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


CHARLES D. DUFFY

# BRANCH 11 NEWS

NATIONAL ASSOCIATION OF LETTER CARRIERS
AFL-CIO CHICAGO, ILLINOIS

*Today's Favors Are Tomorrow's Assignments*

JUNE 2026 VOL 61, No. 2


**232,945**
**Pounds of Food Collected**

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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**

**June 11 August 13 October 8**
**NO JULY & SEPTEMBER MEETING**

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

| June | July (Picnic) | August | September |
|---|---|---|---|
| TBD | 24 | 28 | 25 |

## Upcoming Events

**Talk to the President & Branch Officers**
**June 29 July 27**
**August 24 September 28**

**Retirement Seminar**
**June 7**

**MDA Golf Outing**
**June 14**

**Illinois State Convention**
**June 25-27**

**Carrier's Ball**
**July 26**

**National Convention**
**August 3-7**

**Labor Day Picnic**
**September 6**

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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, & fellow workers, offering prayers for the peace and eternal rest of their souls.*

| | | |
|---|---|---|
| Darryl J. Cruse | Active | Auburn Park |
| William Dangerfield Jr. | Retired | Morgan Park |
| Brandy M. Fleming | Active | Otis Grant Collins |
| Donald Hardaway | Gold Card | Nancy B. Jefferson |
| Sherita A. Harris | Retired | Lincoln Park |
| Charles A. Hearn Jr. | Gold Card | John J Buchanan |
| Barbara Kirby | Gold Card | Fort Dearborn |
| Mary D. Lyons-Garland | Gold Card | Fort Dearborn |
| John M. McDonald | Gold Card | |
| Johnny D. Neal | Active | Jackson Park |
| Kevin Nicholson | Retired | John J Buchanan |
| Margaret S. Prowell | Retired | Chestnut |
| Ginger D. Zuri | Retired | CCC Section 6 |

# *President's Report*

## WE MUST STICK TOGETHER!!!!!

Brothers and Sisters, we are embracing some difficult times with USPS. As you all know, on May 22, 2026, our contract expires, that's right it will expire. We are hoping for a speedy process to make sure our voices are heard for a fair contract. As a member of the Rank-and-File Committee I had the opportunity to discuss with other Branch Leaders issues facing our branches and what ideas we need our National President and the sub committees to submit as proposals for this round of negotiations. We have been attacking this subject hard, because we want our concerns to be heard. Make no mistake, what happened last negotiations cannot happen again. ***The NALC and the USPS have completed nine weeks of negotiations for a new collective -bargaining agreement for all city letter carriers. They have presented more than six dozen proposals on a multitude of subjects designed to improve wages, hours and working conditions.*** Everyone has been involved to help this president and his team to Fight Like Hell to make sure letter carriers get a contract that reflects the work that we do. On June 1-3, there will be a Collective-Bargaining Conference I will keep everyone posted.

***Route Count and Inspection*** – we have discussed this subject repeatedly. ***Do your route the same way every day as if you were being tested.*** The USPS and their team have been nothing more than disappointing. They are coming in and just manipulating the numbers to cut routes. This is not a joint process where union could be part of the process to oversee the process, dispute and challenge the data managements actions to take routes out. They are simply not doing the process ***FAIRLY!!!!!*** They are taking assignments out in stations in double digits. It is wrong and we have addressed our concerns to our National President Brian Renfroe and his Assistant to the President for Route Adjustments, Ron Osborne. Carriers we are going to just show them that their adjustments are no way fair or 8 hours they are creating routes that are overburdened. We know what we must do to qualify for a Special Route Count and Inspections (271g) to show that these assignments were not properly adjustment, which leads me into my next subject.

***Grievances*** – Article 15 of the National Agreement is where we discuss our disputes with or employer that is related to our working conditions, wages and hours. The grievance process is backlogged now and taking longer for our disputes to get resolved. The United States Postal Service has declared an Interpretive dispute on all grievances that has a monetary remedy requested. This means the grievances and being held, until the dispute is settled. This is just to delay the payments, but until the issue is resolved, our issues and resolutions are being delayed. **Justice delayed, is justice denied**. The Postal Service is aware of the number of grievances at DRT and those issues we need resolved immediately. Stay tuned we will be working to hopefully get some resolution in Chicago on how we are going to process grievances.

I want to talk about the overall climate of the United Postal Service and how we see the many changes that are affecting the workplace, and that is the violence on ethe workroom floor. I spoke at a Worker's Memorial Event on April 28, 2026, to remember those who were injured and who passed away on the job. This was a moment to reflect and a day of action for leaders to do more to honor them and fight for a safe workplace for those who are still working. In the words of ***Mother Jones, Pray for the dead, but fight like hell for the living***. Manager and supervisors must stop creating hostile working environment for employees, we deserve Dignity and Respect in the Workplace, so we can all work together. We are human beings and we should be treated as such. We need more enforcement in our contract to put an end to hostile work environments and those who abuse that authority, so be immediately removed.

**Workers Memorial** is also a day to reflect, a call to action for more to be done to protect workers in the country. We as letter carriers know that we are the #1 Delivery to deliver ourselves home to our families. I pledge to do all that I can to make sure ALL workers deliver themselves home to their families at the end of their shift. Please remember the fallen, Passion Overstreet-Ravenswood, Shirley Knight- Riverdale, Omunique Hubbard – Irving Park, and Octavia Redmond- Willye B. White (Roseland) Station. We will never forget them.

