

OREGON STATE ASSOCIATION OF LETTER CARRIERS

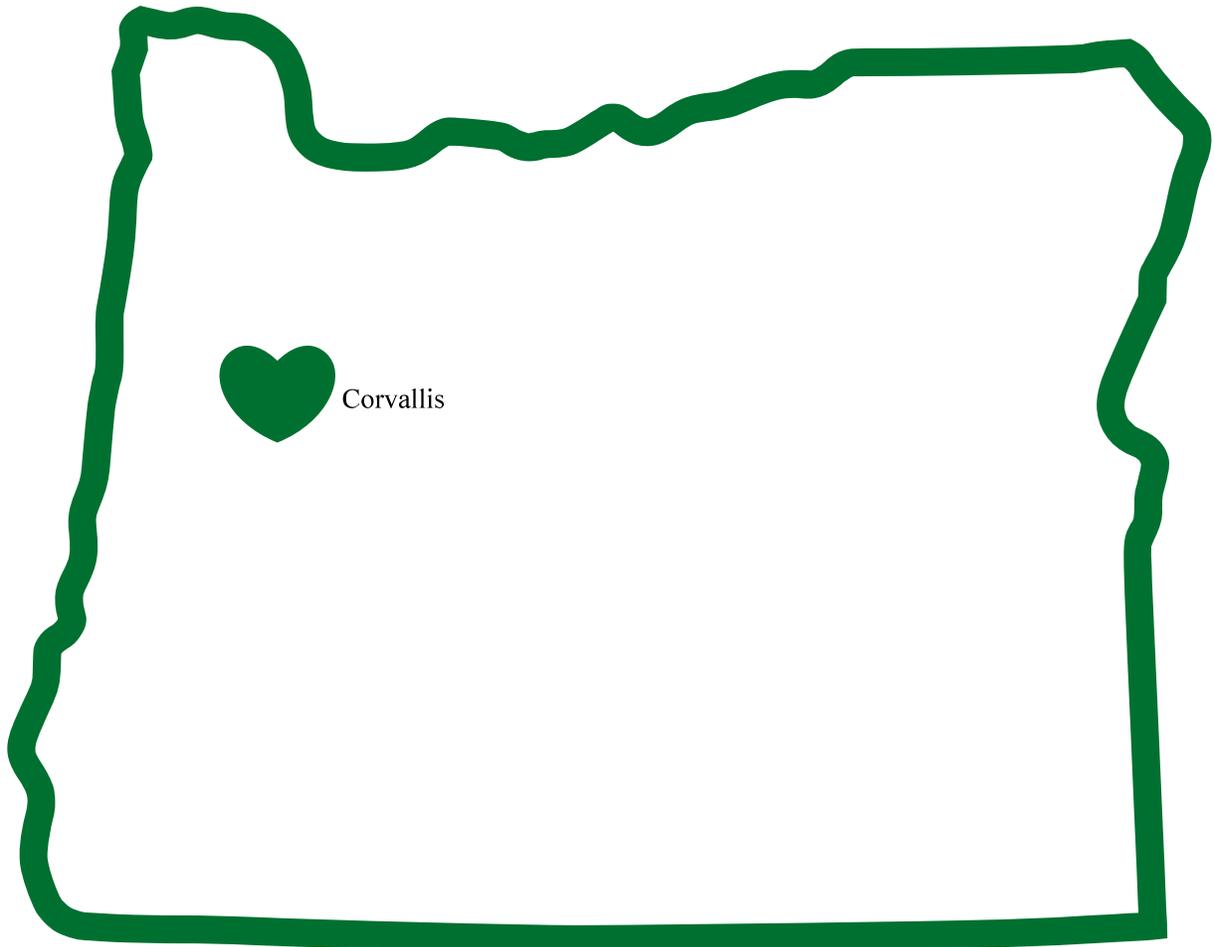
SATCHEL

Volume 2 of 2026



OSALC OREGON STATE ASSOCIATION OF LETTER CARRIERS
121ST OREGON STATE CONVENTION

A RETURN OF HOMECOMING



SPIRIT MOUNTAIN

APRIL 24TH & 25TH, 2026

HOSTED BY HEART OF THE VALLEY - CORVALLIS, BRANCH 1274

OSALC OFFICERS

Abe RedCloud
President
maildudeff@gmail.com
Cell: 831-331-0798

Lisa Fair
Vice President
lisafair2@aol.com
Cell: 541-282-3265

Casey English
Secretary Treasurer
casey.english82@gmail.com
Cell: 503-309-9689

Brandon McCabe
Recording Secretary
beavertonshopsteward@aol.com
Cell: 805-340-6786

George Wallenstine
Dir. Of Retirees
wallensteing@gmail.com
Cell: 503-318-9328

OSALC EXECUTIVE BOARD

Valerie Castillo
Exec. Board Chair
valeriecastillo347@gmail.com
Cell: 503-569-9744

Scott Menzer
sbmenzer@gmail.com
Cell: 509-570-3589

Tiffany Miller
tqmiller1025@gmail.com
Cell: 208-697-0638

Theresa Dunas
birdmom4eva@outlook.com
Cell: 541-430-9804

TJ Sanders
discmantj@gmail.com
Cell: 541-990-9278

REGIONAL OFFICERS

Nick Vafiades
National Business Agent

James Frankford
Regional Administrative Assistant

Amy Gallo
Regional Grievance Assistant

Sue Wellhausen
Regional Grievance Assistant

National Business Office
Region 2
7710 NE Greenwood Dr
Vancouver, WA 98662
360-892-6545

The Satchel is the official publication of The Oregon State Association of The National Association of Letter Carriers. It is published seasonally approximately four to five times per year as provided in the by-laws of the Oregon State Association. Opinions published in The Satchel do not necessarily represent the official position of the Oregon State Association. Submissions are gladly accepted and are subject to editing for content and space. Please send your submissions to:

OSALC Satchel Editor
Brandon McCabe

For more information about the National Association of Letter Carriers including information about the national contract, congressional legislation, the NALC Health Benefits Plan, the Mutual Benefit Association, and the Letter Carrier Political Fund, log on to NALC.org. To stay up to date with notifications on all these issues and many other informational resources, download the NALC app.



