OREGON STATE ASSOCIATION OF LETTER CARRIERS

SATCHEL

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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.

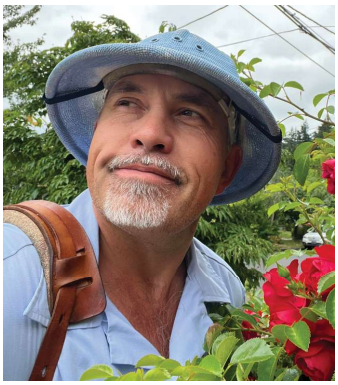
FROM YOUR PRESIDENT

Hello all you beautiful NALC members of Oregon! In this edition of the Satchel we will be reporting back to you about all the things that happened at our state convention on April 24th and 25th in Grand Ronde at the Spirit Mountain Casino. We also have four new members on our team, so they will be writing about themselves so you can all get to know them. For my part, I am going to let you know about all the fundraising events that we had throughout the convention.

The first fundraiser we had was our Tom Gates Memorial Golf Tournament on Thursday afternoon. I think this year was the most teams we have had for this event for a long time, so a big THANK YOU for all that attended this event. I personally have never golfed in my life, but I played this year to help raise money for MDA! So that shows that you don't have to know how to golf to join and have fun for a worthy cause. This event raised $455 for MDA! Then throughout the event we collected some random donations for MDA and Cell Phone Violations for MDA. Those raised $275 for MDA! Then there is the special Jerky that Sue Wellhausen makes and brings to raise money for MDA. Her sales raised $135 for MDA!

Next, I would like to thank John McMillian for bringing and donating a Lazy Boy Recliner to MDA! He sold raffle tickets through the event and was able to raise $860 for MDA!

by Abe RedCloud
OSALC President
Branch 82



During breaks people were able to sit in the chair and try it out. It was a really cool addition to our convention. This year the OSA started the MDA raffle back up which is ALL thanks to TJ Sanders! He did the leg work to gather the prizes, write some articles about it and he walked around and sold tickets for it through the whole convention. The results of all his effort raised the most money for MDA with an amazing $1,080!!

The last event to report was the Auxiliary Silent Auction. This event was always for the Auxiliary back in the day, but when the auxiliary went away about 12 years ago in Oregon, the silent auction started to go to MDA. With the help of our NEW Oregon Auxiliary President Andrea Kidd we are getting the Auxiliary back up and running here in Oregon! Therefore, this year the silent auction is now raising money for the auxiliary again. I did give the option for Items to be used to raise money for MDA, but most went to the Auxiliary thankfully. Without further Ado, the Silent auction raised $278 for MDA and $618 for the Auxiliary!

So, you don't have to go through and do all the totals yourself, I will let you all know that our total raised for MDA was $3,083!! As it was the State convention, all of this went to the host branch of Corvallis to turn into the National MDA in the branches' name so that they get the credit. That was all the fundraising events at our 2026 State Convention. I hope you enjoy the rest of your Satchel! Take Care everyone!

In Solidarity and Unionism,
Abe RedCloud



FROM YOUR VICE PRESIDENT

One of the greatest strengths of our union has always been our ability to stand together not just as branches, not just as offices, but as one statewide family. At every State Convention, we work hard to create opportunities for members to meet people they've never spoken to before. Because when we stay in our familiar circles, we miss the chance to build the relationships that make our union stronger.

It's human nature to stick with the people you know. You arrive with your branch, you sit with your branch, and you talk to the same folks you see at every meeting. But when we gently nudge people to step outside that comfort zone, something amazing happens: conversations spark, friendships form, and solidarity grows.

This year, one member told us how much they enjoyed the challenge coin mingling activity. So much, in fact, that they wished they had to talk to ten people instead of five. That kind of enthusiasm is exactly why we do this. The "getting to know you" part of the challenge coins isn't just a game; it's a small, fun push to help you break the ice. The silly questions tied to the convention theme are just tools — the real goal is connection.

And we want to hear from you. Do you enjoy meeting your fellow brothers and sisters from across the state? Does it help you feel more connected to the union as a whole? Your feedback matters, because in a time when division has crept into our union, we are choosing to promote unity. We may not all share the same opinions, but we do share a common purpose. We do share the same fight. And we do need each other.

by Lisa Fair
OSALC Vice President
Branch 1433



Over the past few years of doing the challenge coin questionnaire, the feedback has been overwhelmingly positive. That tells us we're on the right track — and we intend to keep finding ways to bring our members together and push back against division.