**Conventions** – 2026 as we gear up for our State Convention in Peoria and National Convention in Los Angeles, California the delegates will be representing Chicago. We will be voting on resolutions, proposals presented by branches and state associations from around the country. There will also be nominations for National Officers for the next four years. I am sure there will be a lot of business handled at this convention; we will keep everyone posted.

I want to thank everyone for all the support they give to their union. Know that the union works on all levels to make sure we have a voice and remember, we can't forget that and we must get everyone involved to male sure our union stay strong. We are signing up a lot of new members who don't even know what unions all are about and the reason why we must fight to keep our existence.

**Article continued on page 4** ⇨

**Continued from page 3**

Unions matter to make sure we have a seat at the table to discuss our working conditions, wages, and benefits. Without unions workers across this country would not be treated fairly. The rich get richer and the poor stay poor. We just want our fair share and with unions that is our path to demand our rights. Get involved and stay involved. We must stick together!!!!!

In closing, I have so many things to discuss, but time would not simply let me put it in this article. There was a friend of Branch 11, who loved his union unconditionally. Union was his family; Branch 11 was his family. I am going to miss the talks, guidance, wisdom and his phone call around April 30, ILPALC Deadline, "they better have my money."

Bro. William L. Dangerfield, Jr. passed away with joy and happiness, knowing that he was loved by his union family. He did not let his illness stop him from doing what he loved to do, work for his union. Rest well my brother, Rest Well.

Reminder, don't forget to donate the LCPF, because $5.00 is worth your job. We all see what is happening in Washington D.C. we need the support more than ever. Labor is under attack!!!!

Have a safe and happy summer!!!!

In solidarity,

*Elise M. Foster*

# BRANCH 11 TRIVIA CONTEST

How many hours of annual leave can a full-time regular (FTR) "sell back" (monetize)?

Email **Branch11@nalcbr11.org** with your answers by **August 1, 2026**.
Winner will be announced at the general assembly meeting on August 13, 2026.

**Winner of March Trivia: !!!**
**TORISHA OGLESBY**
(James E. Worsham Station)

**Under the NEERP guidelines, when does Week 1 officially begin for newly hired CCAs and PTFs following completion of Carrier Academy?**

- **Answer to March Trivia…** Following completion of the Carrier Academy, workhours and work locations for CCAs and PTFs will be limited as follows (week 1 begins the week the new employee begins OJI training)

## LCPF EVENTS

*From the Desk of the*
## Vice President

### What Can You Do for the Union?

Every NALC union member knows the power of solidarity. We see it every day on the workroom floor, on our routes, and in the way we look out for one another. But solidarity is not just something we talk about. It is something we do. And right now, Branch 11 needs more members willing to step up and get involved.

The union is only as strong as the people who actively participate in it. While our officers and stewards work hard on your behalf, we cannot do it alone. The real strength of our branch comes from carriers who decide to move from being a member to being an active participant. Whether you have a few hours a month or want to take on a larger role, there is a place for you in this union.

One of the most important ways you can help is by getting involved in grievance handling. Our stewards are the frontline defenders of our contract, and we always need more of them. You do not need to be an expert on day one. Many of our best stewards started by simply shadowing an experienced steward during Informal Step A meetings. From there, you can grow into handling grievances at all steps of the process (Step A, Step B, and Arbitration). Every successful grievance starts with someone who cared enough to document the facts, ask the right questions, and stand up for a fellow carrier. If you have good communication skills, attention to detail, and a sense of fairness, you have what it takes to become a steward.

Another critical area where we need help is safety. Every office should have an active Safety Captain. This role is about more than just filling out forms. Safety captains help identify hazards, ensure management follows proper safety protocols, and push back when shortcuts put carriers at risk. With the increasing demands on our bodies and the constant pressure to move faster, strong safety advocates are more important than ever. If you care about keeping your fellow carriers healthy and injury-free, consider becoming your office's Safety Captain.

We also need Activity Coordinators who can help organize and energize our branch. These volunteers play a key role in planning events, coordinating member turnout and keeping our membership informed and engaged. Whether it is helping with a picnic, the food drive, or getting carriers to show up when we need numbers, Activity Coordinators keep the human side of our union alive and thriving.

One of the most impactful roles you can take on is serving as a Congressional District Liaison. Our union's strength in Washington depends heavily on consistent, personal relationships with members of Congress and their staff. As a liaison, you would help build and maintain those relationships by attending meetings, writing letters, making calls, and occasionally joining visits to congressional offices locally and in DC. You do not need to be a political expert, just someone who believes that carriers' voices should be heard on Capitol Hill. With legislation affecting our pay, benefits, and working conditions constantly on the table, these relationships matter more than ever.

You might be thinking, "I am just one person. What difference can I make?" The truth is, every major victory our union has achieved started with carriers who decided to get involved. Strong grievance settlements, improved local working conditions, successful safety initiatives, and legislative progress all trace back to members who chose to do more than just pay dues.

Getting involved does not have to be overwhelming. Start small. Attend a branch meeting and see what is going on. Shadow a steward for a few grievances or make sure you're in the room for your own. Talk to your current Steward or Activity Coordinator about how you can help. Reach out to the branch president if you are interested in becoming a Congressional Liaison. We will provide training, support, and mentoring every step of the way. No one expects you to know everything immediately. We grow our leaders from within.

To the members who are already active: thank you. Your work does not go unnoticed. To those who have been thinking about getting more involved but have not taken the leap yet: now is the time. Our contract is under pressure, management continues to test our rights, and the legislative battles in Washington are far from over. We need your experience, your perspective, and your energy.

Branch 11 has a proud history because generations of carriers before us refused to sit on the sidelines. They became stewards, safety captains, activity coordinators, and legislative liaisons. Now it is our turn to carry that torch forward.

