

Letter Carrier's Review

An Official Publication of NALC Branch 210

Spring

Together we are Strong

2022

Postal Reform Passed

Postal Reform H.R.3076 has finally passed the House of Representatives with a vote of 342 yes votes and 92 no votes and thanks to the Leadership of NY's Chuck Schumer, the Senate passed HR 3076 with a vote of 79 yes votes and 19 no votes. The Postal Service Reform Act, which fixes the USPS financial security, stops the onerous pre-funding of future retirees' health benefits, allows for Medicare integration of USPS retirees, and guarantees 6-day mail delivery for the US public. This bill is the end game of 15 years of proactive legislative action to have these negative financial stats saddling USPS eliminated.

New York State Letter Carriers President, George Mangold recently said, "On behalf of the 26,000 members and their families that I represent, we applaud Leader Schumer for his steadfast commitment to Save the USPS and its employees" Not a single Congressional rep in New York voted against this legislation and they all should be thanked for their support.

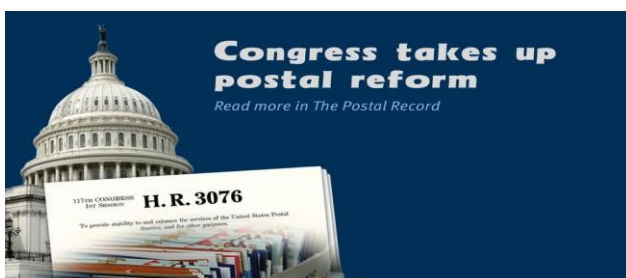
The legislation must now go to the President for his signature ending 16 years of pre-funding mandates and finally making sense out of our future.

For our current employees Postal Reform protects and strengthens 6-day delivery making it law. It will further mandate semi-annual USPS reports to Congress on the implementation of its 10-year strategy plan, create an online 'service dashboard' to track USPS delivery performance, mandate the Postal Regulatory Commission (PRC) to review the pricing of competitive and non-competitive products and to study the processing efficiency of flats. It will create an independent budget authority and funding of the PRC through the Postal Fund to exempt the PRC from the impacts of sequestrations/shutdowns - just like the USPS is already exempt from such shutdowns and it will create special postage discounts for rural newspapers.

Postal Reforms main goal was the elimination of the retiree health benefit pre-funding that has harmed and tied our hands since 2006. I would like to explain how the mandate is eliminated and what that means for current employees as well as current retirees.



Senate Leader Chuck Schumer Delivers
BIG for the USPS



National Association of Letter Carriers Branch 210

The Branch Union Hall is located at
2491 Brighton Henrietta Townline Rd.
Rochester New York

14623

and can be reached at (585) 427-2450

or

www.NALC210.com

Branch 210 Meetings: 1st Wednesday of every month @ IBEW Hall
2300 East River Rd. Rochester, NY 14623



The Letter Carriers Review is a quarterly newsletter published by NALC Branch 210. Opinions expressed in this publication are those of the writers, and not necessarily the official view of the Branch Officers. The editor has written articles without a by-line. The editor reserves the right to edit or reject any material received for publication. Branch 210 members are invited to submit material to: Michael Masters, Editor, Letter Carrier's Review, 223 Winfield Rd. Rochester, NY 14622, or e-mail me at mjmnalc210@yahoo.com.

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FROM THE DESK OF THE
PRESIDENT
KENNETH A. MONTGOMERY



Postal reform continued

Currently, enrollment in Medicare for FEHBP participants is optional, even though an average of 80 percent of postal retirees currently choose to enroll at age 65. For those that enroll, Medicare is the primary payer of health care costs while FEHBP becomes the secondary payer. Maximizing Medicare enrollment (in Part A for Hospital coverage and Part B for Medical coverage) will therefore lower the cost of health insurance premiums for active and retired postal employees. This means for active and retired members with Medicare, your insurance rates will go down. It will reduce premiums further by providing retirees access to savings on prescription drugs under the Medicare Modernization Act, a 2006 law that created Medicare Part D.

With the passage of Postal reform, starting in calendar year 2025, the FEHBP plans of postal employees under the age of 64 will require enrollment in Medicare (Parts A and B) when they retire and turn age 65 (or when they retire after age 65). Postal FEHBP participants who are active and age 64 or older, or who are already retired by January 1, 2025, will not be required to enroll in Medicare but will be allowed to enroll voluntarily when eligible. Non-postal federal employees and annuitants will not be subject to these Medicare requirements and will not be adversely affected by the FEHBP reforms applicable to postal participants. The Congressional Budget Office estimates that non-postal federal employee health premium costs will decline modestly because of the bill. These savings are due to the separate risk pools for federal and postal participants provided by the bill, federal participants are on average slightly younger and less expensive to insure than their postal counterparts.

