souls.

Perry A. Broadnax	Retired	CCC Section 7
Barbara G. Franks	Retired	Fort Dearborn
Sharon Green	Retired	Stockyards
Lawrence C. Kveton	Active	Cicero
Walter Lumpkin, Jr.	Retired	Willye B. White
Billy D. Maybell	Retired	Cesar Chavez
Albert Todd	Gold Card	Jackson Park



President's Report

MOVING FORWARD FOR THE FUTURE!



Branch 11 Members,

As we step into 2025, I want to begin by expressing my deepest gratitude for your continued support and dedication to our union. It is because of our collective strength and solidarity that we can stand firm in protecting the rights and interests of workers.

The results of the recent U.S. Presidential election may not have aligned with many of our expectations, and we must remember that elections have consequences. Under this new administration, we must brace ourselves for challenges ahead, as unions and workers' rights will undoubtedly come under attack. Reflecting on the previous leadership, we know what to expect and must remain vigilant and united.

While we may have hoped to witness the historic moment of an African American woman ascending to the presidency, we must remain inspired by the example set by Vice President Kamala Harris. Her vision continues to serve as a beacon of hope, reminding women everywhere that "We Can!"

On **November 16, 2024**, the members of Branch 11 voted, and I am honored to continue serving as President of this Branch alongside Vice President Ronny Morgan, and the rest of our team, who were elected by acclamation on **October 10, 2024**. We are committed to "**Moving Branch 11 Forward for the Future**" and working tirelessly to represent your interests. Mark your calendars for the **Installation of Officers on January 9, 2025**. I look forward to seeing you there.

Tentative Agreement Vote

The Tentative Agreement will soon come to a vote, and it is imperative that your voice is heard. Ballots will be mailed between **December 9 and December 13, 2024**, and must be returned by **January 13, 2025**, to be counted. I know many of you are frustrated by the state of negotiations, and rightly so. We need a **fair contract**—one that acknowledges the hazardous conditions we work in, including during crises like COVID, and compensates us fairly for the work we perform. I encourage every member to **vote** and make their position clear.

I am honored to have been selected to serve on the National Tentative Agreement Committee by President Brian Renfroe. I will be in Minnesota overseeing the ballot tally from **January 13 to January 17, 2025**, ensuring the integrity of this critical process.

Route Inspections and Adjustments

Route Counts and Inspections are ongoing in the IL-1 District, with more scheduled for **Spring 2025**. With the

end of TIARAP on **May 31, 2024**, management has taken an aggressive approach to eliminating routes. We are seeing routes evaluated unfairly, with inexperienced supervisors manipulating data to force routes below eight hours. These dishonest practices cannot go unchallenged. Your **participation** and **voice** during the consultation process are crucial, and we will continue to grieve these violations where management fails to adhere to contractual procedures.

NALC Health Benefit Plan

Open Season has concluded, and I am proud to report significant growth in enrollment in the **NALC Health Benefit Plan**. This success reflects the confidence our members have in this plan. A special thank you to **Dominique White** and **James "Opie" Williams** for their hard work assisting members during this period.

Looking Ahead in 2025

Our focus for 2025 is clear:

- **Safety:** Protecting the well-being of all carriers.
- **Contracts:** Ensuring fair treatment and proper adherence to our National Agreement.
- **Finances:** Maintaining transparency and fiscal responsibility.
- **Events and Training:** Developing future leaders and fostering community engagement.
- **Grievances:** Holding management accountable.
- **New Initiatives:** Strengthening our strategies to face new challenges.
- **Labor and Community:** Building partnerships and solidarity beyond the workplace.

Every member has received the **State of the Union Report** detailing the status of our branch as of **September 30, 2024**, in accordance with Article 8, Section 1(e) of the Chas D. Duffy Branch 11 By-Laws. If you need a copy, please don't hesitate to reach out to me directly.

Stay Involved

Your union is only as strong as its members. I encourage each of you to get involved and remain active. Join us at our **monthly meetings**, held on the **second Thursday of every month**. Bring a new member with you, and first-time attendees will have a chance to participate in a special raffle.

Together We Stand! Together We Fight!

I wish you and your families a Merry Christmas and a Happy New Year. Let's make 2025 a year of progress, unity, and success.

In solidarity,
Elise M. Foster





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Above the rest, WE are Simply...Your Personal BEST!