But solidarity doesn't stop at the convention doors. Take the challenge further. Talk to someone in your office you've never spoken to before. Sit next to someone new at a union meeting. Sometimes a simple "hi" can make a bigger difference than you realize.

As your State Board, we are committed to building unity, but we can't do it alone. We need your ideas, your voices, and yes — your feedback. We know that after a long class or business session, the last thing you want to do is fill out a form. But those forms help us shape the future of the convention. They tell us what classes you want more of, what you're tired of, and what trainers can improve or continue doing well. You'll never get what you want if you don't ask for it, and those feedback forms are one of the most direct ways to ask.

We want the State Convention to be something you look forward to — something meaningful, energizing, and worth your time. Over the years, we've heard that members are looking for something more, something different. Tell us what that "something" is. Email us your ideas anytime and definitely fill out those feedback forms at the convention. It may seem small, but it truly helps.

Here's to the next convention, to seeing all of you again, and to continuing the work of building unity in our state. Take the challenge — meet someone new. You never know what connection might strengthen our union next.

-Lisa



FROM YOUR SECRETARY TREASURER

by Casey English
OSALC Secretary Treasurer
Branch 82



Hello everyone! I want to thank everyone that was able to make it out to Spirit Mountain for our State Convention in April. The convention went great and I hope everyone had a wonderful time. If you couldn't make it, hopefully you'll be able to get out to next year's convention in Eugene.

One of the most important businesses we do at conventions is discussing proposed changes to the State Association's by-laws and considering resolutions that branches and individual delegates have submitted. This year we had several by-law proposals, as well as the most resolutions I have seen in my seven conventions I've attended.

All the proposed by-law changes were submitted to the convention by the State Executive Board, and several of them were simply continuing our long-term goal of cleaning up the State Association's by-laws.

First was a proposal to re-word how guests at the convention are treated, to permit them to be in the room during business sessions. We've always allowed guests to be present during business sessions (but not to debate or vote), so this change simply makes our by-laws consistent with how we conduct business. The delegates adopted the change.

The next proposal simply removed old and irrelevant language about retired associate member dues. Without going into the details, an associate member is a member solely to be on our health-plan, and their dues are controlled by the National Constitution, so we wanted to delete references to them. This change was also adopted.

Next was one of the more substantial changes, dealing with the election and registration of delegates to the convention, as well as how votes for State Association officer positions are distributed amongst the delegates. In addition to streamlining the registration process, the Executive Board wanted to clean up the language about how votes are distributed. The change would ensure every delegate gets one vote, but then if a branch is owed any additional votes (because they did not bring all the delegates to which they are entitled) the remaining votes would be distributed however that branch desired. After some lively debate, this change was adopted.

The next proposal was to correct an oversight we experienced last convention, when we had two State officers not be elected delegates of their branch. The change makes it so that if that happens again, the officer is officially a delegate-at-large and can participate and vote. Again, this change was adopted.

The next change again was a little more substantial. First, it deleted the pool of five lost-time days that the President gets to hand-out to officers as needed and moved those five days to the President's own pool; to reflect the fact they have needed to use those days for themselves lately anyways. It also would have changed the language around the State Association's use of a credit card and allowed the State to consider obtaining a true business credit card with a workable credit limit and a points program that could save the State Association money on travel overall. After some debate, the delegates voted to amend the proposal to remove the credit card change. Afterwards, the amended proposal passed.

The last by-laws proposal would simply give officers travelling for the State the option of travelling by means other than driving and still get reimbursed. This would affect people who live far away from the convention site and would give them the option to purchase a plane ticket to avoid driving for 10 hours. This change was also adopted.

That was a lot of proposals, and the debate around all of them was lively and spirted. But we weren't done yet. The next day, we discussed resolutions.

The first resolution came from Branch 82 in Portland and would require National to attempt to bargain a longer period of local negotiations under Article 30 with the Postal Service. This resolution passed.