There will be exceptions to the Medicare enrollment requirements for active postal employees covered by the reformed FEHBP program in 2025 -- if such employees are covered by other insurance arrangements (provided by the Veterans Administration or the Indian Health Service) or if, after retirement, they live in a place where there are no participating Medicare-participating providers (overseas, e.g.). **Retired postal participants (retirees and family members) in FEHBP who are already Medicare-eligible (over age 65) and who have not yet enrolled in Medicare Part B will be given a one-time opportunity in 2024 to enroll in Part B without the late enrollment penalty.**

With Postal Reform nearly behind us, our National Officers should be focusing on 2 more pieces of legislation that are key elements of the lives of the letter carriers and our retirees. H.R. 4268, Federal Retirement Fairness Act, introduced June 30, 2021, by Derek Kilmer from Washington State, has bipartisan support in the house. This legislation would give our current carriers who have non-career time (TE's and CCA's) the ability to "buy back" their non-career time and get retirement credit for those years spent working as a non-career employee. Most of our current membership have that non-career time, and this bill would benefit many of our carriers. Some of our membership has TE time from the early 1990's when DPS started some of those members are beginning to retire so timing is essential to getting them the ability to get credit for their non-career time.

The other piece of legislation that the NALC needs to give a great deal of focus on is H.R.82. Social Security Fairness Act of 2021 introduced January 4, 2021, by Republican Rodney Davis from Illinois. Just like "Postal Reform" and the "Retirement Fairness Act:" this legislation has bipartisan support with 260 co-sponsors, including 25 of the 27 Congressional reps in New York. The two missing co-sponsors from New York are Republican Tom Reed in the 23rd and Democrat Jamaal Bowman from the 16th. As you all know this legislation affects thousands of CSRS retirees who worked in the private sector and paid into Social Security but cannot collect what is due them because of the WEP/GPO. Our CSRS retirees are getting older, and we need this fixed now, when they need the money the most, during their much-earned retirement.

On the contractual front the NALC had negotiated a contract that so far has provided all career carriers 9.7% in pay raises. This includes all contractual and cost of living raises (COLA). City Carrier Assistants have received a total of 6.5% from the beginning of the contract. The difference between the 2 are a result of the last 2 COLA's being larger than normal plus the guaranteed career after 24 months clause and the elimination of the lower starting wage for CCA's. Keeping all this in mind we still have another contractual raise in November for everyone as well as 2 more COLA's for career employees plus a new top step will be added (Step P).

Even though the pandemic looks to be ending, I would advise everyone to be vigilant and still maintain social distancing to help make sure it doesn't come back. It has been a long hard road for all of us and our families. I am sure none of us want to return to getting sick and watching our family members get hospitalized or worse.

Stay healthy, stay safe and let's move to brighter and better future.

FROM THE DESK OF THE VICE PRESIDENT

~ MONIQUE MATE



Spring is here (or at least almost), and we couldn't be anymore ready. There is no doubt these past few years have been difficult for all of us whether it be in our personal life or work life, but I'm optimistic we are heading in the right direction. Businesses are open to full capacity, we can enter Wegmans, restaurants, bowling alleys without a mask, and most importantly we can see our family without having to distance ourselves. These are all positives.

Speaking of hard times, our local food pantries and cupboards have also been dealing with the repercussions of the pandemic. Their shelves are barren. With the two-year cancellation of our Annual Letter Carriers Stamp Out Hunger Food Drive, compounded with the pandemic, donations have been at an all-time low. Consequently, they are in desperate need of help....our help! The good news is the drive is on and Branch 210 will be participating with National, which takes place every second Saturday in May. The date being, May 14, 2022.

Moreover, during these past few years, when the food drive was cancelled, the Postal Service has had a great deal of hiring. Therefore, we have quite a few new carriers who are unaware or who have never worked a food drive. For this reason, it is up to us, the "seasoned" carriers, to educate the importance of this yearly tradition. So, let us, the active carriers all be ambassadors of this annual tradition and fill these pantries up. Let's get the word out... to the media, to our customers, to our new CCAs, and to our fellow co-workers to make this one of the most successful years the NALC National Food Drive has ever had.

Let's talk grievances....in our fall newsletter, we spoke of management in the Rochester installation, violating the 12/60 – maximum work hour rule on a regular basis. Since that time, the violations have NOT stopped. For this reason, each grievance the union has filed for this dispute, we filed a grievance with two issue statements, meaning, we the union assert management is violating two parts of the National Agreement, every time a carrier is worked beyond their maximum work hours. Issue one is the obvious, management is working full-time carriers (and CCA's) beyond their allotted work hours. With this specific issue, there is an actual remedy for full-time carriers. This remedy is outlined in a National Memorandum (M-00859), which states in part,

The parties agree that with the exception of December, full-time employees are prohibited from working more than 12 hours in a single workday or 60 hours within a service week. In those limited instances where this provision is or has been violated and a timely grievance filed, full-time employees will be compensated at an additional premium of 50 percent of the base hourly straight time rate for those hours worked beyond the 12 or 60 hour limitation. The employment of this remedy shall not be construed as an agreement by the parties that the Employer may exceed the 12 and 60 hour limitation with impunity.