*From the Desk of the
Vice President*

**Investigative Interviews:
Protecting Your Rights
in Every Situation**

Every letter carrier knows the job comes with challenges. One of the most intimidating situations we might face is an **Investigative Interview (sometimes called a Pre-disciplinary Interview, or PDI)**. These interviews are management's way of gathering information about potential issues, and for you, it's your chance to tell your side of the story—your “day in court,” so to speak. What you say, and how you handle yourself in that moment, could make all the difference.

Here's what you need to know: these interviews often take place in a supervisor's office, behind closed doors, with a member of management or a postal inspector asking the questions. **Our contract and federal law (Weingarten Rights) guarantee you the right to union representation during these interviews—but only if you request it.** Management is not required to remind you of this right, so you have to advocate for yourself by explicitly asking for a steward.

Why is this so important? Because your steward's job is to ensure that you're treated fairly and that the facts are recorded accurately. Without representation, it's easy for the record to get skewed, and you might inadvertently say something that could lead to discipline. Your steward acts as both your support and your safeguard, helping to protect your rights and clarify the facts.

Picture this: you're on the dock loading your mail when a supervisor casually starts asking questions about something that happened yesterday. Or maybe you're out on your route and a manager approaches you, asking why you were late finishing your route the day before. These are Investigative Interviews in disguise—they just don't look like the formal, behind-closed-doors scenario we're used to.

When this happens, **don't let yourself get caught off guard.** The moment management starts asking questions, your response should be immediate: “I reserve my right to provide an answer once a union steward has been made available to me.” After that, it's management's responsibility to pause the questioning and get a steward. It's not up to you to track down your own representation.

This is about protecting yourself, your job, and your peace of mind. Anytime management starts asking

questions about your actions, ask for your steward. It's the smartest, safest step you can take to ensure your rights are respected.

Election Aftermath: Moving Forward Together

This year's election cycle for Branch 11 was nothing short of eventful. For the contested positions of Branch President and Vice President, the members made their voices heard through the ballot box, and we saw an exciting increase in participation compared to previous cycles. Increased engagement is always a win for the union—it shows that members care about the direction we're heading and want to have a say in it.

I'm honored to have been elected as Vice President of Branch 11, and I deeply appreciate the trust you've placed in me. This isn't just a title—it's a responsibility to continue the work we've started and to represent every member of this branch to the best of my ability. To the other candidates who ran for office, I offer my respect and gratitude for your passion, dedication, and willingness to step forward. Running a campaign isn't easy, and your efforts helped energize our membership and bring important conversations to the forefront.

Now, as we move beyond the election, it's time to come together. Elections can be contentious—people feel strongly about their chosen candidates, and that's a good thing. It shows we care. But now the ballots are counted, and the results are in. **The next step is unity.** We need to heal any divisions, rally behind the elected leadership, and focus on the challenges ahead—both locally and nationally. Respecting the will of the membership is how we begin that healing process.

For those of you who became active during the election season: don't stop now. Your engagement is what keeps this branch strong. Whether it's attending meetings, volunteering, or simply sharing ideas, your voice matters. You've already taken the first step—stay involved, because the work we do together has the power to shape our future.

To all the members of Branch 11: I am here to serve you. My fellow officers and I are committed to leading with integrity, listening to your concerns, and fighting for what's best for every carrier. This is about service, solidarity, and ensuring that every member of this branch has a voice and a seat at the table.

Thank you for your trust, your support, and your dedication to our union. Let's move forward together, stronger than ever.

In solidarity,
Ronald L. Morgan, Jr.



From the desk of the Recording Secretary

Election Season

It is with intense pleasure to greet the wonderful members of Branch 11 as Your reelected Recording Secretary along with my fellow board members that were unopposed during the recent election cycle as well! I am very appreciative of the continuous unwavering support! Also, I want to extend another hearty “Thanks” to everyone who took the time to vote in the recent election for Branch President and Vice President positions. (See Election Results on Page 08)

Congratulations to President Elise M. Foster and Vice President “Ronny” L. Morgan on their victorious election results for their respective positions! The members of Branch 11 have spoken!!

Immediately following the branch officers’ nominations and election, the process continues throughout the stations under the Branch 11 umbrella as well.

Campaigning should always be suitable and tastefully done. Everyone has the right to express their opinion(s) &/or support whomever they choose. However, treating one another negatively is unnecessary. We are all granted one vote each! When casting votes in elections, I am of

the belief that the voters are never wrong, the will of the membership is expressive enough when votes are tallied.

It is imperative to understand and respect the rights of all members in good standing’s right to run for office. Contrary to what anyone says or thinks; no matter anyone’s titles, there are no “big I’s and little you’s” throughout the voting processes nor with everyday duties relating to elected titles.