Second, there was another resolution from Branch 82 which would require the Postal Service to provide stewards requesting substantial amounts of information with a flash drive containing digital copies of the information. This also passed.

Next there were two resolutions from Branch 82 that would have changed overtime distribution amongst CCAs and PTFs. After some discussion, the delegates voted down both resolutions, due to the way they were written they could conflict with other rights in the contract.

A CCA resolution that did pass though was one from Branch 916 in Eugene that would require National to negotiate with the Postal Service language to include CCAs under Article 25 (Higher Level Assignments).

The delegates also approved a resolution from Branch 916 that would require National to create "Leadership Support Teams" to foster leadership in branches.

Branch 916 also submitted a resolution to have National to work with the Postal Service to ensure that the Stamp Out Hunger

FROM YOUR SECRETARY TREASURER (CONT)

Food Drive postcards get delivered, and to explore ways to seek sponsorships to offset the cost of the cards. This was also passed.

A resolution to declare the Oregon State Association a “sanctuary union” that would not cooperate with the targeted attacks on immigrants was voted down after some discussion that the idea was legally dubious.

A resolution was brought from the floor that would limit the resolutions that could be considered by the convention to only those that the State Association or NALC have jurisdiction over and deal with wages, hours, and working conditions of letter carriers. This resolution was adopted.

A resolution to call on the NALC to oppose the changes made to federal health benefits that harm our transgender members was adopted after an amendment was made to have the NALC investigate the feasibility of partnering with a third-party to provide some of this care.

A resolution to call on the NALC to negotiate changes to the address change verification system with the Postal Service to provide letter carriers with a role in the process was adopted.

A resolution to have the NALC negotiate with the Postal Service for locality pay was rejected after discussions pointed out that this has been rejected by every National Convention in recent memory.

Finally, the Executive Board brought several resolutions to the floor to provide commendations to our Senators and Congressional Representatives that have fought tirelessly for letter carrier issues were passed by the body.

Like I said, these are the most resolutions that have been presented to any convention I’ve attended. It took quite a while to get through all of these, but the delegates acted professionally the entire time and did the work and got through it all. I want to thank everyone that participated in those discussions. It’s through debate that our union grows stronger.

Until next time,

Casey

FROM YOUR RECORDING SECRETARY



by Brandon McCabe

OSALC Recording Secretary

Branch 82

Thank you to all the folks that were able to attend our State Convention this past April. We had a wonderful turnout and made many lasting memories. We had some great speakers who imparted so much wisdom . Union backed congress people came. Our union.. Union leaders from our neighboring states attended. They came in strong numbers to show just that, strength! We are stronger together when we work as one unstoppable army. Nick Vafiedes delivered updates on what is happening in DC. Much of which is covered in Abe RedCloud’s article on Negotiations. Amy Ellis and James Winther came to represent Utah. Tracy Cozard came representing Washington.

We came together to show that unity is our strength. We work together for the common goal to make our Craft better. It is no easy task to try to overcome the complacency and apathy that have become the cornerstone of operation for USPS. It is our responsibility as a union to agitate, to be noise makers, and to fight darkness before it can settle in. The leadership of our Union needs us to all be active, to stand with them to make real changes to our company’s operations. We cannot accomplish much if we do not all work toward this goal.

It is important for every City Letter Carrier to know that they are more than a number. That being human can never be predicted by the almighty DOIS: A system that management has admitted doesn’t add ANY TIME when you have a full coverage. A system that does not add ANY TIME for using a restroom. Many of us don’t have a place to use the restroom on our routes yet DOIS NEVER ADDS TIME for us to drive to a restroom. When it is over one hundred degrees the system does not add ANY TIME for extra water breaks or cool down breaks. What it does do is generate a report that a high up manager yells at another manager to question us about. I could hear the conference call the other day in my office while I was there doing union work. Management spent around 30 minutes discussing why the overtime was so bad, Management though out ideas like “The Amazon was not delivered to us on Saturday” (which was true) so the SPR an parcel volume was substantially high, yet, no one mentioned that it was ninety-seven degrees outside which means that our vehicles are, obviously, hotter inside. Not a singer manager could consider the effects the weather had on their Carriers. Not a single manager thought about the heat while they were in the air-conditioned offices complaining about how Carriers didn’t make DOIS predictions.