If you are ready to do something meaningful for your brothers and sisters, reach out. Contact any branch officer or steward and tell them you want to get involved. Whether it is helping with one grievance, becoming your office's Safety Captain, organizing activities, or representing us in Congress, there is a role waiting for you.

The union does not belong to the officers. It belongs to every carrier who chooses to stand up and fight for it.
What can you do for the union? The answer is simple: whatever you are willing to do. And every little bit makes us stronger.

In solidarity,
*Ronald L. Morgan, Jr.*

# LAST PUNCH BUNCH

**Norman C. Agaton - Lincolnwood/Edgebrook**

**Maria G. Espinosa - Graceland**

**Lisa J. Key - CCC Section**

**Orlando Rivera - Roger P. McAuliffe**

**Donald Shaw - Henry McGee**

**Gregory S. Taylor - Fort Dearborn**

*From the desk of the*
## Recording Secretary

### Convention Registration Process

All members are notified of pertinent information relating to the following year's convention(s) via the October edition of the Postal Record. Such details include convention dates and locations. The article also provides notification that delegate nomination (registration) forms will be available at the October General Membership Meeting and said forms are due at the November General Membership meeting. The only pertinent detail missing from the Postal Record are the registration fees, which is explained by the branch president and officers assigned to assist with registration process.

In addition to the Postal Record article, the convention delegate guidelines are outlined and explained by the President for months leading up to and during the established registration period. Article V Section 2A of Branch 11 By-Laws and the NALC Constitution gives a blueprint, when followed properly eliminate issues timely. If there may ever be a need for a delegate's election, that process must be known by the Recording Secretary no later than the start of the December General Membership meeting and conducted by the members present. Although there was no need for Branch 11 to have an election, there are still other timelines in place to complete delegate registration.

The Illinois State Association strategically plans and hosts State Conventions every year and NALC Headquarters does the same on, of course a much larger scale biennially. The foundation of the local registration processing began with you, the member, then to Branch 11's Recording Secretary, who's tasked to access applications and fees received, create lists, then forward appropriate lists to the specific entities.

In short, it is imperative for members in good standing to have the right to register for the following years' conventions by following and completing a 2-step process. Step 1. Complete, Submit Registration Form. Step 2. Pay Registration Fees and Retain Receipt with Branch Officer's Endorsement. Please understand; bypassing either of the required steps by specified deadlines can lead to assuming to be registered yet be **unregistered**!

Unfortunately, I have witnessed members, assuming they are registered, travel to convention locations, only to be informed the opposite, with zero ability to reverse. Delegate registration has been the same for years; with Postal Record notification, multiple verbal announcements made, and the November General Membership meeting post indicates when registration is, yet members unfortunately have the tendency to place blame for their oversight on someone other than themselves.

NALC Branch 11 Officers welcome member participation at conventions. A larger crowd allows us to yell louder, giving us more votes! Please register timely, correctly, and maybe encourage participation from other brothers and sisters as well! It is always our intent to have effective conventions!

Wishing everyone a Spectacular Spring and Summer!

In Fellowship,
*Yolanda R. Cavett*

Peaceful Rest for fallen Brothers William "Boo Thang" Dangerfield Jr. and Johnny "JD" Neal!

The **Letter Carrier Political Fund** is a non-partisan political action committee (PAC) established for the purpose of electing qualified candidates who support letter carriers and who are committed to maintaining a strong and innovative U.S. Postal Service. As a member of the NALC, there are several easy ways to give to the Letter Carrier Political Fund:

**Payroll deduction:** Contribute automatically, using PostalEase (either online or by phone) to set up an allotment deduction from your USPS paycheck.

**Direct bank withdrawal**: You can authorize the fund to withdraw a monthly electronic contribution directly from your personal checking account.

**Annuity deduction**: Retired letter carriers can elect to give monthly via an automatic deduction from your monthly annuity.

**Family Member Contribution**: How immediate family members of NALC members contribute to the Letter Carrier Political Fund using Electronic Fund Transfer or by making a One-Time contribution.

**One-Time Letter Carrier Political Fund Contributions**: This form should be used to identify names and members making one-time contributions.

If you need help getting signed up, please contact Branch 11s LCPF Coordinator, Maritza Villarreal for assistance.

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

What Form You Say?

Too often we encounter situations where we may not have any knowledge on how to approach. For example, how many times has management told you to complete the assignment, in eight hours, knowing it will be more like ten. What about when management asks you to pivot? Have you ever needed to change your off day? Planning on taking off for a couple of days?

Each requires a form to be completed. When starting out as a new letter carrier, navigating through what form to use can be a daunting task. Becoming familiar with these basic forms will ensure that you not only notified management, but also exercised your rights.

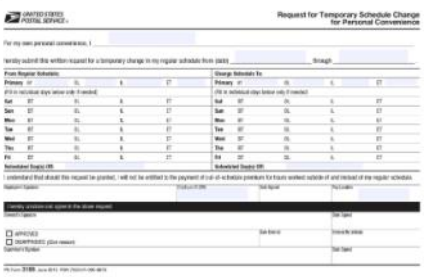
Request for or Notification of Absence

**PS Form 3971**, also known as the **Request for or Notification of Absence**, provides for a carrier to request annual leave, sick leave, admin leave to name a few. A couple of issues that arise when completing this form is:

1. Not getting an copy.
2. Not adding the confirmation number.

It is imperative when submitting a PS Form 3971, that you must obtain a copy. This can be done by merely completing it in duplicate / triplicate, by making a photocopy or taking a picture with your phone. Should management fail to input your requested leave, a copy will be needed for a grievance, as proof it was submitted, received and approved. When calling in or using eLRA, be sure to write the confirmation number in the remarks section. Doing so alerts management you know your stuff.