Possessing differences of opinions is normal but we should task ourselves with intentionally being conscious of our brothers and sisters’ dissensions. Not agreeing should be no “Free Pass” to be crass. Regardless of one holding the position of union steward of a station or branch officer, no matter who anyone decides to support &/or supported during an election; we are all rank-and-file members worthy of fair and just treatment in the democracy of our great organization. When it is time to vote, the membership is the only body with full possession of supreme power! Moving on and upward in unison is all our responsibility after elections! Let’s learn to work together without the unfavorable energy.

Daily well wishes for our overall safety, adequate mental, spiritual, physical, and financial health!

Merry Christmas and a Fantastic 2025!!

In Fellowship,
Yolanda R. Cavett



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

“Change of Seasons”

With the holiday season at hand, so is the change in the weather. Experienced letter carriers know what to expect and how to deal with this time of the year.

For those who haven’t delivered in winter, knowledge passed on from veteran carriers is wealth. We are faced with additional hazards, as we maneuver through our daily duties and it is extremely important to be cognizant and prepared each day.

For most of us, the summer shorts have been put away and replaced with the thicker winter weight trousers or the wind proof pants. To be prepared, we must stay informed with the day-to-day weather. Dressing in layers allows us to add or remove outerwear to work comfortably in the elements.

The base layer should consist of fabric which wicks the sweat away from your body. Materials such as cotton retains moisture, which can cause you to feel colder. Next, add a sweater or hoodie on top of the base layer. Finally, a coat or jacket as the top layer. Not only will this keep you warm, but also helps to block the cold wind.

Our face, feet and hands are most vulnerable when exposed to cold and windy temperatures. On days that are bitterly frigid and windy, wrap a scarf around your neck, making sure to cover your mouth and nose. Wool socks will keep your feet warm and gloves/mittens will protect your hands. Wear a winter hat to protect your ears and head. Keep an extra pair of socks, gloves or sweater as extra insurance should you need them.

Waterproof or water-resistant coat and footwear is a must, especially when exposed to snow, sleet, hail or rain. Staying dry is a top priority. If your clothes do get wet, remove and replace them. This is important to prevent and avoid frostbite.

Comfort breaks should be taken when needed to warm up or utilize the rest room.

This issue is addressed in M-39, Management of Delivery Services Section 242.341 which states in part:
Reasonable comfort stops will not be deducted from the carrier’s actual time.

This is in addition to the two (2) ten-minute breaks and thirty (30) minute lunch we are given each day. Now, you can’t link up the breaks or add it to your lunch, but it is important that you utilize what we have. Use this time to clear your mind and rest your body.

After being employed for 90 workdays or 120 calendar days, new carriers should receive their uniform allowance within 14 days. This will be your uniform anniversary date and will not change. If you do not or have not received your allowance, inform your steward to file a grievance. Along with your statement, include any receipts for uniform items you paid.

Should you encounter any injury or have any questions, please don’t hesitate to contact the union hall.

Thank you for allowing me to continue to serve the members of Branch 11. I especially want to thank everyone who voted in the election. I hope that all members will use this privilege on the next important matter, the tentative agreement.

From my family to yours, wishing you Happy Holidays and a safe Prosperous New Year!

*In Solidarity,
Tyrone G. Valdez*

LAST PUNCH BUNCH



Etora Hudson
Chicago Lawn

- | | |
|---------------------------|-------------------------|
| <i>Dycolene Ayers</i> | <i>Riverdale</i> |
| <i>Angela Carr</i> | <i>James E. Worsham</i> |
| <i>Nivia E. Carrasco</i> | <i>Chestnut</i> |
| <i>Robert O. Clausen</i> | <i>Edgebrook</i> |
| <i>John T. Harris</i> | <i>Mount Greenwood</i> |
| <i>Jeffrey J. Johnson</i> | <i>Edgebrook</i> |
| <i>Vance C. Miner</i> | <i>Uptown</i> |
| <i>Steven E. Noble</i> | <i>Niles</i> |
| <i>Tracy L. Noble</i> | <i>Harwood Heights</i> |
| <i>Lawrence Smedley</i> | <i>Harvey</i> |
| <i>Sabrina Scott</i> | <i>Auburn Park</i> |
| <i>Michael Thomas</i> | <i>Henry McGee</i> |
| <i>Robert O. Thomas</i> | <i>Willye B. White</i> |
| <i>Larry Williams</i> | <i>Chestnut</i> |
| <i>Tony P. Williams</i> | <i>Fort Dearborn</i> |