Management, in every grievance filed, has agreed, and settled with the union, on issue one. In turn, management has paid out 50 percent of the base rate to those carriers (including CCA's). Unfortunately, management refuses to settle with the union's 2nd issue statement, which is, in short, management is violating the maximum work hour limit with impunity. Management believes because they pay out 50% to each of those who worked past their limit, they are "off the hook" of any other violation. Basically, the attitude is, "we will just continue to work carriers past their limits and pay them 50%". This is simply wrong. The work hour limits, and remedy are set for *limited* violations. But in management's mind since "we pay we can do what we want".

For this reason, Branch 210 went in front of an arbitrator on March 3, 2022, on issue two only. Our end game is seeking an arbitrator's decision concerning management being in constant non-compliance every time they violate the work hour limit, specifically because they continue with impunity. As for a remedy, we requested management going forward, MUST comply and for those grievances still unsettled for issue 2 (non-compliance), we requested a compensatory remedy for each of those carriers who were part of those unsettled grievances. We usually receive an arbitration decision 30 days after the case is presented. Once we receive the decision, we will get the word out.

Lastly, as a reminder to all active and retired carriers, our Annual MDA Golf Tournament is scheduled for May 22, 2022. Hope to see everyone, face to face once again. And in closing and as always, **thank you** to all our letter carriers for the outstanding job you do... day in and day out.



INSURANCE REPORT

Director of Insurance, Michael Masters

585-278-7241

mjmnalc210@yahoo.com



The weather seems to be breaking, and Spring is slowly coming into the picture. That's great news for all of us letter carriers! As the snow melts it gives us a much safer landscape to traverse our daily rounds on.

POSTAL REFORM PASSES = MEDICARE INTEGRATION

I am sure many of you have read President Montgomery's article (pages 1 & 3) regarding Postal Reform. It is very satisfying to see the challenging work of so many of our union advocates push this bill through the House and Senate. For the last 16 years many of us have been lobbying our congressional leaders for the passage of reasonable, common sense postal reform and to see that come to fruition is very encouraging. One of the main components of the bill is the Medicare integration of our retiree health benefits. This integration is a step forward for the Postal Service and for current and future retirees. Integration of Medicare will ultimately drive premium prices down (for both active and retired carriers) and give us all better out-of-pocket coverage for services during our retirement. Please refer to Kenny's article for the specific details on this and the other major components of Postal Reform.

NALC PLAN OFFERS HINGE HEALTH PROGRAM

A musculoskeletal program through Hinge Health offers a convenient way to help you overcome back, neck, hip, joint pain, avoid surgeries, and reduce medication usage - all from the comfort of your home. This program is offered at no cost to you or your dependents. It involves low impact exercise and stretches. For more information or to enroll, call 855-902-2777 or visit hingehealth.com/nalc. Once enrolled, you will receive:

- Access to a personal care team, including a physical therapist and health coach
- A tablet and wearable sensors that guide you through the exercises and stretches
- Video visits with your care team, delivered through the Hinge Health app

SPRING CLEANING YOUR LIFE INSURANCE POLICY

It is never a bad time to review your life insurance policies. This includes not only your policies through the NALC MBA, but also your FEGLI Life Insurance through the Postal Service, as well as any private insurance you may have acquired. Questions to ask yourself: Do I have enough coverage? Do I have too much coverage? Do I have assigned beneficiaries, and if so, who are they? Many of you may have assigned beneficiaries years ago and as life goes on things change (marriage, divorce, birth of a child, adoption, death of a designated beneficiary). The beneficiary form is particularly important as it supersedes a will, so you should make sure the correct person(s) is listed. As far as amount of coverage, that is a personal choice. The NALC MBA has many different affordable plans available. You can find more information on MBA Insurance plans at www.nalc.org under the *Member Benefits* tab, then click on *Mutual Benefit Association*. If any active or retired members would like to discuss the type or amount of coverage with me, please do not hesitate to reach out.

Proposed By-laws Changes 2022

The following proposed Bylaw changes will be discussed at the May Union meeting. The Proposed Bylaw changes will then be voted on at the June branch Union meeting without discussion.

Article II Membership

OLD

SECTION 2A. An applicant for Branch membership failing to make application within a 180-day period, following their 90 day probationary period, will be subject to an initiation fee of \$60.00. Said fee to be remitted at the time of making application.

NEW

Eliminate Section 2A

OLD

SECTION 4. Associate members shall be limited to those present Associate members who wish to remain as such.

NEW

SECTION 4. Associate members shall be Govt. employees or retirees that have the NALC health insurance plan and shall pay dues according to the National NALC Constitution.