Folks we must all be a part of this change. We must not give in to complacency or a concern about going outside what our normal comfort levels are. DOIS will not be able to sprout legs and deliver mail and when it does, it will fail to make its own predictions as it will then be delivering in the real world. If you cannot make meetings go into your NALC app and start reading our JCAM or other operations manuals. Knowledge is power. We are many as a network. We are passionate. We love what we do in our communities. Most managers will tell you they are there to make more money. They are not there to lead. They are not there to manage humans. We are many. They are few. Remember you have a community with your union. NALC would fail without all of your supporting it. Thank you all for your time and for reading this article.

Hasta el proximo

Brandon

FROM YOUR DIRECTOR OF RETIREES

First, I would like to sincerely thank OSALC President Abe Redcloud for appointing me as the Oregon State Association of Letter Carriers State Director of Retirees during the April 2026 State Convention. I am honored by the appointment and look forward to serving our retired letter carriers across the state of Oregon.

By way of introduction, I recently retired from the United States Postal Service after more than 32 years as a letter carrier. During my union career, I had the privilege of serving as President of Coos Bay Branch 1450 and later as President of Emerald Empire Branch 916. Throughout my years in the NALC, one thing has always remained clear to me: retirement does not end our union brotherhood, and sisterhood simply begins a new chapter.

As State Director of Retirees, one of my goals is to help retired letter carriers stay informed, connected, and involved. I encourage retirees to contact either myself or their local branch retiree director whenever they have questions or need assistance involving retiree-related issues and benefits.



by Terrance Graves
OSALC Director of Retirees
Branch 1452

Some of the topics retirees may contact us about include:

Medicare enrollment and coordination with NALC Health Benefit Plans

Federal Employees Health Benefits (FEHB) questions after retirement

Social Security questions and retirement planning resources

FERS and CSRS retirement information

Survivor benefits and beneficiary updates

Veterans benefits and VA disability resources for retired carriers who served in the military

Maintaining NALC membership after retirement

Legislative issues affecting retirees and preserving retiree benefits

COLA updates and retirement annuity concerns

Long-term care insurance information

Mutual Benefit Association and life insurance questions

Local retiree meetings, union events, and staying active within the NALC family

Guidance for newly retired letter carriers transitioning into retirement

Retirees remain an important part of our union. Your experience, knowledge, and dedication helped build the NALC into what it is today, and your voice still matters. I look forward to collaborating with retirees throughout Oregon and helping ensure that retired letter carriers continue to stay informed and connected.

In Union Solidarity,
Terrence Graves

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:

Willie Groshell Email: williegnalc@gmail.com Address: 7710 NE Greenwood Ave Sute 200 Vancouver WA 98662

FROM YOUR EXECUTIVE BOARD CHAIR



by Val Castillo
OSALC Executive Board Chair
Branch 347

Thank you to Everyone who attended this year's State Convention at Spirit Mountain Casino. It was another successful event! Thank you to Branch 1274, Corvallis for hosting.

For those that attend the Convention, they show up and find that it mostly runs smoothly. Well, that doesn't happen by accident. From the time the next Convention site is announced on stage, the hotel and Convention space have already been reserved or shortly thereafter. The next host branch will have already started making plans to start to gather ads for their convention book and have planning meetings.

The State Board oversees the Convention schedule and helps plan out the classes along with helping the host Branch with tasks they may need help with, like stuffing bags the day before the Convention, so they are ready at the registration table. There are a lot of moving parts and people behind the scenes that make our Conventions Great!

Thursday before the two-day Convention starts with a golf tournament. Those who sign up and play, seem to enjoy their day and it raises money for the MDA (Muscular Dystrophy Association).

Registration also begins on Thursday afternoon where you receive your name badge and bag of goodies to go through and to see what the schedule of events will be for the next two days.

Friday begins with opening ceremonies, introductions, and speeches from guest speakers along with the beginning of the State business session. It's a general assembly of all the registered delegates from all over the State. Depending on the year, nominations of either the state board officers (odd) or the executive board(even) will happen before lunch.

After lunch, the class schedules are in place, and everyone is welcome to attend any class. In the evening, the host branch gets to shine with their chosen theme during fun night.