Roderick Brown
Chestnut



John Harris
Mt. Greenwood



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

National Association of Letter Carriers

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CHARLES D. DUFFY
BRANCH NO. 11- CHICAGO



POST

November 18, 2024

OFFICERS

ELISE M. FOSTER
PRESIDENT

RONALD L. MORGAN JR.
VICE-PRESIDENT

YOLANDA R. CAVETT
RECORDING SECRETARY

STAFFORD D. PRICE, JR.
TREASURER

TYRONE G. VALDEZ
DIR. OF CITY DELIVERY /
SAFETY & HEALTH REP.

JAMES "OPIE" WILLIAMS
ASSISTANT SEC'Y.-TREAS.

SHEILA D. HUDSON
M.B.A. REPRESENTATIVE

DOMINIQUE O. WHITE
HEALTH BENEFIT REP.

PETER J. SKRZYPCZYNSKI
DIRECTOR OF RETIREES

TRUSTEES

ROBERT FUENTES

DEREK D. SYKES

KAREN A. CESKA

AUDITORS

ERIKA ESTRADA

SHANAYA BENSON

CHARLES L. BUNDY

SGT. AT ARMS

BRINA M. ARCHIE

NALC BRANCH 11 ELECTION RESULTS AS FOLLOWS:

Office of President

1,209 Votes

Elise M. Foster

284 Votes

Hope L. Miles

100 Votes

Robert L. McGhee

Office of Vice-President

1,247 Votes

Ronald "Ronny" Morgan

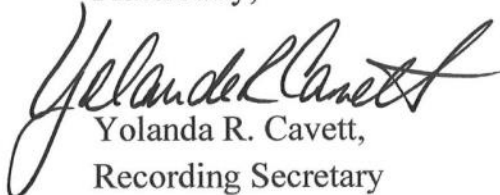
293 Votes

Melvin C. Pryor

President Foster and Vice-President Morgan
Elected for the 2025-2027 Term.

INSTALLATION OF OFFICERS –
THURSDAY; JAN. 9, 2025, UNION MEETING

Fraternally,


Yolanda R. Cavett,
Recording Secretary



Branch 11 Officers

The members voted to keep the **Foster-Morgan Team** intact.

President Foster and Vice President Morgan were re-elected on 11/16/24, while the remainder of the slate secured their positions through acclamation on 10/10/24.



ELISE M. FOSTER
President



RONALD L. MORGAN, JR.
Vice President



SHEILA D. HUDSON
M. B. A. Representative



KAREN A. CESKA
Trustee



YOLANDA R. CAVETT
Recording Secretary



DOMINIQUE O. WHITE
Health Benefit Rep.



ERIKA ESTRADA
Auditor



STAFFORD D. PRICE, JR.
Treasurer



PETER J. SKRZPCZYNSKI
Director of Retirees



SHANAYA BENSON
Auditor



TYRONE G. VALDEZ
Dir. of City Delivery/
Safety & Health Rep



DEREK D. SYKES
Trustee



CHARLES L. BUNDY
Auditor



JAMES "OPIE" WILLIAMS
Asst. Sec'y-Treas.



ROBERT FUENTES
Trustee



BRINA M. ARCHIE
Sergeant-at-Arms



From the desk of the
Mutual Benefits
Association Representative

Hello Brothers and Sisters,

Did you know there are multiple options for you regarding Mutual Benefit Association (MBA)?

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4. **YOU** make early cash withdrawals.

CCA's who participate in the plan may transfer their Traditional IRA funds to the Thrift Savings Plan once they become letter carriers.

The enrollment process is seamless. Please be assured that it is affordable, and you can depend on the service. Plan for the unexpected, join the **MBA**, and don't make the mistake of being uninsured when you have multiple programs designated to meet most of your needs in the event you sustain incapacitation for duty.

I am available to visit your in-station meetings if you require additional assistance. Feel free to visit the union hall to retrieve a brochure or one can be mailed to you.

You may also contact me by calling the union hall.



In Solidarity,
Sheila Hudson



The William C. Doherty & John T. Donelon Scholarships

In honor of NALC's president from 1941 to 1962, the William C. Doherty Scholarship Fund will again award five \$4,000 scholarships to children of members in good standing. Doherty Scholarship awards will be \$4,000 per year and the Donelon Scholarship award will be \$1,000 per year. Each scholarship is renewable for three consecutive years there after providing the winner maintains satisfactory grades. Award money will be deposited annually with the college. It will be credited to the winner's account to be drawn upon under the rules and regulations which the college has established for handling scholarship funds. Award money is to be used for required college fees, including room and board and transportation fees.