Article VI Duties of Officers

OLD

SECTION 11. The Executive Board will meet at least once during the months of July, August and September when regular Branch meetings are recessed and at such other times as directed by the President. Any member of this board who is absent from three (3) meetings in any calendar year will be suspended from his position on the Executive Board, subject to the approval of the Board

NEW

SECTION 11 The Executive Board will meet at least quarterly.

ARTICLE VIII

BENEFIT TRUST FUND AND ALCOR INC

OLD

SECTION 3. All income derived from the Benefit Trust will be retained in the Benefit Trust. Revenue received through fund-raising activities related to the Benefit Trust Fund but sponsored by Branch 210, NALC, will be allocated on the basis of 75% to the Trust Fund and 25% to Branch 210, NALC.

NEW

SECTION 3. All income derived from the Benefit Trust will be retained in the Benefit Trust. Revenue received through fund-raising activities related to the Benefit Trust Fund but sponsored by Branch 210, NALC, will be allocated on the basis of 50% to the Benefit Trust Fund and 50% to Branch 210 NALC.

ARTICLE VIII

BENEFIT TRUST FUND AND ALCOR INC

OLD

SECTION 4. A Trust Officer to be appointed by the President of Branch 210, NALC, who will be responsible for the administration of the death and other benefits disbursements. By virtue of his appointment, he shall serve as an elected delegate to all conventions of the NALC and shall be granted as expense allowance \$400.00 monthly payable monthly. An elected official or employee (full time/ part time) of Branch 210 will not be eligible to serve as Trust Officer.

NEW

SECTION 4. A Trust Officer to be appointed by the President of Branch 210, NALC, who will be responsible for the administration of the death and other benefits disbursements. By virtue of his appointment, he shall serve as an elected delegate to all conventions of the NALC and shall be granted as expense allowance \$500.00 monthly payable monthly. An elected official or employee (full time/ part time) of Branch 210 will not be eligible to serve as Trust Officer.

ARTICLE VIII

BENEFIT TRUST FUND AND ALCOR INC

OLD

SECTION 5C. Active (defined as not retired) NALC members will be entitled to a death benefit of \$750.00. Said benefit to be payable first to the designated beneficiary; second, to the widow or widower if there is no named beneficiary; third, if there is none of the above, child or children of the insured; fourth, if none of the above, to the parents of the insured in equal shares or the entire amount to the surviving parent; fifth, if none of the above, to the insured's estate

NEW

SECTION 5C. Active (defined as not retired) NALC members will be entitled to a death benefit of \$1,000. Said benefit to be payable first to the designated beneficiary; second, to the widow or widower if there is no named beneficiary; third, if there is none of the above, child or children of the insured; fourth, if none of the above, to the parents of the insured in equal shares or the entire amount to the surviving parent; fifth, if none of the above, to the insured's estate

Proposed Bylaw Changes Continued to be discussed May union meeting, voted on at the June union meeting

ARTICLE XII

FUNDS

OLD

SECTION 2. At no time shall there be drawn from the General Fund or Treasury of this Branch a sum in excess of Seventy-Five Dollars (\$75) for any outside interest or activity.

NEW

SECTION 2. At no time shall there be drawn from the General Fund or Treasury of this Branch a sum in excess of Two Hundred and Fifty Dollars (\$250) for any outside interest or activity.

ARTICLE XV

EXPENSE ALLOWANCE

OLD

SECTION 1. The Recording Secretary, Financial Secretary and Treasurer shall be allowed minimum expenses of \$400.00 per month, payable monthly.

NEW

SECTION 1. The Recording Secretary, Financial Secretary and Treasurer shall be allowed minimum expenses of \$500 per month, payable monthly.

ARTICLE XV

EXPENSE ALLOWANCE

OLD

SECTION 2. The Director of Branch Insurance Plans shall be allowed a minimum expense of \$400.00 per month, payable monthly.

NEW

SECTION 2. The Director of Branch Insurance Plans shall be allowed a minimum expense of \$500 per month, payable monthly.

ARTICLE XV

EXPENSE ALLOWANCE

OLD

SECTION 3A. Stewards representing Carriers in Zones, Stations and Associate Offices shall be allowed a basic expense allowance of Fifty (\$50.00) Dollars per year. The allowance will be pro-rated, on a monthly basis, should a Steward serve less than a full year

NEW

SECTION 3A. Stewards representing Carriers in Zones, Stations and Associate Offices shall be allowed a basic expense allowance of Fifty (\$50.00) Dollars per year payable biannually. The allowance will be pro-rated, on a monthly basis, should a Steward serve less than a full year.

ARTICLE XV

EXPENSE ALLOWANCE

OLD

SECTION 3B. Stewards are required to attend all Branch meetings including Executive Board meetings in July, August, and September, unless officially excused by the Branch President or his designee, for proper reason.

NEW

SECTION 3B. Stewards are required to attend all Branch meetings, unless officially excused by the Branch President or his designee, for proper reason which is limited to 2 excusals per year.