On Saturday, the roles are reversed and classes begin the day until lunch. The memorial service begins at noon to honor our fallen members from the previous year. General session begins again after that with a period of going over Resolutions. Our voice to vote if a proposed Resolution should be sent on to the National Convention. The votes for board members are announced and sworn in. Later that evening is the dinner banquet and where our new letter carrier of the year is announced.

Next year it is in Eugene, and you don't want to miss it. Find out from your branch how you can become eligible to become a delegate and enjoy the festivities.

This year we were honored to have two Congressional Representatives speak to us. Congresswoman Andrea Salinas and Congresswoman Val Hoyle. They both were well versed in our ongoing battles in the neighborhoods we serve with crime and attacks as well as with our Postmaster General.

This was my 12th State Convention and my 10th year as a State Board member. Thank you for allowing me to continue to serve and represent Oregon Letter Carriers. We have a few new faces on the board and I'm eager to work with them and see their ideas come to fruition as mine have over the years.

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

Hello brothers, and sisters from the great state of Oregon! My name is Bannon Hunt and I'm a letter carrier out of the Emerald Empire Branch 916 in Eugene, Oregon. I just first want to say that I am incredibly thankful for the opportunity to sit on the OSALC

Executive Board. During the convention I truly did not think I was going to obtain a position after hearing all the candidates that were nominated, and to be honest it made the experience one I will remember for the rest of my days when my name was announced. The primary reason I decided to run for this position is because outside of being a letter carrier, I am extremely passionate about helping people.

The moment I converted to regular I pushed to become a steward because when I was a CCA, the steward assigned to our office was working out of a different office. Because I didn't know anything about unions or stewards I didn't know my rights and I got constantly abused by management because there was no steward in the office to hold them accountable to following the contract. After I attended my first branch meeting I pushed myself to become a steward so that I could fight for all carriers within our craft and began to further expand my knowledge of the contract.



by Bannon Hunt
OSALC Executive Board
Branch 916

I have been a shop steward in my branch for a little over two years, and I also work for the Region 2 NBA's office as a Nationally Assigned Assistant where I travel within our region to help smaller offices with problems and situations that arise, primarily with route inspections for about a year and a half.

My journey with the state has just begun and with fall coming right around the corner, which means office visitations. My assigned areas that I will be visiting are North Bend, Coos Bay, Coquille, Myrtle Point, Cottage Grove, Eugene, Springfield, Reedsport, Junction City and Sweet Home.

If anyone ever wants to reach out from these areas or anywhere else in the state please feel free to do so, I am more than happy to help in any way that I can. You can reach me at 541-636-7129 or by email via bannonhunt1987@gmail.com. Or if you want to reach out the old-fashioned way, you can send me a letter at 30 E.33rd Ave. Eugene, Or 97405.

Thank you so much everyone!
-Bannon







FROM YOUR EXECUTIVE BOARD





by Tiffany Miller
OSALC Executive Board
Branch 3750

A Beautiful Tribute

Every year, the Oregon State Convention holds a memorial service for all our Union members we lost in the last year. The service was set up in a beautiful and respectful way to tribute each of these members. A table was placed by the stage, and candles were lit to begin. As each name was called out, one of our brothers or sisters walked down the aisle to the table to place a lovely white carnation beside the lit candles in honor of the person called.

After each name had been spoken and a white carnation placed on the table, a moment of silence was held to remember those we lost. A heartfelt rendition of Amazing Grace was sung that left everyone struggling to keep their composure. Our brothers and sisters walked down the aisle again and the candles were blown out.

I have seen this service for a few years now, and each year it is becoming harder to hear so many names called. The brothers and sisters we lose each year are not only remembered by the ones who knew them, but by all of us as a Union. I would like to take this time to extend this tribute and share with members who were unable to attend the convention of those we lost since our last convention.

Emerald Empire Salem

Randy Beska
Mike Biwer
William McQuigan
Dale Skeeks
Alvin Henderson

Branch 82

Charles Ainsworth
Troy Morris
John Hedrick
Samuel Stauffer
Thomas Liebertz
Roger Vidlund
Gary McDonald
Robert West
Ella Meeks-Johnson

Thank you to everyone for taking this time to remember our brothers and sisters no longer with us.

In solidarity,
Tiffany Miller

OSALC PodCast Committee Signup.