**PS Form 3189** is the **Request for Temporary Schedule Change for Personal Convenience**. As stated on the Handbook F-21 Time and Attendance," This *form is used by eligible employees to request a temporary change in their regular work schedule. The appropriate union steward must agree to the request before it is submitted for supervisor action..*"


Request for Temporary Schedule Change for Personal Convenience

Utilization of this form is a must when requesting to switch off days or change your begin time. If it is approved, the carrier agrees to forfeit any out of schedule premium they may have otherwise been entitled to.

Finally, is the **PS Form 3996 the Carrier -Auxiliary Control**. Verbally inform the supervisor or manager if you can't complete your assignment in eight hours and request a PS Form 3996. Fill out the form completely and be sure to write down the reason(s). Management may attempt to antagonize you. Don't lose your cool. Remain calm. Should management deny your request, don't argue. **The best thing you can say is," *I will do my best.*"** Make sure you take your breaks and your lunch.

Remember, we get paid to deliver and managers get paid to make decisions. If you're nearing your approved time and could not complete the entire delivery, **return to the station and inform management**. At this point management will either instruct you to complete the deliveries or tell you to leave. Whatever instruction you are given, complete another PS Form 3996 to document managements instructions.

Carrier - Auxiliary Control

We must continue to use these forms and protect our jobs. Don't be afraid to use what you know.

In Solidarity,
*Tyrone G. Valdez*

## CFL MAY DAY 5K WALK/RUN

**Check out the Chas. D. Duffy—Branch #11 NALC Facebook page to view more photos.**

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HEALTH CARE

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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!" - Natashia

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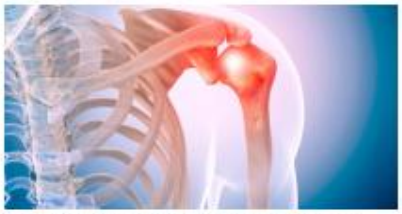

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# STEWARDS OF BRANCH 11

## Formal A Designees

## Area Stewards

# COMMITTEES OF BRANCH 11

## Carrier Academy Facilitators

## MDA/Recreation Committee

## Veterans Committee

## Education Committee

## Nat'l Emergency Response Team Members

## Breast Cancer Walk Committee

## Scholarship Committee

Isabel Levi
Linda Ousley
Stafford Price
Elise Foster
Antoine Thigpen

*From the desk of a*
## Trustee

### CHOOSING STRENGTH in a Hostile Work Environment

**Promoting positivity** does **not** mean tolerating mistreatment or pretending everything is fine. Instead, it means staying grounded in professionalism, responding thoughtfully instead of reacting emotionally, and focusing on what you can control. Positivity is a **strategy**, not a denial of reality.

A hostile work environment can wear down even the most experienced and dedicated employees. Whether it shows up as constant negativity, lack of respect, poor communication, or unfair treatment, the impact is real—on morale, productivity, and personal well-being.

In workplaces like the United States Postal Service, where demands are high and pressures are constant, maintaining a positive mindset can feel like an uphill battle. But positivity in these environments is not about ignoring problems—**it's about building resilience, maintaining professionalism, and protecting your sense of self-worth**.

**Control what you can** in a hostile environment. Many factors may be outside your control, management decisions, workplace culture, or the behavior of others. However, you always retain control over **Your** attitude, **Your** work ethic, and **Your** responses to conflict.

Choosing to remain calm, respectful, and focused can prevent others' negativity from dictating your behavior.

**Maintaining professionalism**, especially when others do not, is one of the strongest forms of self-protection. It builds credibility, strengthens your position in disputes, supports your case if issues escalate to formal complaints or grievances.

In unionized environments, such as ours that are represented by the National Association of Letter Carriers, professionalism also reinforces the integrity of your claims and documentation.

**Set Boundaries Without Escalation**, You don't have to accept disrespect to stay positive. Healthy boundaries can include keeping communication work-focused, avoiding unnecessary confrontations, and politely disengaging from toxic conversations.

Boundaries are not about shutting people out—they are about **protecting *Your* energy and focus**.

**Find Support Systems**, positivity grows stronger when it's shared. Seek out trusted coworkers, Union representatives, and mentors or EAP (Employee Assistance Program) Services at **800-EAP4YOU (800-327-4968), TTY 877-492-7341** or visit **eap4you.com**.

Even one supportive connection can make a difficult workplace more manageable.

**Focus on Purpose, Not Just the Environment**, when the environment feels overwhelming, reconnect with why you do the job; financial stability, providing for family, and pride in service.

For many employees, especially in public service roles, there is meaning in the work itself—even when the workplace culture falls short.

**Document, Don't Internalize**, one of the most important strategies in a hostile environment is to **document incidents objectively and** keep records of dates, times, and witnesses.

This approach allows you to take constructive action if needed, rather than internalizing stress or frustration.

**Take Care of Your Well-Being**, because a hostile environment can take a toll mentally and physically. Protect yourself by taking breaks when possible, engaging in stress-relieving activities outside of work, and seeking professional support if needed.

Strength is not just about endurance—it's about sustainability.

**Positivity doesn't eliminate hostility**—but it **reduces its power over you**. While you cannot change **Your** entire workplace alone, **Your approach** can influence how others interact with you, the tone of Your immediate work circle, and **Your** own daily experience.

Working in a hostile environment is challenging, and it requires more than just patience—it requires strategy, awareness, and self-respect. Promoting positivity is not about being passive; it's about being **intentional**.