ARTICLE XV

EXPENSE ALLOWANCE

OLD

SECTION 3C. A supplemental Allowance, based on meeting attendance will be paid at the rate of Forty-Five (\$45.00) Dollars per Branch meeting and/or Executive Board meeting, Effective January 1, 2001.

NEW

SECTION 3C. A supplemental Allowance, based on meeting attendance will be paid at the rate of Seventy-five (\$75) Dollars per Branch meeting, effective. July 1, 2022.

ARTICLE XV

EXPENSE ALLOWANCE

OLD

SECTION 3D. Full Supplemental Allowance will be based on attendance at all Twelve (12) Branch meetings including Executive Board Meetings held in July, August, and September. Stewards attending less than Twelve (12) meetings will have Forty-Five (\$45.00) Dollars deducted from their supplemental allowance for each meeting not attended.

NEW

SECTION 3D. Each steward shall be permitted 2 meeting excusals by the President or Vice-President per year therefore, Full Supplemental Allowance will be based on attendance at ten (10) branch meetings. Stewards attending less than Ten (10) meetings will have Seventy-Five (\$75) dollars deducted from their supplemental allowance for each meeting not attended. Maximum supplemental allowance payable is \$750

Proposed Bylaw Changes Continued to be discussed May union meeting, voted on at the June union meeting

**ARTICLE XV
EXPENSE ALLOWANCE**

OLD

SECTION 3F. Stewards will be paid a commission of Twenty-Five (\$25.00) Dollars for signing-up any newly hired Letter Carrier, who if after sixty (60) days from the new employees seniority date, has not yet made application for membership in Branch 210.

NEW

Eliminate Section 3F

**ARTICLE XV
EXPENSE ALLOWANCE**

OLD

SECTION 3G. Stewards will be paid a commission of Twenty-Five (\$25.00) Dollars for signing-up any Letter Carrier who was suspended from Branch Membership and who later make application for reinstatement in Branch 210. (Requirement of Article VII, Section 6 to be met before payment of a commission is authorized).

NEW

Eliminate Section 3G

**ARTICLE XV
EXPENSE ALLOWANCE**

OLD

SECTION 3H. Stewards will be paid a commission of Five (\$5.00) Dollars for signing up any member making application through said steward in the NALC's MBA (Mutual Benefits Association) Insurance Plans.

NEW

Eliminate Section 3H

ORDER OF BUSINESS

OLD

1. Roll Call of officers
2. Reading of minutes of previous meeting
3. Reading of bills, notices, communication
4. Application for membership etc.
5. Voting for candidates for membership
6. Initiation of new members
7. Reports of standing and special committees
8. Unfinished business
9. New Business
10. Good of Association
11. Improvement of Service
12. Financial Secretary report
13. Treasurers report
14. Adjournment

NEW

1. **Roll Call of officers**
2. **Reading of minutes of previous meeting**
3. **Reading of bills, notices, communication**
4. **Application for membership etc.**
5. **Initiation of new members**
6. **Reports of standing and special committees**
7. **Unfinished business**
8. **New Business**
9. **Good of Association**
10. **Improvement of Service**
11. **Financial Secretary report**
12. **Treasurers report**
13. **Adjournment**

Eliminate the old #5

NEW Re-number as needed any remaining bylaws As a result of eliminating sections.

The following two proposed bylaw changes will be discussed at the May 2022 branch union meeting. The 2 bylaw proposals will then be sent to the membership for a mail referendum vote with results reported at the June union meeting.

Article VI Duties of Officers

OLD

SECTION 3. The Vice-President---shall perform all duties as outlined in Article VI, Section 2 of the National Constitution. The Vice-President of Branch #210 will serve Full-Time for the duration of his/her term. The Vice-President shall request a leave of absence from the Postal Service. For the faithful performance of his/her duties the Vice-President shall be compensated as follows:

SALARY: He/She shall receive the same salary as Step 6 of Level 15 of the EAS pay schedule, plus all salary increases as obtained by the top-grade letter carrier.

FRINGE BENEFITS: He/She shall receive the same annual leave and sick leave as a top-grade letter carrier. This leave shall not accumulate from year to year. He/She shall have deducted from his/her pay the employees elected share of all fringe benefits. Branch 210 will pay the employer's share of all fringe benefits including the employee's share of FICA, CSRS, (or) FERS. He/She shall at all times receive all benefits that are obligated by law or other action. In addition to his/her salary he/she shall be entitled to reimbursement of all itemized expenses legitimately incurred in conduct of the affairs of the Union. There shall be no duplication of salary or expense payments to the Vice-President when assigned to other duties for which he/she is compensated. By virtue of his/her office he/she shall be a delegate to all conventions.

Any change to the salary/fringe benefits of the Vice-President shall be the subject of a mail referendum vote of the regular members of Branch #210.