FROM YOUR PRESIDENT

CORVALLIS' RICH NATIVE AMERICAN HISTORY

Qa'pai Dakones Daas, in other words, Hello my Brothers and Sisters. That was a greeting in the native language of the Kalapuya people. Why did I greet you like that you ask? Well in this edition of The Satchel we are writing about the City of Corvallis and Grand Ronde. For my part I will tell you a little about the Native Tribes of both areas.

The Kalapuya people (the Chepenefa and Chemapho bands) lived in the Willamette Valley for years. The Chepenefa (Marys River Kalapuya) lived along the Marys River and the Chemapho (Muddy Creek Kalapuya) lived along the Muddy Creek. They lived as hunters and gatherers to support their tribes living off the land of the Willamette Valley. They also used controlled burning to manage the ecosystem of the Valley to be plentiful to live on and have all plants, animals and themselves thrive.

The Willamette Valley was the "Eden" at the end of the Oregon Trail for thousands of migrating Americans. The first official claim to the land by these settlers was Joseph C. Avery in 1845, the other by William F. Dixon in 1846. Originally named Marysville, Corvallis was renamed by Avery in 1853 to avoid confusion with Marysville, CA. In Latin Corvallis means "Heart of the Valley." In the 1850's treaties, The Kalapuya were forced off their lands and are now part of the Confederated Tribes of Grande



by Abe RedCloud OSALC President Branch 82

Ronde. In 1856, federal agents forced tribes from their southwestern Oregon homelands on a 33-day, 263-mile march to the new Rocky Grand Ronde Reservation. This is known as "The Trail of Tears."

The Confederated Tribes of Grand Ronde are a nation of over 27 tribes and bands. These include the Kalapuya, Molalla, Rogue River, Umpqua, Chasta, Clackamas, Tillamook, and the Clatskanie as a few of the key tribes and bands. In 1954, the Western Oregon Indian Termination Act terminated federal recognition, which

left the tribe with only 7.5 acres of its former land. Currently the Tribe has re-acquired their former land and is now centered on an 11,500-acre reservation in Yamhill County in Western Oregon. They are governed by a nine-member Tribal Council elected by the Tribes voting membership of approximately 5,400 enrolled members.

The Confederation operates the Spirit Mountain Casino to fund services such as tribal health care, education, and social programs. The Chachalu Museum and Cultural Center are a hub for preserving tribal history and educating the public. In 2023 the Tribe reached a historic agreement with the state to restore their hunting and fishing rights for ceremonies and to feed their people on their ancestral lands without having to get any permits.

There is some history for you all about the Native people of the Corvallis and Grand Ronde area. I hope you enjoy our articles of the "Heart of Oregon!"

In Solidarity and Unionism,
Abe RedCloud



FROM YOUR VICE PRESIDENT

Cultivating Sustainability

This year our Oregon State Convention will be hosted by Branch 1274 Corvallis, Oregon. Corvallis is long known for its lush Willamette Valley setting and deep agricultural roots and has quietly grown into one of the Pacific Northwest's leading examples of sustainable living. The city's commitment to protecting natural resources, fostering ecological research, and encouraging low impact recreation has earned it recognition far beyond Oregon's borders.

Corvallis, also known as the "Heart of the Willamette Valley" could be considered a model for living in harmony with the land. At the heart of Corvallis' identity is the Willamette River. This waterway supports wildlife, recreation, and the local ecosystem. Cyclists and walkers can often be seen moving along its shaded trails, sharing space with herons, osprey, and migratory birds that rely on the river's wetlands. These habitats are carefully protected through city-led and volunteer-driven restoration projects, reflecting the community's long-standing belief that stewardship starts at home.

In addition to the focus on sustainability, the Corvallis is thriving with local agriculture. Residents enjoy one of Oregon's most celebrated farmers' markets, where growers from across the valley gather year-round to offer fresh produce, meats, and artisanal goods. Many of these farms practice regenera-



by Lisa Fair OSALC Vice President Branch 1433

tive methods, emphasizing soil health, water conservation, and a deep respect for the land. These values have been passed down through generations.

Beyond its natural features, Corvallis is also home to Oregon State University, a national hub for environmental and natural resource sciences. Researchers here study everything from forest ecology to sustainable agriculture to water-

shed management, making the city an incubator for innovative ideas that influence policy and practice across the region. OSU's presence enriches the community, ensuring that sustainability is more than a philosophy, it's a field of active innovation. (Go Beavers!)

Outdoor recreation completes the picture. Trails at Bald Hill and the nearby McDonald-Dunn Forests offer residents easy access to hiking, birding, and cycling, reinforcing the city's connection to the natural world. These spaces illustrate Corvallis' belief that nature should not only be protected but also experienced.

Together, these elements form a portrait of a city deeply rooted in place—one where sustainability isn't just a goal but a daily practice, shaped by a community united in its commitment to the environment.

So, whether you attend the Oregon State Convention or you are just passing through take a walk through Corvallis and experience it for yourself. Regardless of what outdoor activities get you moving, you're sure to find something you'll enjoy within the community. Take a hike!

In Sisterly Solidarity,
Lisa Fair



FROM YOUR SECRETARY TREASURER

Welcome to Corvallis, Sort Of.

Hello everyone! I hope you're all as eager as I am for our upcoming State Convention. This year's convention is being hosted by Branch 1274 in Corvallis. Now, I'm sure some of you are wondering why a convention hosted by Corvallis is being held at Spirit Mountain Casino in Grand Ronde, which is an hour away from Corvallis. Unfortunately, we couldn't find a venue in Corvallis that is large enough to host our convention, so we made the decision to move it. Even though we're not going to be in Corvallis, I hope all of you take the opportunity on our travel days on Thursday and Sunday to make a detour out there and explore what they have to offer.