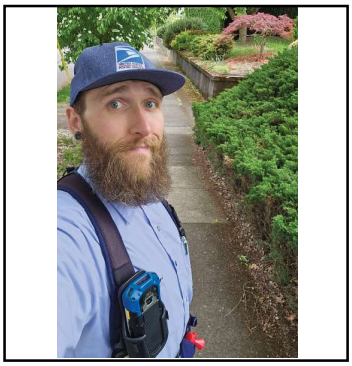
As we endeavor to reach more carriers and create the most optimal transparency for our members we are going to soon go live with making our quarterly editions of The Satchel a podcast as well. I am look-ing forward to collaborating with a committee to get this up and running and to have other talented 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





by Taylor Peckham
OSALC Executive Board
Branch 82

Greetings to everyone across the beautiful state of Oregon! Let me introduce myself. My name is Taylor Peckham. I was nominated and elected to be one of the members on the Executive Board during our last Oregon State Association of Letter Carriers convention. This was my second OSALC convention and I have enjoyed attending each time. I absolutely love being a Letter Carrier. The best perks of the job for me are being on the street away from management, providing service to my customers, being paid to do cardio, and never looking at the clock out of boredom. I joined the National Association of Letter Carriers as soon as possible and I am a member of Branch 82. My home Post Office is the Lents Detached Carrier Unit in Portland, Oregon. The Letter Carriers there elected me to be an alternate steward in August of 2025. I was fortunate enough for Branch 82 to send me to Year One Stewards College last February and I really found it to be insightful. I still have a lot to learn, but I am excited for the future and hopefully to make a good impact for our City Letter Carriers.

Allow me to explain my interesting relationship with the United States Postal Service. I began as a City Carrier Assistant in June of 2013. I was able to make it through my 360 days, took my break in service, and returned to work. After several weeks into my second year, I had enough of a particular supervisor's bullying tactics to myself and others. I was young and brash, so I decided to find a new job and give my two-week notice. A few Letter Carriers gave me advice to rethink my decision because they had been in a similar position, quit, and got rehired later on in life. Even though I really loved being a Letter Carrier, I unfortunately made up my mind, and I was completely checked out, so I did not heed their advice.

Flash forward to January of 2023. My life took a turn, and I was in a rough place. I needed job security, a decent wage, and good benefits. The first employer that came to my mind was the United States Postal Service. I remembered that I really enjoyed being a Letter Carrier but just had a challenging time dealing with management. Soon after that realization, I decided to browse the careers on the USPS website, and I knew that I wanted to work in Portland again. Portland did not have any City Carrier Assistant job postings, so I decided to choose the next best opportunity, and I applied to be a CCA in Beaverton. I went through the whole ordeal of the application process, and I was surprised there was no interview or a drug test anymore. I told myself that if I get rehired, I will use the union to deal with anyone in management causing issues. After waiting a couple of weeks, USPS gave me a job offer.

My new employee orientation was in February of 2023 at the Portland Processing and Distribution Center. During orientation week, I found out the reason there were no City Carrier Assistant job postings in Portland. The city was hiring straight to career as Part Time Flexible employees. I asked the Postmaster, who was at the orientation, how to become a PTF in Portland. He said, "Just apply." Later that day, I looked for Letter Carrier job postings in Portland and I did just that. In the interim, I worked at the Beaverton Main Post Office as a CCA for about six weeks. Management in Beaverton refused to give me Letter Carrier training, so I did clerk work and parcel delivery. Their excuse was that Portland trains differently and that I will be starting there soon.

On March 25th, 2023, I started as a PTF in Portland. For the second time in my life, I was trained in how to do mounted delivery. I already knew that I was a Park and Loop carrier, but it felt great to be delivering mail again. In the beginning, I ended up making a few promises to myself. One is that I will speak to every carrier that I know who wants to quit and tell them about my experience. Another promise is that I will not allow management to harass or bully anyone while I am around. I will do my best to step in and intervene each and every time. This journey has led me to seek education about our National Agreement and to be nominated as a steward each year that I have been back. I also do my best to attend branch meetings and share what I learn with other Letter Carriers.

It is an honor and a privilege to be on the Executive Board for the Oregon State Association of Letter Carriers. I look forward to working with everyone across the state. Please feel free to reach out to me if you have any questions or concerns. I will do my best to assist!