NEW

SECTION 3. The Vice-President---shall perform all duties as outlined in Article VI, Section 2 of the National Constitution. The Vice-President of Branch #210 will serve Full-Time for the duration of his/her term. The Vice-President shall request a leave of absence from the Postal Service. For the faithful performance of his/her duties the Vice-President shall be compensated as follows:

SALARY: He/She shall receive the same salary as top-grade utility letter carrier plus \$11,000. He/She shall be entitled to the same salary increases as a top step utility grade letter carrier including cost of living increases.

FRINGE BENEFITS: He/She shall receive the same annual leave and sick leave as a top-grade letter carrier. This leave shall not accumulate from year to year. He/She shall have deducted from his/her pay the employees elected share of all fringe benefits. Branch 210 will pay the employer's share of all fringe benefits including matching Thrift Savings contributions (up to 5%) and the employee's share of FICA, CSRS, (or) FERS. He/She shall, at all times receive all benefits that are obligated by law or other action. In addition to his/her salary he/she shall be entitled to reimbursement of all itemized expenses legitimately incurred in conduct of the affairs of the Union as approved by the membership, including mileage for use of his/her personal vehicle for union purposes at the IRS mileage reimbursement rate posted at the beginning of every year. There shall be no duplication of salary or expense payments to the Vice-President when assigned to other duties for which he/she is compensated.

By virtue of his/her office he/she shall be a delegate to all conventions.

ARTICLE XIV

PRESIDENT'S SALARY AND EXPENSES

OLD

SECTION 1. The President of Branch 210 will serve full-time for the duration of his term. He shall request a leave of absence from the Postal Service. For the faithful performance of his duties, he shall be reimbursed as follows:

Salary...He shall receive the same salary as the top step of level fifteen (15) of the EAS pay schedule, plus all salary increases as obtained by the top-grade letter carrier.

Vacation and Sick Leave...He shall receive the same annual leave and sick leave as top-grade letter carrier. This leave shall not accumulate from year to year.

Fringe Benefits ...He shall have deducted from his pay the employees elected share of all Fringe Benefits. Branch 210 will pay the employer's share of all fringe benefits including the employees share of FICA, CSRS or FERS.

He shall at all times receive all benefits that are obligated by law or other action. The President shall be allowed a minimum expense allowance of one thousand dollars (\$1,000) per year. There shall be no duplication of salary or expense payments to the President, when he is assigned to other duties for which he is compensated.

Any change in the above by-law shall be the subject of a mail referendum vote of the regular members of Branch 210.

NEW

SECTION 1. The President of Branch 210 will serve full-time for the duration of his/her term. He/She shall request a leave of absence from the Postal Service. For the faithful performance of his/her duties he/she shall be reimbursed as follows:

Salary...He/She shall receive the same salary as the top-grade Utility Letter Carrier plus \$16,000. He/She shall be entitled to the same salary increases as a top step utility grade letter carrier including cost of living increases. Further he/she shall receive the same annual leave and sick leave as top-grade letter carrier. This leave shall not accumulate from year to year.

Fringe Benefits... He/She shall have deducted from his pay the employees elected share of all Fringe Benefits. Branch 210 will pay the employer's share of all fringe benefits including matching Thrift Savings contributions (up to 5%) and the employees share of FICA, CSRS or FERS.

He shall at all times receive all benefits that are obligated by law or other action. The President shall be entitled to reimbursement of all itemized expenses legitimately incurred in conduct of the affairs of the Union as approved by the membership, including mileage for use of his/her personal vehicle for union purposes at the IRS mileage reimbursement rate posted at the beginning of every year. There shall be no duplication of salary or expense payments to the President when he is assigned to other duties for which he is compensated.

By virtue of his/her office he/she shall be a delegate to all conventions.



**10th Annual
N.A.L.C – MDA
Aaron Wallace
Memorial
Golf Tournament**

Aaron Wallace

Aaron Wallace is the son of Letter Carrier Scott Wallace from Panorama and his wife Amy Wallace.

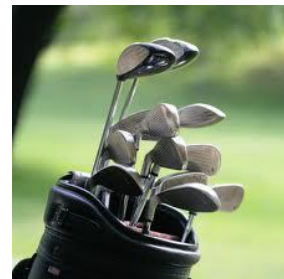
Aaron lost his battle with Muscular Dystrophy January 10, 2014 at the age of 27.

Help us celebrate the life of Aaron through this fund raiser to increase awareness of Muscular Dystrophy

When: Sunday May 22, 2022
Shotgun start at 10:00am

Where: Victor Hills Country Club
1450 Brace Road.
Victor New York 14564

Format: 4-man Scramble
 \$100 Per person
 \$400 Per team
 \$100 Sponsor a hole. Personal or Corporate Sponsorship available



Includes:
 Golf
 Cart
 Breakfast
 All day unlimited hot dogs, hamburgers Sausage and Chicken Sandwiches.