Even though I'm a longtime Oregon Ducks fan, I've always been a fan of watching Oregon State's baseball team play. They've won three College World Series and have made deep runs in even more. They're playing Hawaii on Sunday afternoon, and I'd encourage everyone to go and cheer them on. The



by Casey English
OSALC Secretary Treasurer
Branch 82

softball team also has a game on Sunday if you're more interested in that.

If sports aren't your thing, The Arts Center in Corvallis is hosting an exhibition from local artist Kim Smith Claudel. The Arts Center is open Tuesday to Saturday, so could even check out the exhibit on Thursday and catch a game on Sunday!

There are also numerous places to eat in Corvallis, and since we'll be spending the weekend eating at the casino it wouldn't be a bad idea to hit up the local eateries in town on our travel days and support those businesses.

Being far away from the city that is supposed to be hosting the convention is always a bit of a disappointment. We like to use the convention as an opportunity to support the local businesses that make each Oregon town unique. Luckily, Corvallis is close enough to Grand Ronde that I hope most of you can make the trip out at least once during the convention and explore the town.

Until next time,
Casey



FROM YOUR RECORDING SECRETARY

Top Things to do while in Grand Ronde

Hello everyone! We are fast approaching our State Convention being held in Grand Ronde Oregon! I'd like to report on what top attractions there are, so you all have a chance to explore and make great memories while supporting the local businesses

Mount Hebo Trail: is a beautiful easier hike. I love that they remind you that, should you get hungry, there is wild lettuce growing everywhere off the trails. Greens are not just edible but abundant! You really should plan to go!

Fort Yamhill State Heritage Area: You should really try and stop by to soak up the rich history of For Yamhill. The ancient woods and century-old buildings will transport you back in time to photos we've only been able to see in sepia tones.



by Brandon McCabe OSALC Recording Secretary Branch 82

Chachalu Museum: A small and beautiful museum that shares culture and history of the Confederated Tribes of Grand Ronde. The building itself was once a school so it's fitting that it continues to house education. "Chachalu" is a Kalapuyan word for "the place of the burnt timbers. The land the museum is located on was burned by a forest fire shortly before the tribes were relocated to the reservation lands.



Spirit Mountain Casino: Clearly you will get to see this casino as it is the location of our convention. This Casino was created to foster economic self-sufficiency for the Confederated Tribes of Grand Ronde Community of Oregon. Six percent of their profits go to community funds that they give back to the local community. There are amazing performers there so be sure to check out who is there while you are at the Convention.

Ocean Trails Riding Stables: Lastly, it would be an exciting time to experience the guided Horseback tours. I read the reviews and everyone raves about their equestrian experience!

These are just a few highlights, but I encourage you to explore on your own and find a new highlight and memory!

See you all very soon.

Hasta Luego
-Brandon

FROM YOUR EXECUTIVE BOARD CHAIR

The Heart of Education

Oregon State University's official name's sake began on March 6, 1961. The area in which the University began is still being used and has gained some acreage along the way. Some of the history goes as follows:

In 1856, Corvallis Academy was the first community school in downtown Corvallis with in the Oregon Territory.

In 1858, Corvallis College was named as the state's official agricultural college. A land grant authorized the college to receive 90,000 acres of federal land. The first thirty-five acres of land were purchased west of Corvallis, and the college began to be built.

In 1890, Oregon Agricultural College became the first west coast school to offer a course in agriculture. The administrative building (now Benton Hall) was in use, and the first residence hall (Alpha Hall) was recently completed.

In 1927, Oregon State Agriculture College-with campus infrastructure growing by adding a library and beginning intercollegiate athletic competitions. In 1937, Oregon State College's growing diversity in degrees led to this

name change. The college also commissioned more cadets than any other non-military institution in the nation and trained servicemen as part of the Army Specialized Training Program.



by Val Castillo

OSALC Executive Board Chair Branch 347

In 1961, Governor Mark Hatfield signed into law a legislative act which changed the name of Oregon State College to Oregon State University. The legislative act recognized the institution growth in research and graduate education, reflecting its evolution from a college into a comprehensive university.

There may have been multiple names prior, but the origins have remained the same regarding agriculture by specializing in engineering, forestry, marine science, and life sciences to make our food systems and environmental quality, economically and ecological sustainable.

OSU became a Sun Grant institution, one of five in the country, which is to lead research into biobased energy, sustainable agriculture and rural economic development.

The campus does do in-person and virtual general tours, where you can visit and explore the buildings rich history.

Researching the information for this article, I did not know of the OSU origins myself, but I do know it has made me a proud mom of an OSU Transportation Engineer master's degree holder. Go Beavs!

In Sisterly Solidarity,
Valerie Castillo



Seeking Shared Memories

Do you have a great photo of you on your route, in your capacity of carrying mail or NALC memories?

Please share them with us! We'd like to feature you in the next editions of the Satchel!

Please call or text Brandon McCabe at 805-340-6786

FROM YOUR EXECUTIVE BOARD

Brewing at OSU and a small crawl through Corvallis

There has been a resurgence of micro-breweries and pubs in America since the early 2000s, but that culture could not exist without the Willamette Valley's extensive history with hops. Brewing here actually predates Oregon's statehood. Cascadian hops were created at OSU in the 1950s as part of a partnership with USDA – creating a disease resistant hybrid and known for their strong/unique flavor profile.

Oregon is the third largest hop producing state in America. OSU first mentioned Hops programs as early as 1893! OSU boasts a fermentation science program and brewing archives at the University.