Much love and all the solidarity,
Taylor Peckham

FROM YOUR EXECUTIVE BOARD





by Brooke
OSALC Executive Board
Branch 3750

Hi all, and greetings from Corvallis! I'm so honored to be a part of the executive board and am looking forward to stepping into my role. Since I'm new here, I figure that an introduction is in order.

I started working at the post office in January of 2021, after being laid off from my restaurant job during the 2020 pandemic. Initially, working at the post office felt more like a backup plan, or something in the interim while I figured out what to do with my life. I still remember sitting in orientation, and perking up once a union steward came in and gave a presentation on the NALC and how the union benefits workers. I'd never been in a union before, and it was a huge reason that I wanted to work for the post office. I signed up immediately, and once I started carrying mail in Corvallis, I started attending monthly meetings and getting engaged.

That was over five years ago now, and being an active union member has given me a sense of purpose and a spark that I didn't previously have. I have always first and foremost been a worker and discovering the agency and power I must not only advocate for myself, but my coworkers are a force that keep me going. I've worn many hats in my local branch—stepping into roles including recording secretary, sergeant at arms, alternate steward, and OWCP representative. I am incredibly honored and excited to serve on the OSALC board and visit offices up the Oregon coast from Toledo to Astoria, learning about individual office struggles and strengths, building relationships with fellow carriers, and figuring out ways to build union presence in areas that may need a leg-up. After all, our union is only as strong as our members.

In addition to doing lots of work stuff, I do have other hobbies! I am an avid record collector, thrifter, home cook, hockey enjoyer (go Habs!), and occasional bicycle rider. On my days off, you can find me at Goodwill, singing karaoke, or drinking an ice-cold Rainier. A fun fact is that as a former Seattleite, I did not learn how to drive until I was 30 (and applied to the post office only two years later). I still don't love to drive, which is why I bid on (and won!) the only pushcart route in the Corvallis post office. If you see me walking around downtown, be sure to say hi!

In solidarity and in struggle,
Brooke

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. Your 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 soliciting 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.



CONTRACT NEGOTIATON REPORT



Hello Oregon. I was sent by the state to the National Contract Negotiation Seminar in DC and am going to report the info that was given to us at the 2-day event. I will be reporting what I was told and none of this is my opinions on the subjects, just the facts as were told.

Renfroe said that 95% of what they focus on for new contracts is the economic package and most of what we learned is the breakdown of the Economic Package of our contact. When thinking about the way this is done, you must think of the term "Cost" and what that means. Cost is what amount of money that is for our craft only. The USPS thinks of what a new contract will cost them over the last one. For our last 3 contracts the cost was this: 2016 = 2.9 billion, 2019 = 3 billion, 2023 = 4.1 billion. Management will always want to stay as low as possible. The best way to figure out the contact is to drill down the exact cost of each piece. They worked on this in the weeklong hotel lockdown they just did. After this week Renfroe said that a rough idea of the following is what they came up with: 3 general pay increases of 1.5% each for a total of 4.5% for the term of the contract, same cost of living, full step P (O to P would be 2.75%), shorter step increases (40 weeks instead of 46 weeks to the next step for everyone), CCA's get extra 1% increases instead of cola. The "cost" of the above is estimated at 4.5 billion. USPS is not in agreement currently with this and doesn't know what total cost they are willing to accept currently.

Renfroe knows that everyone wants a Full Cola, $30 an hour starting pay and $50 an hour at top step. He explained that the "cost" of just these three things would be fifteen billion which the post office would never be able to pay. The goal would be to get to those steps, but it will take time. The USPS wants more change with restructuring the carrier craft to save money as part of the economic package. Shortening the time to top step is a good win for us. The USPS thinks short term so they don't like higher pay, but a long term win we can get and are always easier to agree on. Therefore, the auto step advancement (auto step up) isn't easy to agree on due to immediate costs. The above 4.5 billion contract they are looking at now will need to be around five billion to include all the other aspects they haven't discussed yet. There is no back and forth negotiating yet, as this was the proposal the NALC produced after the weeklong hotel lock in.