By staying professional, setting boundaries, seeking support, and focusing on what you can control, you create stability in an otherwise unstable environment. And in doing so, you protect not only **Your** job—but **Your** peace of mind.

**Positivity Is Contagious**, you never know what someone else is going through. A simple smile, a simple "Hello, how are you doing?", or a moment of kindness in your tone or approach—these small things can go a long way. They can shift someone's entire day, ease stress you can't see, or remind someone that they matter.

Kindness doesn't cost anything, but its impact can be lasting. In environments where tension runs high, being the person who leads with respect and positivity isn't weakness—it's **STRENGTH**.

Choose to be that moment of light for someone today.

In solidarity,
*Karen A. Ceska*

# Leading Ladies of Delivery

## Women's History Month

Check out the Chas. D. Duffy—Branch #11 NALC Facebook page to view more photos.

# NEW CCA HIREES

Matthew Abram
Aaron Alvarez
Tarielle Arrington
Ashley Bailey
Erica Boens
Christian Bridgemon
Tysheema Brown
Jamisha Bryant-Evans
Nikkita Burrus-Patton
Jamisha Bryant-Evans
Erick Carreon
Porche Carter
Malachi Clark
Jamajk Claybon
Brianna Curtis
Angel Davis
Jazmyne Davis
Sinead Davis-Martin
Brandy Dyer
Starneasha Evans
Grace Fors
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Charles Jackson
Candy James
Ndayishimiye Jean-Pierre
Stephone Jefferson
Pache' Johnson
Tayshawn Johnson
Kentianna Jones
Taylor Kass
Sherman Khan
Derick King
Pariss Kirkman
JoAna Kubiak
Marco Lopez
LaTrice McEwen
Latoya Maclin
Valeria Martin
Jocelyn Martinez
Marco Lopez
LaTrice McEwen
Jessica Osby
Tranice Perkins
Michelle Rawski
Ikia Riley
Cortez Richardson
Kaylin Rufus
Laquinncia Sails
Corrin Sanders
Micheal Silas
Chalatise Scott
Marcus Simms
Richard Stokes
DeAndre Strong
Ebony Taylor
Raeven Terrell
London Thigpen
Keyonta Thomas
Katie Torrence
Jose Vergara
Jaymes White
Samuel White
Chakira Whitehead
Terkerreia Williams
Sholanda Wolfe
Raven Woods

## Contractual Facts for CCAs

- All CCAs are guaranteed at least one (1) non-scheduled day each service week, except during the penalty over-time exclusion period (with an important onboarding carveout noted below). Management must notify CCAs of the assigned NS day by the Wednesday preceding the service week.
- Under the New Employee Experience / Retention & Mentoring Program, CCAs (and PTFs) must receive a de-fined work schedule identifying anticipated NS days, start/end times, etc., posted by close of business Wednesday of the preceding week.
- Following completion of the Carrier Academy, workhours and work locations for CCAs and PTFs will be limited as follows (week 1 begins the week the new employee begins OJI training)

## Mutual Exchange PTF/CCA

LOCAL AGREEMENT USPS CHICAGO INSTALLATION &
NALC BRANCH 11
Re: Part-time Flexible/City Carrier Assistant Mutual Exchange Process for the Chicago Installation

Under the Local Agreement between USPS Chicago Installation and NALC Branch 11, PTFs and CCAs with more than 120 calendar days of service in the Chicago Installation may request a voluntary reassignment (Mutual Exchange) to another station/unit within the Installation. A mutual exchange will be approved once two qualified employees of the same category (PTF-to-PTF or CCA-to-CCA) are identified and paired.

**Eligibility/Conditions**

- Applicants will be reviewed based on **work performance, safety, and attendance**.
- **Ineligible** if serving on a **temporary assignment/opt (hold-down)** at the time of review.
- **Ineligible** if serving as a **204b (acting supervisor)** at the time of review.

**Interested in an exchange?**
**Contact the branch at 773-624-4209 (branch11@nalcbr11.org)**
**OR**
**Submit your own request using the form at www.nalcbr11.org/mutual-exchange-ptf-cca/**

*From the desk of an*
**Auditor**

## Sleeping on Your Rights

Brothers and sisters, and fellow carriers,

I've been thinking about this, and I'm just going to say it straight. The number one way we sleep on our rights is by not learning them.

And I get it. Everybody's tired. Everybody's trying to get through the day and go home. Nobody is rushing to read the contract after working 10 or 12 hours. But here's the reality. If you don't know your rights, you don't have any. Not because they don't exist, but because you can't enforce something you don't even know to question.

Management already knows what you don't know and they're counting on your ignorance. They don't always come at you in an obvious way. It's usually little things. "Just carry this." "Don't worry about putting in a 3996." "We'll fix it later." So, you go ahead and do it, not because you're trying to do the wrong thing, but because you didn't know you had another option or you think it's not a big deal. Until it becomes a pattern.

Take something as simple as a 3996. You're over 8, you know it, but management says, "Just keep going, we'll take care of it." No form, nothing in writing. Now later, there's no record you requested overtime and no record of the instructions you were given. When it turns into an issue, suddenly it's your word against theirs. That's not by accident.

The same thing happens with extensions, instructions, or anything that should be documented. If it's not in writing, it can disappear real quick when it matters. And then over time, it turns into "that's just how we do it here." That right there is how people get comfortable operating outside the contract, not because the contract changed, but because nobody pushed back.

Silence turns into agreement fast in this job. The longer something goes unchecked, the more normal it feels, and the harder it is to fix later.