The brewing renaissance centered around OSU has brought many pubs and breweries to downtown Corvallis. It is home to one of Oregon's most dense collections of late 19th and early 20th-century architecture. Here



by Scott Mezner
OSALC Executive Board
Branch 916

are some breweries to visit in Corvallis with a safe walking distance (less than a mile / 2-4 minutes each):

Oregon Trail Brewery (341 SW 2nd St #A) is the pioneer site that remains of the original Oregon craft beer renaissance when it opened in 1987. It operates out of the historic Old-World Center, sharing space with the Old-World Deli.

Block 15 Brewing (160 NW Jackson Ave) has pioneered Barrel Aging and brought Lambic Style Brews to Oregon. This brewery was what made Corvallis a destination for beer snobs.

Sky high Brewing (300 SW Jefferson Ave) has a heavy focus on local agricultural history and sustainable, locally sourced ingredients. This brewery spans four stories for a crazy vertical effect.

And many, many more at least other brewpubs all over Corvallis!

-Scott

Making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the

NALC or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake

other political spending as permitted by law. Your selection shall remain in full force and effect until canceled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from solicit-

ing contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor.

Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year.

Any guideline amount is merely a suggestion, and an individual is free to contribute more or less than the guideline suggests and the Union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute.



FROM YOUR EXECUTIVE BOARD

The Heart of Hauntings

Welcome everyone to Corvallis and its surrounding areas in the beautiful Willamette Valley! Corvallis is known for several remarkable things such as Oregon State University, its architecture, educational programs, and natural beauty. What people may not know is that Corvallis is also known for its haunted buildings. Some of the most notable haunted locations are OSU, Crescent High School, and Crystal Lake Masonic Cemetery.

OSU has quite a few spooky stories to share within its 170-year life span. One rumor spread of Ted Bundy abducting Kathy Parks from the Memorial Union cafeteria back in 1974, killing her and hiding her body somewhere in the basement of Sackett Hall. Ted Bundy later confessed to killing her at Taylor Mountain, over 250 miles away from OSU, where her remains were found.

One OSU employee has been roaming around Waldo Hall for over one hundred years. Ida Kidder started working at the then called Oregon Agricultural College in 1908 as their first female librarian. She helped get a new library

built and modernized the college's book collection. Ida lived in Waldo Hall until her death in 1920, where she still makes her presence known. People claim they can feel her presence, see her floating between walls on the second floor, hear furniture move, and doors slam shut. One



by Tiffany Miller
OSALC Executive Board
Branch 3750

of the more eerie sounds people hear is her high heels moving across the floor.

Cheldelin Middle School is rumored to have a janitor that died while on shift and is still at the gym. He can be heard upstairs, jingling keys, whistling, and sweeping after the school is closed for the day. Crescent Valley High School's theater department's costume room and stage hold another ghost described as a "cold, unwelcoming presence." People have seen chairs move, can hear the ghost move in the scaffolding and brush by the costumes.

Crystal Lake Masonic Cemetery is the final resting place of a warlock, Count Lustula, who was known for messing around with many married women in town. The town lynched him after he was accused of his crime and no trial was held. He was given a proper burial at the cemetery where he still practices his old charms of brushing against the women who visit followed by a chilling breeze across their legs.

There are many other locations with creepy ghost stories to share: Hanson Inn, Whiteside Theatre, Camp Adair, the northbound OR 99W bridge over Mary's River, and more. Wander around Corvallis and its surrounding areas one evening to discover these hauntings if you dare!

In solidarity,
Tiffany Miller

OSALC PodCast Committee Signup.

As we endeavor to reach more carriers and create the most optimal transparency for our members we are going to soon go live with making our quarterly editions of The Satchel a podcast as well. I am looking forward to collaborating with a committee to get this up and running and to have other talented dedicated members throughout the state have their voices heard, literally!

A future committee member would be:

Talented voices: Someone who can record (most smart phones work for this) articles.

Background: If you have any history creating or editing a podcast.

Editors: We look forward to recommendations for free (or cheap) editor software that can be shared amongst our editors to make a smooth edition.

Innovative minds: Members with great ideas on how to draw in more listeners.

Please call or text Brandon McCabe at 805-340-6786 if you are interested!



FROM YOUR EXECUTIVE BOARD

Corvallis Interesting Facts

Hello everyone and welcome to our state convention! I thought I'd write about some interesting Corvallis facts and history. Here are some things I learned.

-The Corvallis Soda Works factory (now the Pepsi building on second street) made orange soda from about 1900-1930 before it was sold to Pepsi. A guy who worked there went on to invent 7-Up.

-Corvallis is recognized as Tree City USA. The city has at least forty-seven public parks within and adjacent to the city limits. In high school I was actively involved in the FFA forestry team, and my teacher took us to Corvallis to practice tree ID. We competed at the national forestry competition where we placed 12th and embarrassingly misidentified the Douglas fir. The competition was in Kentucky, and we had never seen a Douglas fir in such poor condition so that was our excuse.

-A local bar called Tom's Peacock Bar and Grill graced an issue of Playboy Magazine in 1986 on their "100 Best College Bars" list.



by Theresa Dunas
OSALC Executive Board
Branch 82

-Corvallis is obviously known for Oregon State University and its prestigious engineering and agricultural programs. My grandparents both went to school

here. My grandma wanted to major in art but switched to home economics with the encouragement of her female professor so she could become a successful housewife. My grandpa was in a fraternity and one of the hazing activities was locking eight boys in a closet with cigars to smoke. My grandpa smoked them all for his frat brothers since he had been smoking since he was twelve. Fortunately, he stopped smoking in the 1970s.

Some notable people from or raised in Corvallis are Sara Nelson (1973-), an American union leader who serves as the international president of the Association of Flight Attendants-CWA, AFL-CIO. Jon Krakauer, author (Into Thin Air, Under the Banner of Heaven, etc.) and Mountaineer. Brad Bird (born 1957), Academy Award-winning animator, writer, and director (The Incredibles, The Iron Giant, Ratatouille). Dick Fosbury inventor of the Fosbury flop. Ernest H. Wiegand, a professor who helped develop how maraschino cherries are made and lastly my favorite, Meredith Brooks Singer-songwriter known for "Bitch". So, there you go! Thank you to the Corvallis branch for hosting us!