Application Deadline for both Doherty & Donelon Scholarships:
Application must be returned to NALC headquarters by December 31, 2024.

Union Plus® Scholarship (AFL-CIO)

Members, spouses and children of NALC and other unions that participate in the AFL-CIO's Union Privilege program are eligible for Union Plus scholarships, which range from \$500 to \$4,000. This is a one-time cash award sent to individual winners for undergraduate study beginning in the fall of the same year. Students may re-apply each year. **Application Deadline: A complete application must be received by 12:00PM (noon, Eastern time) on January 31, 2025.** Information about future awards is available on the Union Privilege website

@ www.unionplus.org.

William A. Lee Memorial Scholarship (CFL)

Each year, the Chicago Federation of Labor awards 10 William A. Lee Memorial Scholarships to high school seniors, five to the winners of the Academic Competition, and five to the winners of the Random Drawing. Applicants must choose to enter either the Random Drawing or Academic Competition for the William A. Lee Memorial Scholarship. **Application Deadline is February 21, 2025.**

(www.chicagolabor.org/resources/scholarships/leescholarship/)

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, 2025.

WARNING:
DEADLINE

APPROACHING



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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



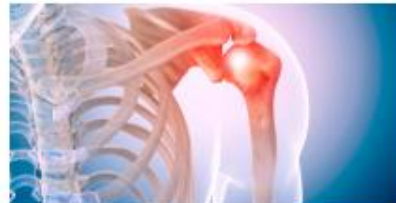
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From the desk of a Trustee

UNDER OUR WINGS

Take the time to connect with your co-workers

Experienced letter carriers can play a pivotal role in mentoring new carriers by fostering a supportive and informative environment that promotes learning, professional growth, and a sense of community within the USPS. Without guidance, new carriers may feel overwhelmed by the demands of the job, and feel disconnected from their co-workers leading to frustration, and burnout.

This seems to have fallen to the wayside. We need to get back to helping each other out. This means that experienced letter carriers need to take time to guide a new letter carrier, and the new letter carriers need to seek out a mentor who can help you navigate the challenges of the job.

Before I started my career at the USPS, I worked in an office setting, at Sears, Roebuck and Co., based at the Sears Tower. The job I had was being outsourced, however, the company was offering a position in another department, at the new Sears headquarters complex in Hoffman Estates. I did not want to commute everyday to Hoffman Estates from the Southwest suburbs of Chicago, so I began to look for other employment opportunities, which brought me to the USPS.

When I started my career at the USPS, wayyyyyyyyy back in August of 1994, I had no idea what the job of being a letter carrier entailed. Sure, I knew I would be walking,

carrying mail, and be outside, but I never thought of all the other things a letter carrier does.

On my first day of work, My Manager called me into his office, introduced himself, and asked me some questions. One question he asked has always stuck with me to this day and it was: "What did you do at your job before coming to the USPS?" I informed him that I worked in an office. He then told me, "You're not going to be wearing dress clothes or high heels for this job!" He was right.

I went from sitting in an office, requiring little to no physical demand, to doing a physically demanding job, dealing with the elements, and my worst nightmare: dealing with DOGS (my third day on the job a dog burst out the front screen door)! I thought to myself, "Is this something I really want to do?"

I am so grateful that I had wise, experienced letter carriers at Mount Greenwood Station, where I began working as a PTF, who took me under their wings, which I credit to leading me to a lengthy career.

They shared their knowledge and skills, provided tips on dealing with DOGS (thank goodness), educated me on USPS Policies and Procedures, provided emotional support, taught me the importance of Union Membership, helped me navigate the work environment, they led by example, provided feedback, familiarized me with USPS Resources, built confidence, and encouraged long-term career growth.

In solidarity,
Karen A. Ceska

Letter Carriers Spotlight



Dori Carson
Mt. Greenwood

Dori Carson, a letter carrier in the Mount Greenwood neighborhood, noticed mail stacking up at an elderly customer's home, prompting her and a neighbor to call for a welfare check.

First responders found the woman had fallen and had been on the floor for three days, unable to call for help; she is now recovering in the hospital.

Thank you for your compassion, Sister Carson!
Read the full story here: <https://nalc-info.org/48rm9yV>.

My name is Debbie Gipson, and I have proudly been a letter carrier for the United States Postal Service for the past 27 years.