This isn't about arguing all day or filing on everything. It's about being aware enough to know when something isn't right.

I'll be honest, I personally question everything management says. If they told me the sky was blue, I'd probably go outside and check for myself. Not to be difficult, but because I've learned not to take things at face value in this job.

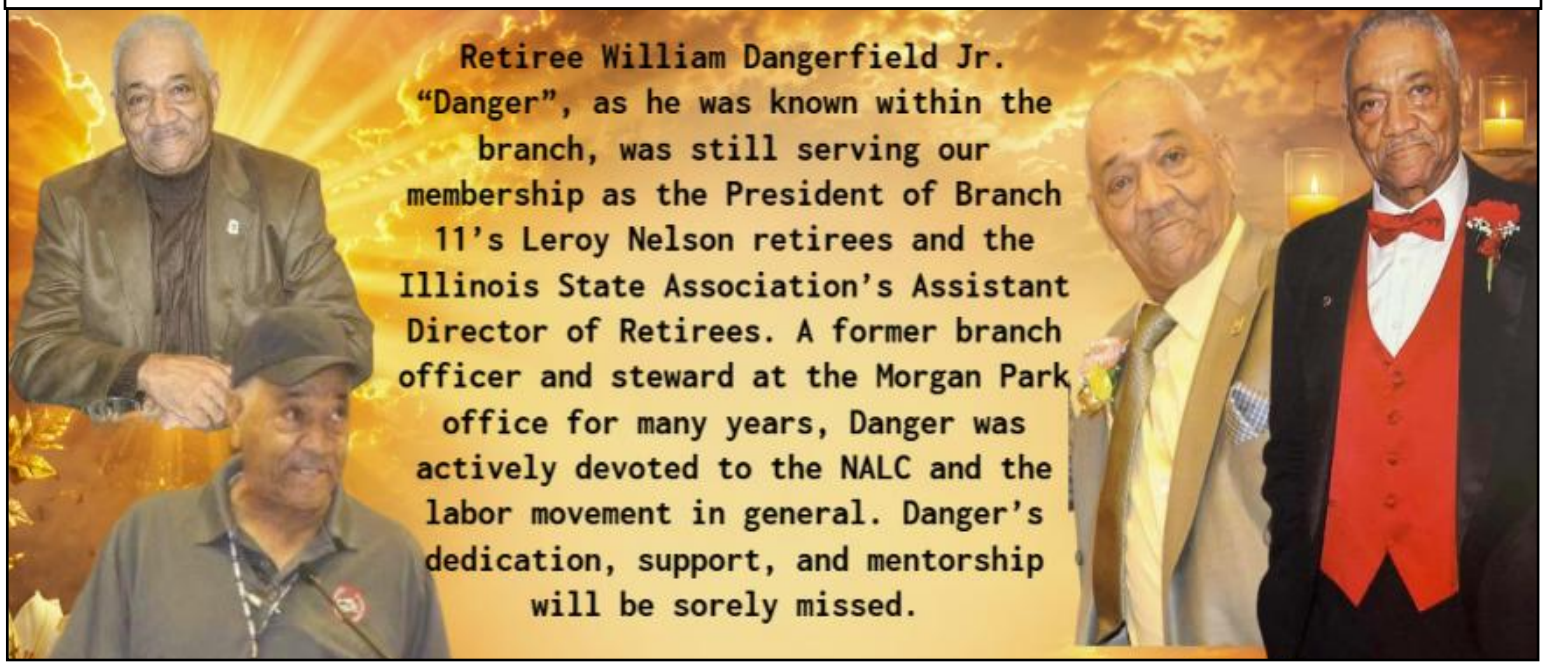
That doesn't mean don't follow instructions. It just means pay attention, understand what you're being told to do, and make sure you're protecting yourself along the way.

Get things in writing whenever you can and talk to your steward when something doesn't feel right. If you need to, request time to speak with your steward so you can get clarity before moving forward. And if you still have questions or just want another set of eyes on something, you can always call the branch office at (773) 624-4209.

You can also visit nalcbr11.org, where you'll find the contract, manuals, and updates from the branch. Take some time to actually learn your rights, even if it's a little at a time.

Because at the end of the day, if you don't know your rights, you don't have any.

In solidarity,
***Shanaya Benson***



# Letter Carrier Spotlight

## TORISHA OGLESBY

Torisha Oglesby has proudly served as a letter carrier since **August 1998**, building a career rooted in consistency, service, and union commitment at **Grand Crossing (James E. Worsham) Station**.

A familiar face to coworkers and the community alike, Torisha is a leader in some of our branch's most important work. She serves as the station's **Food Drive Coordinator**, helping organize one of the most visible ways letter carriers give back each year.

Torisha also plays a key role in strengthening our craft for the long haul as the **NALC New Employee Experience, Retention, and Mentoring Program Coordinator**, supporting new hires and helping set them up for success from day one.

In addition, she contributes to branch involvement and solidarity as a **MDA/Recreation Committee Member**, helping keep our union active, connected, and engaged beyond the workroom floor.

Please join us in recognizing Torisha Oglesby for her decades of service and the steady union leadership she brings to Branch 11 every day.

***From the desk of the***
## Health Benefits Representative

Greetings, Siblings,

I hope this message finds you well and in good spirits. I want to take a moment to honor and uplift the memory of our dear brother, William "Danger" Dangerfield. He was the kind of person who would pick up the phone just to check in—no reason needed. His presence brought warmth and connection, and his loss is deeply felt by all who knew him. He will forever remain in our hearts. Rest well, Brother.