\$100 per golfer includes
 Golf
 Cart
 Food all day
 Beverages on the course
 Longest Drive
 Closest to the Pin
 Skins

**Victor Hills Country Club
 Unlimited Lunch Menu**



Looking for a good American built car made by hard working union workers?

See Jolene at Bob Johnson Buick. Jolene is the daughter of our past Vice-President Jerry Vitto



Buying a New House? Need an Attorney?

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Are you on the sidelines, or in the game?

LCPF Letter Carrier Political Fund

NALC Branch 210 is up to 15% of members donating to the LCPF

LET'S AIM HIGHER!!

THANK YOU!! To those who donate

Those who do not...what are you waiting for??

EFFORTLESS - EASY - EFFECTIVE paycheck or bank account deductions

Get off the sidelines, get into the game, and FIGHT FOR OUR FUTURE!



What is NARFE? National Active and Retired Federal Employees Association is Your voice advocate on

Capitol Hill and Your information resource providing clear trusted guidance on complex federal benefit issues. Join NARFE and the Rochester Chapter 124 and be active in securing your benefits now and in your retirement years ahead! The Rochester Chapter 124 meets several times a year and is host to the Health Fair annually. Joining is as easy as sending us an email at RochNarfe124@gmail.com and we will guide you through the process.



NALC Branch 210 Family Picnic

Sunday July 10, 2022



Ticket Includes:

Unlimited Rides

Unlimited Waterpark

10:30 am – 9:30 pm

Private Reserved Pavilion

Unlimited Lunch Buffet

FREE Parking (\$20 value)

Children under 2 - FREE



Unlimited Lunch Buffet

11:30 am – 3:00 pm

Hamburgers

Hot Dogs

Italian Sausage w/ Peppers & Onions

Macaroni & Cheese

Frozen Novelties

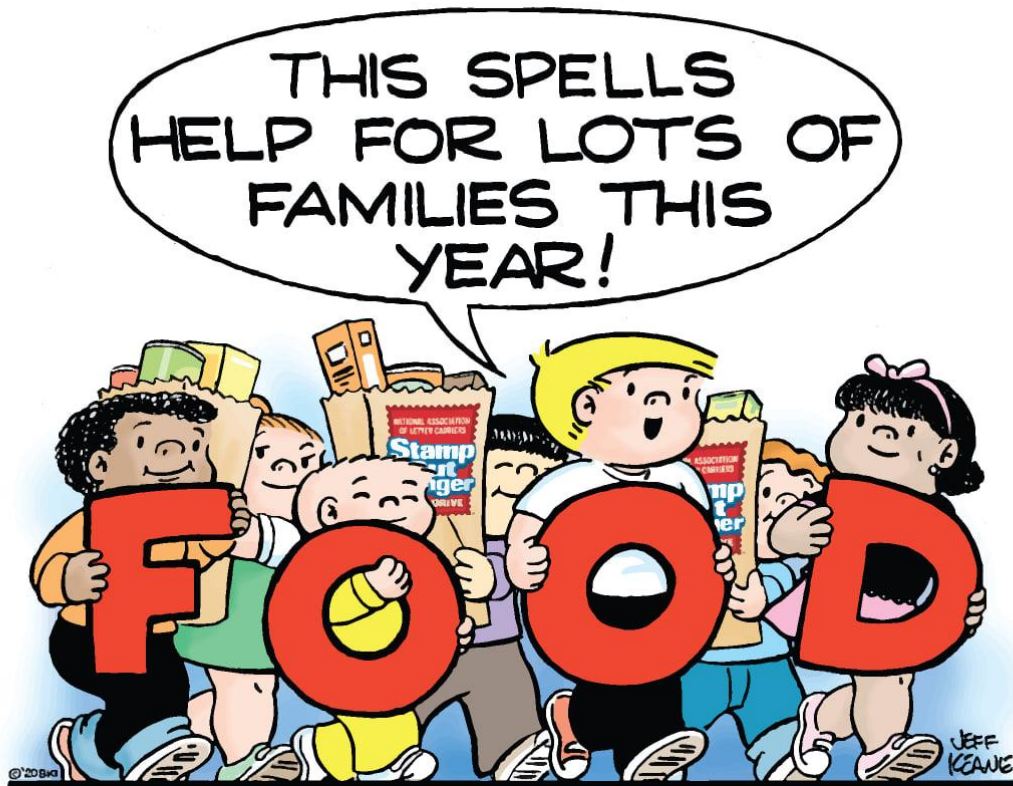
Unlimited Beer & Fountain Drinks

11:30 am – 5:00 pm

**Ticket Information Contact the Branch 210 Office - (585) 427-2450
or see your Union Steward**

This year the NALC food drive will occur Saturday May 14, 2022. Due to the Pandemic, we have not had a real "Food Drive" in 2 years. There are a lot of needy families right now that need our help. It is a small gesture on our part. Simply pick up food left by our customers and drop it off at a local food pantry in your delivery zone or bring it back to the Post Office and someone will process it to a local pantry. It is really that simple.