- Theresa

Bylaw changes and resolution deadlines

Bylaw Changes = Per our bylaws, all bylaw changes must be mailed to the State Secretary no later than 90 days before the state convention to be brought to the floor for discussion and vote. Casey English mailed a Convention Call letter in August to all branches to inform them to have any bylaw changes in via mail and delivered or e-mailed by the deadline January 24th.

Resolutions = Per our bylaws, all resolutions must be mailed to the State Secretary no later than 90 days before the state convention to be added into the State Convention book. This book will be mailed to all branches within 30 days of the convention, and each delegate will receive one upon checking in at the State Convention. Casey English mailed a Convention Call letter in August to all branches to inform them to have any bylaw changes in via mail or e-mail by January 24th.

But it's not too late to submit resolutions. You can bring resolutions to the convention and submit them there, but they must be endorsed by delegates from at least three different branches with at least 10 signatures and presented to the State Secretary no later than the conclusion of the lunch break on the first day of the State Convention.

FROM YOUR EXECUTIVE BOARD

You Can't Think Corvallis Without Thinking OSU

You can't think of Corvallis without thinking Oregon State University.

Even when you're miles away, the mention of Corvallis immediately suggests orange and black, Beaver pride, and a campus that has shaped the city for more than 150 years. As we gather for this year's convention — graciously hosted by our Corvallis branch — it's fitting to recognize the institution at the heart of their community.

Founded in 1868 as Corvallis College, OSU began as a small agricultural school. Today, it serves more than 30,000 students and stands as one of the nation's leading public research universities. Though our convention may not be taking place in Corvallis itself, the city's identity — and the pride of its branch members — is inseparable from the university.

For my own family, that connection runs deep. My wife and our oldest son are proud OSU alumni. And this year, our youngest son accepted admission to the College of Engineering. Watching another generation step onto that campus makes our Corvallis branch's role as host feel even more meaningful. Beaver roots, in our household, are firmly planted.

One of OSU's most remarkable distinctions is that it is one of only three universi-

ties in the country to hold Land Grant, Sea Grant, Space Grant, and Sun Grant designations. That rare combination reflects research leadership spanning agriculture, marine science, renewable energy, and even space exploration. From the Oregon coast to orbiting satellites, OSU's impact stretches far beyond the Willamette Valley.

Athletics has also brought national recognition. Beaver baseball has captured

multiple national championships, and football fans proudly remember appearances at the historic Rose Bowl. On game days, Corvallis transforms into a sea of orange — a testament to how deeply the university and community are intertwined.

Innovation is another hallmark. OSU operates Oregon's only university-based nuclear research reactor, supporting education and scientific advancement. It is also a national leader in sustainability, forestry, and climate science — fitting for a state known for its environmental stewardship.

Beyond accolades and research milestones, OSU fuels Corvallis economically and culturally. Thousands of local jobs are connected to the university. Students and faculty from more than one hundred countries bring global perspectives to a city that still feels welcoming and close-knit. Local businesses thrive because of campus life, and community partnerships strengthen both town and gown.

So, while our convention may be taking place elsewhere, the Corvallis branch carries with it the spirit of a city shaped by education, innovation, and community engagement. You simply can't think of Corvallis without thinking OSU. And thanks to our branch hosts — and for some of us, our own families — that connection feels especially strong this year.

-TJ



by T.J. Sanders
OSALC Executive Board
Branch 959

State Convention Silent Auction

Every year we have a silent auction at our State Convention to raise funds for either a charity or our education fund (for scholarships to trainings for Oregon union members). I am asking for everyone to consider bringing something to donate for our silent auction. It can be homemade or store bought, as long as it is something that you think someone would buy. In the past we have raised over \$1,000 for either charity or the education fund with this silent auction, so please consider bringing something. You can donate something even if you're not going to the State Convention. Just find someone that is going and give the item to them to be brought and donated. Please find any State Board Member at State Convention to donate the item. We appreciate your consideration and generosity.

OREGON'S BRANCHES TAKING PART IN THE "FIGHT LIKE HELL" NATIONAL RALLY DAY 02/22/26



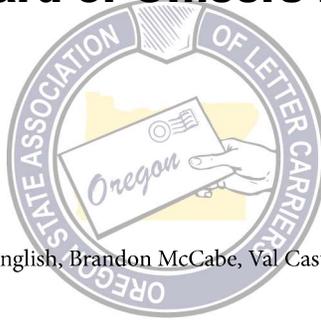
Outstanding Letter Carrier of the Year Award

Many Letter Carriers go beyond their job of delivering mail to donate their time and energy to their communities. Other Letter Carriers work hard for their union siblings. Some Letter Carriers do both. Do you know any Carriers like this in your office or branch? These Carriers may have been employed for many years or may be CCAs; length of service is not important. Let us know about these amazing Letter Carriers. The NALC Oregon State Association wants to give them the honor and recognition they deserve for going beyond the call of duty. We need your help to make sure that these Letter Carriers are recognized. Send us a letter including all the detail about their: Service and volunteer work in their community, NALC positions and volunteer work, Any other details that make them outstanding Letter Carriers.

Nominees must be NALC members in good standing. Send your letter to the following address. Be sure to include your name and contact information in case the committee has any further questions. This award will be presented at the annual NALC Oregon State Convention. **The Deadline for the 2027 nominations is February 1st.** The nominations are good for five years and must be legible to be considered. Send your nomination letters to:

Abe RedCloud
2114 NE 36th Ave.
Portland OR. 97212

OSALC State Board of Officers Meeting Minutes



State Meeting 2/8/26.