Helping others has always been my passion. I began by assisting my aunt in "Feeding the Hungry," which inspired me to find more ways to give back to my community. Over the years, I've become an usher at my church, a union steward for many years, a congressional liaison for 15 years and a Girl Scout troop leader for Girl Scouts of America.

Later, I felt called to help children in need of a safe and loving home, particularly siblings who might otherwise be separated. After much thought and prayers for guidance, I took on the mission of fostering three siblings. With patience, perseverance, and the support of a village of kindness, I've been able to provide them with a stable and nurturing home.

I want to thank my coworkers and Branch 11 for their unwavering support, through our Girl Scout cookie sales, making it possible for my girls to attend summer camp and experience so much joy. Your kindness has truly made a difference in our lives.



Debora Gipson
Northtown



From the desk of the
Health Benefits Representative

Greetings Siblings,
I hope this letter finds you in good health and spirits. As always, 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 your difficult time.

Congratulations to Madam President Elise Foster and Vice-President Ronny Morgan for being re-elected and to my fellow officers elected by acclamation. Your success reflects the trust and confidence many have placed in your vision and leadership. I look forward to working alongside you guys to keep Branch 11 prospering.

The Presidential election's outcome may have disappointed, as they may not align with the vision many hoped for. Feeling disheartened when progress seems uncertain, or change feels out of reach is natural. However, hope remains. History shows us that meaningful change often begins in moments of challenge when communities come together to advocate for a brighter future. We can continue working toward our goals by staying engaged, supporting one another, and focusing on what can be done.

This open season brings an essential change for postal employees and annuitants: the transition to the Postal Service Health Benefits (PSHB) Plan. Under the Postal Service Re-

form Act, enrollment in the PSHB Plan will be mandatory for eligible employees, retirees, and their family members starting in 2025. Open season is the time to review your options, compare plans, and ensure a smooth transition that meets your healthcare needs.

By the time you read this article, we would be nearing the end of open season 2024. I hope you took the opportunity to join the best health plan, the NALC Health Benefit Plan. OUR plan is best because it was created with Letter Carriers in mind.

The beginning of the year is a great time to schedule an appointment for your yearly checkup. Preventative care is covered 100%, no matter your plan. This job is physically and mentally strenuous. With winter approaching, we must take the necessary steps to remain healthy.

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 NALCHBP.ORG. Stay healthy and safe!

Enjoy the Holidays. Stay healthy and safe!!!!!!

In Solidarity,
Dominique O. White



From the desk of the
Sergeant-at-Arms & Editor

**Your Voice Matters:
Voting on the Tentative Agreement**

As union members, one of the most critical opportunities we have to shape our workplace and future lies in the ability to vote on agreements that govern our employment conditions. The Tentative Agreement should represent a culmination of negotiations aimed at securing fair wages, improved working conditions, and the protections we rely on every day. However, the power of the agreement lies not just in its content but in the participation of every member in its ratification.

Why Your Vote Matters

Every active letter carrier of the National Association of Letter Carriers (NALC) has a stake in the provisions outlined in this agreement. Whether it's about pay raises, work-hour protections, leave entitlements, or retirement benefits, these terms directly impact us. Voting ensures that your voice is heard in determining whether the terms meet your expectations and needs.

The Voting Process

Voting is not only a right but also a responsibility. The strength of our union comes from solidarity and active par-

ticipation. Here's how you can ensure your vote is counted:

- 1. Stay Informed:** Check for announcements about the voting period and ensure your contact information is updated with the branch.
- 2. Review Materials:** Read the materials mailed to you or posted online. Engage in any informational meetings or discussions organized by the branch.

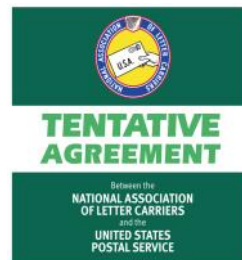
Vote On Time: Submit your ballot before the deadline. Every vote counts, and delays could mean your opinion goes unheard.

A Call to Action

A strong voter turnout sends a powerful message, not just to our union leadership but also to management, affirming that letter carriers stand united and engaged.

Voting is more than a procedural formality; it is an act of solidarity and empowerment. Together, we have the strength to shape our working conditions and future.