YOU can make a difference!



LETTER CARRIERS' FOOD DRIVE

SECOND SATURDAY IN MAY

PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX.
WE'LL DELIVER IT TO A LOCAL FOOD BANK.

National Partners



Retiree Breakfast 2022

In October 2022 Branch 210 honored several retirees with 50-year Gold cards and 60-year pins. The following members received awards this past October. The Branch ensured all members received their awards even if they could not make the breakfast.

50 Year Gold Cards

Gerald Adams, Lawrence Anzalone, Kevin Ayers, Donald Bates, James Britz, Raymond Cybul, Edwin Diamond, Donald Ferguson, Reed Gleichman, Stanley Johnson, Edward Lupiani, Leo Marchand, James McCollister, Nicholas Nocco, John O'Connor, William Russell, Conrad Schott, Jeff Tucker, Thomas Vaccaro, Roosevelt Ward jr, Dale Zukitis

60 Year pins

Donald Kozlowski, Frederick Mendick, Joseph Rockwell, Salvatore Vitalone



From Left to right, Jerry Adams, Kevin Ayers, Donald Bates, Edwin Diamond, Reed Gleichman, Stanley Johnson, Edward Lupiani, Nickolas Nacco, Conrad Schott, Thomas Vaccaro all receiving their 50-year gold card

Back Row: President Kenny Montgomery, National Business Agent Mark Camili



Frederick Mendick
60-Year Award



William Russell
50-Year Gold Card



Donald Ferguson
50 Year Gold Card



Salvatore Vitalone
60-Year Award

March is Women's History Month

The women below hold leadership roles in Branch 210 and make our branch a strong unified local.
Thank you Ladies!



Women in leadership roles in Branch 210 who recently attended a Stewards training lead by Vice-President Monique Mate. From left to right. Vice-President Monique Mate, GMF Steward Stacey McManus, Scottsville Steward Tracy Lewis, Albion Steward Marcy Williams, Penfield Steward Nicole Ward, Lexington Steward and Branch 210 Trustee Angela Norman, Branch 210 Trustee and EAP Coordinator Jill Morris, Irondequoit Steward Ann Pacher, Holley Steward Betty Denning and Geneva Steward Jillian Guerrero.

Women's Mental Health Awareness Month

By EAP coordinator
Jill Morris

Focusing on mental health should be a priority for everyone. This month though, EAP is focused on raising awareness of mental health challenges unique to women. EAP is here to offer services to improve the overall health and wellness of women while reminding them to take care of themselves and make their mental health a priority.

While every woman has her own unique experiences, challenges, and needs when it comes to mental health, we can all agree that it's not always easy to take steps for better health. Fortunately, your EAP has tools and resources that can help you get started. I would encourage you to go to EAP4YOU.com and click on the 'Monthly Focus' and explore the resources and tools that are there to help you. Remember EAP is here for you and any family member living with you. So, if you are a guy reading this and thinking this month's focus isn't for you, take a second and think about the women you live with, could they need some mental help? Check out the website, it will give you information that could help your loved one.

Women should ask themselves these questions:

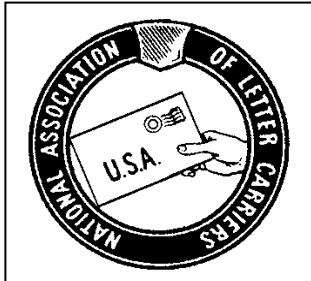
- "Do I care for myself as much as I care for others?"
- "Does my inner dialogue match what I would tell a friend or loved one?"
- "Am I being mindful of what I tell myself?"
- "Do I self-sabotage by telling myself, 'I can't do that, I don't know what else to do, this is a horrible situation, and I can't get out of it.'?"
- "Do I help myself by saying, 'I can do this, I will find a different way, this is a tough situation, but it is only temporary, and I will make it through.'?"
- "Do I make an effort to maintain a positive attitude in order to face challenges in a healthier way?"

It is important to identify the sources of stress in your life and attempt to view challenges as opportunities. If you are struggling with changes in your life, new stressors, added obligations or are having troubling finding a healthy balance, your EAP is here to help. Contact us today: 800-327-4968 (800-EAP-4YOU), TTY: 877-492-7341 or visit us online: EAP4YOU.com.

Branch 210
National Association of Letter Carriers
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Designed exclusively For Branch 210 Members

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Branch Insurance Director,

Michael Masters

**Health Benefit Plan*

**Mutual Benefits*

Association

(585) 278-7241

Benefit Trust Fund

Trust Officer: Sam Hogan

733-4873

For More Information on any of these
Benefits contact the Union Office at
(585) 427-2450

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Divorce - Criminal Defense - DWI

For all your legal services call...

Vincent Moyer

585-458-2800 Ext. 314

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Vincent M. Moyer, Esq.

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