As I write this, our annual Food Drive is underway—another meaningful opportunity for us to serve our communities and support those in need. Thank you in advance to everyone who participates and helps make a difference.

May is Men's Health Month, a timely reminder that preventive care saves lives. Routine check-ups allow for early detection of potential health issues, when they are most treatable. Annual physicals, blood pressure screenings, heart health assessments, and other age-appropriate exams are essential steps toward long-term wellness.

Your annual physical is more than just a routine visit—it's an opportunity to review your medical history, address any concerns, and stay up to date on recommended screenings, including skin cancer checks.

Preventive care is a cornerstone of your NALC Health Benefit Plan, designed to support your health at every stage of life. For example:

- Members ages 40 to 69 are eligible for one Prostate-Specific Antigen (PSA) test each year as part of routine screening, and your provider may also recommend a digital rectal exam (DRE).
- Men ages 65 to 75 with a history of smoking may qualify for a one-time Abdominal Aortic Aneurysm (AAA) screening via ultrasound.
- Skin cancer screenings are included among USPSTF A & B recommended services.

For both the High Option and Consumer Driven Health Plan (CDHP), in-network preventive services are covered at 100%—no copays, no deductibles. CDHP members can also access these services without using funds from their Personal Care Account.

Regular check-ups are not just appointments—they are investments in your future. By staying proactive, monitoring your health, managing conditions, and building strong relationships with your healthcare providers, you take control of your well-being and set the foundation for a healthier, happier life.

Schedule your next check-up today and take that important step toward optimal health.

And remember, when it comes to your health, choose a plan that delivers—choose the NALC Health Benefit Plan, your Union's Health Benefit Plan. For more information, contact customer service at 888-636-NALC (6252) or visit NALCHBP.org.

Enjoy the convention, and I look forward to seeing you in Los Angeles!

In Wellness & Solidarity,

*Dominique C. White*

*From the desk of a*
## Trustee

**Following instructions given by your Manager/Supervisor**

Letter carriers are required to follow instructions from our manager/supervisor except!
When in order would cause eminent danger to life or limb or is unlawful. Under all other circumstances, the instructions Should be obeyed. You should promptly notify your shop steward if you believe your order violated your rights so they can investigate the situation and file a grievance if appropriate.

**ELM 665.15 Obedience to orders**
Employees must obey the instructions of their supervisors if an employee has reason to question the instructions of a supervisor's order individual must nevertheless carry out the order and immediately file a protest in writing to official in charge of installation and may appeal through official channels. (Union Steward)

Further guidance on the requirement to follow instructions is found on page 41–27 of the JCAM, Which states in part
First, there is the "iron rule"stating an employee must obey now and grieve later. Second, there's a narrow exception to that rule which permits to disobey when he or she has reasonable or good faith belief that obey would cause eminent danger to life for limb, and a mere belief that his safety hazard exist is usually insufficient reason to disobey in order.
At times following the instructions Of your Manager or Supervisor can create difficulties when those instructions come over are MDD mobile delivery device or your personal mobile phone. In September 2015 USPS issue a policy regarding this type of communication which states.

"The use of a mobile phone while in the performance of delivery is prohibited. This includes talking texting emailing posting to social media driving a postal vehicle and delivering mail/packages postmasters managers in Supervisor only contact on duty carriers by the mobile delivery device for Limited USPS business or Emergency.

Many states in localities have been active laws which prevent the use of cell phones while driving. Carriers are required to follow Allstate local traffic laws when driving a Postal Service vehicle this issue is addressed in section X part B of the handbook EL POSTAL employees guide to safety, which states.

B. Civil laws
You must obey all state local traffic laws or driving any Postal Service vehicle you receive no special privileges or rights as a Postal Service driver. Police citations for traffic violations are your personal responsibility properly report them to your supervisor while on duty.

Very important!!!
If you receive a text message or phone call from your supervisor while driving, pull off the road place the vehicle in Park shut off the engine set the parking (emergency) brake. If you are delivering on foot, check your surroundings and make sure to safe to take the call or review the message. Your Supervisor managers do not know exactly what you're doing when you reach out so you must use your judgment. Stay safe!!!

Keep track of the extra time these distractions cause on your return to the office report this additional time through a revision to PS4 3996 Carrier auxiliary control if there's a dispute over your local cell phone policy or the extra time you may need to respond safely don't argue with management clearly ask for time with your Steward and let them handle the situation.

If you have any questions regarding the following the instructions of your Manager, speak to your Shop Steward r NALC BRANCH OFFICER.

We are now entering the season where there will be plenty of people traffic due to school being on break for the summer and we must be constantly aware of our surroundings. Stay safe out their carriers.

Information provided by Letter Carrier resource guide.

Respectfully,
*Robert Fuentes*

# USPS announces agency's temporary suspension of FERS contributions

USPS announced (April 9) it will temporarily pause **its employer contributions to the pension (defined benefit) portion of FERS**, effective **April 10**, to conserve cash, while **continuing to transmit employees' FERS contributions**. USPS says the move is needed to avoid running out of cash as early as **February 2027**.

USPS normally makes two FERS payments: **normal cost** (annual pension benefits earned) and **amortization** (paying down unfunded liability). USPS has **mostly defaulted on amortization payments since 2014** but kept making normal cost payments, until now.

A second step: USPS sought and received a **PRC waiver** letting it use certain price-cap revenue **for operations instead of FERS amortization**, freeing an estimated **$2.4B this fiscal year** and potentially **$15B through 2030**.