Fraternally,
Brina M. Archie





*From the desk of the
Treasurer*

Vehicle Inspections

It is important for all carriers to perform a daily vehicle inspection. This will ensure that time credit is given where credit is due. This function only pertains to those routes assigned to a postal vehicle or a commercial contract vehicle. It's a part of your Office time evaluation and may be the key to preventing an injury to yourself or someone else. The **minimum time allowance** for performing vehicle inspections is **three minutes**. However, a proper vehicle inspection may take longer. In accordance to the USPS Notice 76, Expanded Vehicle Safety Check, which I have listed below. All vehicle inspections should be performed as soon as possible after clocking in to allow letter carriers to promptly report any vehicle deficiencies to management by completing PS Form 4565. I encourage everyone to take the time to perform every bullet point on the checklist and use the buddy system when necessary to check the brake lights. Enjoy your holiday and please be safe.

UNITED STATES POSTAL SERVICE
Expanded Vehicle Safety Check

1. Inspect under vehicle for fluid leaks.
2. Inspect front tires for uneven wear and under-inflation.
3. Check that hood can be latched securely.
4. Check front for body damage.
5. Check left side for body damage.

6. Check left door lock (check for complete accident report kit if stowed on inside left of vehicle).
7. Check for rear-end leaks.
8. Inspect rear tires for uneven wear or under-inflation.
9. Check rear for body damage.
10. Check rear door lock.
11. Check right side for body damage.
12. Check right-side door lock(s).
13. Open door and move into driving position.
14. Check for complete accident report kit.
15. Start engine.
16. With assistance, adjust pot-lid mirrors and rear-view mirrors.
17. With assistance, check headlights, taillights, brake lights, flashers, and directional signals (front and rear).
18. Adjust center rear-view mirror.
19. Check operation of windshield wipers and washer.
20. Check operation of horn.
21. Inspect gauges for proper operation.
22. Check foot brake.
23. Check emergency brake.
24. Check seat belt and fasten.

Note: This checklist has been designed to take the driver in a logical sequence around a RHD vehicle with a minimum of lost motion. For LHD vehicles, move from the front to the right side rather than to the left side. For Items 16 and 17, if no assistance is readily available, handle personally.

In Solidarity,
Stafford "Jay" Price

**TREASURER'S REPORT
NOVEMBER, 2024**

ON DEPOSIT NOV. 1, 2024	\$64,458.50	CONVENTION & DELEGATE FUND	\$31,800.55	BRANCH # 11 CHASE SAVINGS (.02)	\$2,508.89
RECEIPTS FOR THE MONTH	\$109,107.34	DEPOSIT & INTEREST	\$10,621.62	BRANCH #11 BOA SAVINGS -4347	\$30,000.00
TOTAL RECEIPTS	\$173,565.84	TOTAL	\$42,422.17	BRANCH #11 RECR #4375	\$12,699.72
DISBURSEMENTS (VOUCH #85493-85538)	-\$101,676.65	BRANCH # 11 BUILDING FUND	\$2,101,734.19	BRANCH #11 AXOS BANK	\$3,518.09
AMALGAMATED GENERAL NOV. 29, 2024	\$71,889.19	DEPOSIT & INTEREST:	\$1,000,000.00	AMALGAMATED BANK (COMMON STOCK)	\$25,013.38
CHASE- 3658 GENERAL NOV. 1, 2024	\$36,635.20	TOTAL RECIPTS:	\$3,101,734.19	CD ACCOUNTS	\$6,000,000.00
RECEIPTS FOR THE MONTH	\$4,941.35	BRANCH # 11 BRICK FUND	\$145,366.82		
TOTAL RECEIPTS	\$41,576.55	DEPOSIT & INTEREST (CDARS)	\$32,917.72		
TOTAL GENERAL FUND NOV. 29, 2024	\$113,465.74	TOTAL	\$178,284.54		

*RESPECTFULLY SUBMITTED,
STAFFORD D. PRICE JR.*



From the desk of a Trustee

As we approach another challenging winter, it's crucial to prioritize safety and preparedness for the cold weather, ice, and snow. This marks my 25th winter as a letter carrier, and while the conditions never get easier, experience has taught me a few valuable lessons about dressing for the harsh climate.

*** Dress in Layers:** Layers are essential to regulate your body temperature effectively. A good base layer, insulating layer, and waterproof outer layer can keep you warm and dry.

*** Wear a Hat:** Retain body heat by covering your head. Heat does escape through your head, so keeping it covered is vital.

*** Protect Your Face:** Face protection can help prevent frostbite, especially on windy days.

*** Gloves Matter:** Choose water-resistant gloves that allow dexterity for sorting mail. Gloves with touchscreen compatibility are ideal. Pair these with hand warmers, which your station should have available. Trust me—they work!