Those in attendance: Abe RedCloud, Lisa Fair, Casey English, Brandon McCabe, Val Castillo, Scott Mezner, Theresa Dunas, and Tiffany Miller.

The meeting started at 3:20PM

1. First Topic George:

Our current Director of Retirees, George Wallenstien, stated that he will stay in his position until our State Convention but then will be stepping down. Terrance Graves will be stepping into the position at State.

2. Steward College:

Not too much to report on. There are some people who do not attend because they do not like to share room space.

NBA is taking over steward college going forward. The State Board will still pick dates and the venue but Regional will manage the finances going forward. State can still run the food; however, that may change.

Discussion on changing venue:

Val Castillo mentioned with regard to the price of finding another venue.. if price goes up less people will be sent.

Theresa Dunas asked how many people didn't come because of the venue. (answer) 3, 1 due to PTSD and the other, driver "wasn't his jam" and then his passenger was the other.

Regional will reimburse the state for everything going forward. They did not do that this year.

We will start searching for a new location and times for next year.

If anyone wants to look around the state and find something centralized please bring this to Abe's attention.

Casey English Mentioned Corvallis (previous hotel considered for 2026 state) that we may get the price down enough to host future Steward Colleges.

Lisa Fair mentioned that we could check with AFL/CIO to see if they know of good places within our budget.

In April, if we don't get enough RSVPs we may have to go down to one class a year.

Val Castillo asked if the new national training would affect our state training through members only portal. National has two informal A training courses in Baltimore and the minimum to state is \$1,300.

Brandon McCabe will find out more about the Portal online modules of Steward College.

3. The Satchel

Brandon McCabe reported that the deadlines for Convention book and the Satchel have been sent back within the requested times.

Next articles are due later this month (February).

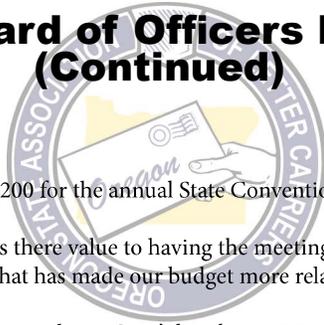
4. Budget/ 2/22/26 Convention Book:

Casey English asked that we don't put the budget in the convention book; rather, we will print it out and pass out to all attending members. All approved.

English reported that non postal employees cannot buy into our insurance anymore.

We will lose around 1k in income but should break even for no longer needing to file the taxes.

OSALC State Board of Officers Meeting Minutes (Continued)



Generally, each Satchel edition is \$900 for year-round \$200 for the annual State Convention Book.

Theresa Dunas asked about Executive Board Meeting. Is there value to having the meeting face to face? Casey English and Abe RedCloud say yes. National is picking up expenses for Abe RedCloud, so that has made our budget more relaxed.

Six people will be sent to DC next year for a week to meet with our State's legislators. We are budgeting for this.

MDA night stay and dinner at Spirit Mountain Auction,, TJ will have the tickets and sell them at our events. The State is only buying tickets but nothing else will come out of our budget.

English mentioned that to send one representative for the National Assembly we will spend around \$3,000 for a hotel room plus airfare plus food.

Val Castillo mentioned could a bus drive from Portland to LA and pick up people along the way to help branches budget better for the LA trip?

English mentioned that the Regional Alaska will not be cheap.

We have regular subscriptions for InDesign, Office, and website.

For State Hardware. We purchased a few laptops sometime back. We budget for more technology just in case

Visitations should be spot on! we were under budget.

Convention Book:

The space reserved for a welcome article from the local Tribal Leader/Mayor will probably Be removed. Lisa says she will reach out to the Tribal Leader/counsel to see if it is still possible.

We will remove the page for the budget and print that out individually.

TJ will give Brandon McCabe a full MDA page to take its place.

5. LCCLs and meetings

For 2026, we don't send representatives to DC. Abe RedCloud will ask the LCCLs to visit their congress people. He will send an email and have us create our dates to meet with congress reps.

6. Challenge Coins: The host branch will not make challenge coins this year. Lisa created a challenge coin. She will send us assorted designs to vote on.

We will budget to get these made from State funding.

7. State Convention Shirts. Officers should wear the same shirt as each other each day. It would cost \$75.00 Lisa will mock them up and Casey will send Lisa an "Illustrator file" to make the shirt logos.

8. Adding Congressional leaders: Add a letter from each congress woman.

A mailing list and updated. Casey sends a request to national asking for an updated mailing list before each Satchel to send out the newsletter. He states it works (if it is not lost in the mail). The list is mostly updating forwards.

2026 PROPOSED BY-LAW CHANGES

BOLD WORDS = ADDITIONAL LANGUAGE
STRIKE OUT WORDS (~~STRIKEOUT~~) = REMOVED LANGUAGE

Amendment 1

ARTICLE III MEETINGS

Section 5. No one, **who is** not a member in good standing in the National Association of Letter Carriers, shall be allowed to attend a regular business meeting of this Association, ~~provided that when an invited guest is present, a recess may be called~~ **without approval of a majority of delegates present and voting at the meeting.** All invitations to the annual Banquet to those outside the Association shall be issued with the approval of the Executive Board.

Amendment 2

ARTICLE IV REVENUE

Section 1. The dues of the Association shall be equal to 1 hour of top pay of the non-technician Letter Carrier pay scale per annum, which shall be deducted from each bi-weekly paycheck. This dues amount shall increase with each increase in the Letter Carrier pay. The State Association may forgive any/all dues raises when recommended by the Executive Board. Each Retired member ~~and Retired Associate member~~ shall pay Two Dollars and Forty cents (\$2.40) per annum, ~~(subject to change thru the By-Law amendment process)~~; payable semi-annually on January 1st and July 1st or by annuity deduction based on the National Per Capita list.