USPS says the pause **won't immediately affect current or future retirees or TSP contributions** (automatic, employee, and matching continue), but missed payments increase FERS unfunded liability. The combined actions add

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

### Union Advocates: The Difference-Makers in Every Station

In every station, there's a moment when a carrier is trying to decide: Do I just take it… or do I speak up? That moment is where union advocates matter most.

Union advocacy isn't just "filing grievances." It's protecting the contract, enforcing dignity on the workroom floor, and making sure every letter carrier, new or senior, quiet or outspoken, knows they're not alone.

Exclusive representation means we show up for everyone.
Our union is the exclusive bargaining representative for city letter carriers. That matters because it means the contract is ours to enforce, and it also means management doesn't get to pick and choose who receives fair treatment. When we act, we act for the whole unit.

That's why strong advocates are essential: when we enforce rights for one carrier, we raise the floor for all carriers.

Advocacy is professionalism with a backbone
A good advocate is steady, prepared, and persistent. We don't need to be loud to be effective, we need to be organized and consistent.

What that looks like in real life:
- Asking the right questions early
- Documenting what happened while it's fresh
- Pulling the controlling language before the meeting
- Staying calm when management tries to rush, distract, or intimidate
- Following through, every time

When management learns that our branch is consistent, the workplace changes. Not overnight, but steadily.

Start where the parties agree: the JCAM
When a dispute happens, the best first step is often the simplest: go to the JCAM. It's jointly prepared and intended to guide the local parties on how the contract should be applied based on settlements and arbitration.

If you're learning advocacy, this is huge: you don't have to "wing it." You can build arguments the same way the best stewards do, by grounding them in the agreed national guidance.

The contract is only real when we enforce it
A contract in a binder doesn't stop violations. A contract enforced by informed, active union advocates does.

That enforcement shows up in many ways:
- Ensuring fair and transparent scheduling and overtime practices
- Making sure discipline follows due process and just cause
- Protecting carriers from harassment and inappropriate conduct
- Preventing "unilateral changes" to conditions of employment without contractual authority

This is what "union" looks like at street level: everyday enforcement.

Why we need more advocates right now
The workload is heavy. Pressure is constant. And too often, management tries to normalize shortcuts: "That's just how we do it here."

But "how we do it here" must match the National Agreement, and our local agreements where applicable.

The best defense against bad practices becoming "normal" is a bigger bench of trained, confident advocates across stations.

If you've been thinking about getting involved, this is your sign
You don't need to know everything to start. You need the willingness to learn and the courage to stand beside your coworkers.

Here are three simple ways to begin:
1. Shadow a steward during investigations and meetings (with proper permissions).
2. Learn one article at a time, start with the issue you see most in your station.
3. Help build case files: timelines, statements, documents, and questions for management.

Advocacy is a skill, skills grow with reps and support.

We've got your back
Branch strength is not just numbers, it's participation. The carriers who step up as advocates make the whole membership safer, stronger, and harder to ignore.

If you want to get involved, reach out to your steward, your station representative, or the branch. We'll plug you in, train you up, and stand with you.

Because the truth is simple:
Management's job is to manage. Our job is to enforce the contract, and protect each other.

Respectfully submitted,
*Brina M. Archie*

# In Honor of Worker's Memorial Day, also known as International Workers' Memorial Day (IWMD)

**Observed annually on April 28. a global day of remembrance and action for workers killed, disabled, injured, or made unwell by their work. The day emphasizes the preventable nature of most workplace incidents and illnesses, encouraging campaigns and union efforts to improve occupational safety. Mother Jones stated, "Pray for the dead and fight like hell for the living," reflects the dual focus on honoring victims and advocating for safer working conditions.**

***From the desk of an***
**Auditor/NALC Emergency Response Team Member**

As a **NALC Emergency Response Team (ERT) member from the beginning**, I have been deployed quite a bit over two years, along with team members, to assist letter carriers and their families during the loss of a co-worker. The ERT is made up of trained volunteers who respond when a carrier passes away or a traumatic incident occurs. Our role is to provide immediate peer to peer support, connect members along with the family of the deceased with available benefits, and help ensure carriers have the information to educate their families on how to unlock the benefits that the member leaves behind to unlock their benefits left for their love ones.

Through my deployments, I've learned a few important things that I believe every member should know.

**Federal Employees' Group Life Insurance (FEGLI)**
Many members do not know where their FEGLI policy is located or how much coverage they actually have.

- To request a copy of your **FEGLI policy**, you can contact the **Human Resources Shared Service Center (HRSSC)** at **1-877-477-3273**.
- To find the **value of your policy**, look at **Line 30 on your USPS Form 50**.
  * It will list your **Basic coverage** and the **multiple of your salary** you selected.

Another issue I have seen is that many members chose their life insurance based on their situation **when they first joined the Postal Service**. For example, someone who came in single may have selected only Basic coverage but now has a spouse and children. In those cases, their life insurance may no longer be enough to protect their family.

Unfortunately, **FEGLI coverage cannot be increased at will** outside of specific qualifying life events. Because of this, I strongly encourage members to look into additional coverage.

**Mutual Benefit Association (MBA)**
The **Mutual Benefit Association** offers affordable life insurance options designed specifically for postal employees and NALC members.

- Coverage is available up to $150,000
- Rates are competitive and designed with our membership in mind
- CCAs are not covered under FEGLI, but MBA does offer coverage for CCAs, which is extremely important

As ERT members, we often see firsthand how critical life insurance and preparedness are during emergencies. Taking the time now to review your coverage can make a life-changing difference for your family later.

In unity and solidarity,
*Charles L. Bundy*

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NATIONAL ASSOCIATION OF LETTER CARRIERS
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CHICAGO, ILLINOIS 60653-1542