*** Footwear:** Invest in water-resistant boots with good insulation and Gore-Tex lining. These will keep your feet warm and dry, ensuring safety on slippery surfaces. If you're serious about braving the elements, consider investing in high-quality cold-weather gear like Under Armour. Their products are worth the investment for added comfort and protection. For veterans, don't forget your 10% discount with your military ID—every bit helps!

Stay safe out there. Remember, our dedication ensures the public receives their mail and packages, especially during this critical time of year. Look out for each other, and always prioritize safety first.

Respectfully,
Robert Fuentes

NEW CCA HIRES

- Dajuan Brandon
- Ashley Bryant
- Emily Decker
- Amaranta Gonzalez
- Erin Graziano
- Danielle Jackson-Eiland
- Diamond Shaw
- Makayla Singleton
- Tiffany Strong
- Malik Whitaker

BRANCH 11 TRIVIA CONTEST

"What do the following acronyms stand for?"

◆ MBA	◆ LCPF	◆ MDA	◆ CSRS
◆ JCAM	◆ FEGLI	◆ CAU	◆ PAC
◆ TSP	◆ MRS	◆ OWCP	◆ COLA
◆ OPM	◆ FERS	◆ DRT	◆ NALC
◆ FEHB	◆ FMLA	◆ CCA	◆ NBA



Email barchie@nalcbr11.org with your answers by **January 31, 2025**. Winner will be announced at the general assembly meeting on February 13, 2025.



From the desk of the Director of Retirees

"Un-hatched?"

As retired and active letter carriers, we have had some of our political abilities restricted by law—the "Hatch Act." It was a good law to follow, keeping politics out of our jobs.

Now, the newly elected president has stated that he wants to remove civil servants from their positions and replace them with individuals who pledge loyalty to him. This most likely will apply to individuals higher up the food chain—not letter carriers. Civil Service and the Hatch Act were legislated to keep corruption out of the federal work-

force. Now, instead of draining the swamp, he is restocking it.

A thank you goes to all who voted to keep the Foster-Morgan team leading Branch 11. I can truthfully say that our team will keep working to advance the well-being of Branch 11 letter carriers. Over the past several years and into the future, the members come first.

During this holiday season, fill your hearts with warmth and hope. Be joyful for our friends and family—for what we have and for what the future can bring. Merry Christmas to you and yours!

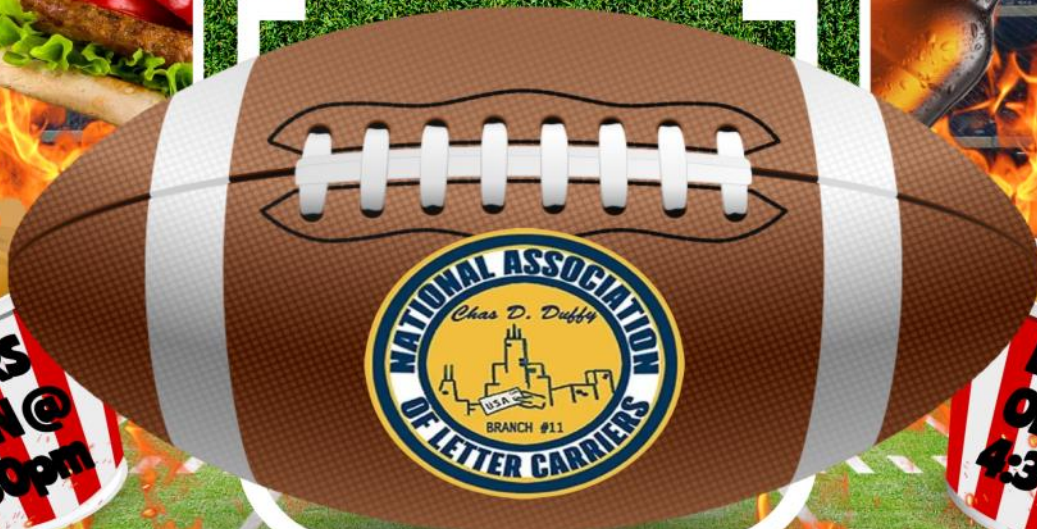
Fraternally,
Peter J. Skrzypczynski

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



FEBRUARY 9, 2025

SUPER BOWL SUNDAY



NALC BRANCH 11
3850 S. Wabash
\$ 10 TO GET IN
RAFFLE / BYOB / MUSIC

FOOD, DRINKS, DESSERT

For more information call
773-624-4209



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ADM ONE