Amendment 3

ARTICLE V REPRESENTATION AND VOTE

Section 1. Those who shall be entitled to a voice and vote in the meetings of this Association shall be its Officers and Delegates from Branches.

Section 2. The basis of representation and vote in this Association shall be: One (1) delegate for each subordinate Branch Charter; One (1) additional delegate for each five (5) members up to and including fifty (50); each Branch having fifty (50) or more members shall be entitled to one (1) delegate for each fifteen (15) members or the majority faction thereof for the portion of their membership over and above fifty (50) members.

~~Section 3. — Election of delegates shall be made no later than December of the year preceding the Convention year. No less than forty-five (45) days before each election, the Secretary-Treasurer shall mail to every member notice of the election, stating the Offices for which election shall be had and the time, place and manner for nominations and election. For the purposes of this provision, the requirement that notices be mailed may be satisfied by publication of the notice in the Postal Record or in State or Branch publications that are mailed to the last known address of the member.~~

Section ~~4~~ **3.** The number of members for whom per capita tax is paid into this Association for the term beginning January 1, prior to **July 1st of the year preceding** the Convention, shall determine the number of delegates to which a Branch is entitled.

2026 PROPOSED BY-LAW CHANGES (CONTINUED)

~~Section 5 4.~~ Each delegate in attendance shall be entitled to one (1) vote for each office or position to be filled. Any remaining votes to which a Branch is entitled shall be ~~divided first, in whole votes, equally among those delegates, each pro rata distributed as the branch delegation may see fit.~~ Those delegates then may select one of their number to cast the remainder of the votes to which the Branch is entitled. That delegate ~~Such method of distribution~~ must be certified, in writing, ~~to cast such votes by their the~~ Branch Secretary, or Chair of the Branch delegation, and such certification must be provided to the Secretary-Treasurer of the State Association. All delegates must cast all votes, to which they are entitled, by secret ballot. Each ~~delegate ballot shall be enclosed~~ **enclose their ballots** in an envelope bearing the branch number of the delegate ~~casting that ballot.~~

~~Section 6 5.~~ A delegate cannot be admitted to the meetings of this Association ~~whose Branch who~~ is in arrears either of **their branch**, this Association, or to the National Association of Letter Carriers.

~~Section 7 6.~~ Branch Secretaries shall submit a list, type-written and alphabetized, of the names of their delegates elected to the State Convention to the State President, **State Secretary-Treasurer**, and Host ~~City~~ **Branch** Secretary ~~within ten (10) days as soon as practical~~ after the election of delegates.

~~Section 8.~~ ~~Upon receipt of the convention call, individual branches sending delegates will verify their delegates by sending a list of all delegates to the host branch and the State Secretary-Treasurer.~~

~~Section 8 a 7.~~ Branches will mail a check for registration fees and send, with the delegate list, to the State Secretary-Treasurer. When the State Secretary-Treasurer receives ~~confirmation that the~~ registration payment ~~was received by the Secretary-Treasurer~~, they will contact the paying branch of how to make appropriate reservations for housing and meals.

~~Section 8 b 8.~~ The host branch will coordinate the delegate list with the State Secretary-Treasurer, who will provide a final copy to the host branch no less than seven days prior to the beginning of the convention. The same list will be presented to the credentials committee upon arrival at the convention. If the host branch asks for help or can't do registration, the state can/may take over the process, which will be voted on by the executive board on how that will be done.

Amendment 4

ARTICLE VI OFFICERS

Section 1. Any regular member in good standing shall be eligible to any office of this Association, except the Director of Retired Members, who shall be a retired member.

Section 2. At all meetings of the State Officers called by the President, with approval of the Executive Board, where mileage and per diem is paid, minutes shall be kept by the Recording Secretary, a resume of which shall be published in the State newsletter in the issue following such meeting.

Section 3. If State Association Officers receive personal expense compensation from another source, such as their Branch, for attendance to, and participation in, a State Association function, then they shall have a like amount deducted from their allowable State Officer expenses when said compensation is for the same expense in order to prevent dual compensation of expenses.

Section 4. If any Officer of this Association is not chosen by their branch to be a delegate to any meetings of this Association, that Officer shall, by virtue of their office, become a delegate-at-large to that meeting. When distributing ballots under Article V of these By-Laws, such delegates-at-large shall receive one (1) vote for each office or position to be filled

2026 PROPOSED BY-LAW CHANGES (CONTINUED)

Amendment 5

ARTICLE VIII DUTIES OF OFFICERS

PRESIDENT

Section 1. The President shall preside at all meetings of this Association and enforce all laws thereof. They shall fill all vacancies occasioned by death or otherwise, with persons duly qualified, until the next regular election is held. They shall sign all documents and papers that require their signature to properly authenticate them. They shall appoint at each regular meeting a Credential Committee of three (3) which committee shall at once proceed to discharge its duties; an Audit committee of three (3) to examine at once the books of the Secretary-Treasurer; a Mileage Committee of three (3); a Rules committee of three (3); a Resolutions committee of three (3); an Election committee of three (3); a Memorial committee of two (2) and a Sergeant-at-Arms. At the close of each meeting, they shall appoint such other committees as directed by the Convention and shall have power to fill all vacancies occurring in any appointments or elective office during recess. Their correspondence with Branches, when practicable, shall be conducted through the Secretary-Treasurer. They shall submit at the regular meeting of this Association a written report of all their official acts during their term of office, and they shall perform such other duties as the laws, rules, and usages of this Association may require.

Section 1a. For their expenses, the President shall receive the sum of Two Hundred dollars (\$200.00) per annum, other than allowable expenses.

Section 1b. They shall, together with the Secretary-Treasurer, sign and file with the Secretary of Labor on behalf of the State Association, the annual financial report required by Public Law.

Section 1c. In conjunction with the Secretary-Treasurer, the President shall sign for limited but necessary purchases on a credit card ~~issued by an Oregon-based, non-profit institution, such as a credit union~~. Receipts and payments for such purchases shall be maintained and made available to the Audit Committee.

Section 1d. The State President, immediately upon assuming their duties, shall continue the plan of dividing the State into Districts and assigning an elected State Officer to each District; when possible, each District to be arranged so as to include the home Branch of the State Officer.

Section 1e. The President, by virtue of their office, in office at the time of the National Convention shall be the paid Delegate-at-Large to the National Convention. They shall also be a paid delegate to the National and Northwest Regional Rap Sessions.

Section 1f. When needed and with the approval of the Executive Board, the President, or their designee, shall be allowed ~~fifteen (15)~~ **twenty (20)** days of salary per year for conducting the business of this Association.

~~Section 1g. The President, or their designee, with the approval of the Executive Board, shall distribute, as needed, a pool of five (5) days of salary per year for conducting the business of this Association.~~

Section ~~4~~ **1g** The President of the Oregon State Association, by virtue of their office, shall be the Director of Education. They shall have the authority to appoint any currently elected officer of this Association to act in that capacity.

SECRETARY-TREASURER

Section 3d. The Secretary-Treasurer shall be authorized to sign checks, on warrants signed by the President on current accounts payable, such as: Phone, Secretary and Newsletter Supplies, Postage, Equipment Repair, etc. In addition, in conjunction with the President, the Secretary-Treasurer shall sign for limited but necessary purchases with a credit card ~~issued by an Oregon-based, non-profit institution, such as a credit union~~. Receipts and payments for such purchases shall be maintained and made available to the Audit Committee.

2026 PROPOSED BY-LAW CHANGES (CONTINUED)

EXECUTIVE BOARD

Section 5. The Executive Board shall have charge of all property of this Association. They shall approve and hold the Bonds of Bonded Officers. They shall direct the payments of the funds of this Association. They shall designate depositories in which the Secretary-Treasurer shall deposit all funds of this Association received by them. They shall examine all bills, approve the same if found correct, and keep a correct account of all bills audited. In conduction with the President, they shall have general supervision and control of this Association during recess. They shall act as Trustees of this Association and in every way carry out the interests of this Association.

~~Section 5f. When needed and with the approval of the Executive Board, the Chairperson of the Executive Board, or their designee, shall be allowed five (5) days salary per year for conducting the business of this Association.~~

Section ~~5g~~ **5f** When needed, and with the approval of the Executive Board, each Executive Board Member ~~(excluding the Chairperson)~~, or their designee, shall be allowed five (5) days of salary per year for conducting the business of this Association.

Amendment 6

ARTICLE X MILEAGE AND PER DIEM

Section 1. All State Officers of this Association shall receive mileage and per diem as follows: Mileage from their home to the Convention City and return, over the most direct route, at no more than the standard reimbursement rate per mile as set by the U. S. General Services Administration, and per diem not to exceed the daily rate as set by the U. S. General Services Administration.

Section 2 At the call of the President, and with the approval of the Executive Board, such elected State Officers traveling to Officer's meetings shall be paid round trip mileage at no more than the standard reimbursement rate per mile as set by the U. S. General Services Administration, and per diem not to exceed the daily rate as set by the U. S. General Services Administration. In the event a meeting of more than two (2) days is required, only actual expenses will be paid on the third (3rd) day.

Section 3. State Officers may, at their option, request actual travel expenses be reimbursed in lieu of mileage reimbursement under Sections 1 and 2, above. However, such expenses must be documented, and in no case shall the expense reimbursement exceed the amount the Officer would have received in mileage reimbursement under Sections 1 and 2.

Section ~~3~~ **4** All State Officers on Branch visitations ~~3~~, on approval of the Executive Board, shall be paid mileage at no more than the standard rate per mile as set by the U. S. General Services Administration, as well as actual lodging and meal expenses.

Section ~~4~~ **5**. Mileage, **expense**, and per diem reimbursements subject to the limits specified in Sections 1 through ~~3~~ **4** above shall be determined during the meeting of all the officers and approved by vote.

Section ~~5~~ **6**. The State Association shall reimburse round trip mileage, at the standard reimbursement rate per mile as set by the U. S. General Services Administration, to any Delegate who is in attendance at the State Convention from a Branch consisting of twenty (20) members or less, up to a maximum of Two Hundred Twenty Five dollars (\$225.00) per Branch, providing that said Delegate is not a State Officer, and provided that said Branch has not granted any form of dues rebate over the course of the preceding year.



Postal Employees — You're Eligible!

If you work for the U.S. Postal Service and haven't joined Northwest Priority Credit Union yet, now is the perfect time to become part of the credit union created just for you.

Founded in 1928, Northwest Priority Credit Union was built by postal workers to serve postal workers — and that mission is still at the heart of everything we do. We understand the unique needs, schedules, and challenges of postal employees, and we're committed to offering financial solutions that support you through every stage of life.

As a member, you'll enjoy:

- **Competitive loan rates**
- **Convenient savings and checking options**
- **Personalized service from people who truly understand the postal community**

Becoming a member is simple — and once you join, you're a member for life. Northwest Priority Credit Union Proudly serving postal workers since 1928. Join today and experience the credit union built with you in mind.

To join visit our website www.nwprioritycu.org and click JOIN OUR FAMILY.



**NW PRIORITY
CREDIT UNION**

Beaverton | Milwaukie | Portland P&DC | SE Portland | Vancouver
503-760-5304 | 800-331-0968 | www.nwprioritycu.org





Oregon State Association
PO Box 15023
Salem, OR 97309-2023

WWW.OSALC.ORG

CHANGE SERVICE REQUESTED

UPCOMING EVENTS FOR NALC

State Convention 2026
Being held in Grand Ronde OR
at Spirit Mountain Casino
April 24th and 25th 2026

NALC National Convention 2026
Being held in Los Angeles, CA for 2026.
August 3rd through 7th.