CONTRACT NEGOTIATON REPORT (CONT)

There were several times that the floor asked questions and I will include some of that info. The "cost" difference between a FULL COLA and the diet cola is two billion. They are trying to make this next agreement so that everyone sees immediate relief and not like last time where it was only bottom and top steps that saw the relief. In 2025 the costs of the Letter Carrier craft to the USPS that does not include retirement or healthcare was 19.1 billion. NALC is looking at possible step advancement for people in the middle of the pay steps to make up for last time. There was discussion on either raising pay for CCA's or getting rid of the CCA position. Post office says they would like to get rid of CCA's but because of costs, can't. Possible talk about 1 year conversion. Renfroe says no chance to get rid of CCA's unless the rest of the workforce take no raises and no COLAs. Economic decisions are never a back and forth. We just need to make them think they have a benefit from it and show how it can be done. One example they are thinking about doing is showing how much money they paid in contract violations and how much more money there would be if the contract were only followed.

He did let us know about a few work rules things both sides are looking at. Let's do the NALC things first. We are looking at work assignment can go on ODL day off list, converted or transfer carriers can sign onto the ODL within 2 weeks or transferring or converting, increase guarantee to 4 hours no matter what size the office is, PTF's and CCA's to use the 11.5 hours a day rule, CCA's to get all 11 holidays and create a pecking order that CCA's and PTF's get OT first before non-ODL carriers. USPS are looking at changing 8.5.G. from "work ODL's" to "schedule ODL's", replace grievance procedure with a new step 1 (meet with steward, postmaster and grievant, also prohibits union from pursuing a grievance without the grievant consent), step 2 (meet with labor relations) and step 3 (arbitration = no DRT), stewards not paid by USPS and USPS will be allowed to remand a grievance back to step 1 when they want.

Here are some new ideas that were brought up as well. A new route adjustment idea was introduced by Renfroe that is creating an AI database/program that volume info, traffic info, etc. goes into and it would calculate the reality with real time data and not use all the failed programs the USPS currently uses to micromanage us. Door dash, Uber, Lyft, etc. use a type of this currently, so it is a reality. He says that case labels would be electronic and updated on their own if the program thinks because of volume the routes need more or less delivery. It would need a lot of testing, and it is just the start of an idea right now. A survey was sent about changing to 4 days / 10 hours instead of our 5 day / 8 hours a day. Sixty-five percent of the people polled said they would prefer 4 days and 10 hours. Carriers would have two rolling days off and Sunday and work 4 days a week and 10 hours each day. Would look like this: week 1 = Saturday, Sunday, Monday off – week 2 = Sunday, Monday, Tuesday off – week 3 = Sunday, Tuesday, Wednesday off – week 4 = Sunday, Wednesday, Thursday off – week 5 = Sunday, Thursday, Friday off – and then start over. So, every 5 weeks you would have Thursday – Monday off. New job parameters will need to be created to have less time on the street and lots of contract changes. They are looking at creating a pilot in a S&DC to see how it works.

That was all basically 1 day of the event. The other half of the event was letting us know how interest arbitration works, and it is an important thing to know, so I am going to write about this next. First off Renfroe said that he thinks going to arbitration and blaming an arbitrator is irresponsible and this should be settled at the lowest level, so that is what he is looking at doing. In Interest arbitration both sides can put forward whatever they want. There is a panel of three arbitrators (1picked by NALC, one picked by USPS and one mutually agreed to). We prefer Denis Nolan for the neutral arbitrator and think that the USPS will agree to this as well. The arbitrators have not been picked or asked yet. The NALC and USPS arbitrators will share their sides with the neutral arbitrator after all has been said by the NALC and USPS, and then that neutral arbitrator will make all the decisions that need to be made in the arbitration. There are meetings in between arbitration meetings to try to work stuff out if possible. Before and during arbitration we will run and bring panels, witnesses, experts, and studies to help with what we bring to the table. Here is the basic process of Interest Arbitration: first we make an opening statement and present what's to come, then we present our case, then USPS presents their case, then there is cross examination, closing

CONTRACT NEGOTIATON REPORT (CONT)

statements and finally the arbitrators do their thing. Arbitrators do NOT like to make work rules decisions and usually tell the parties that they will have to decide amongst us. Arbitration usually costs somewhere in the 6-figure area.

Here is what Renfroe says their plan is for arbitration in order if it should go to that level. 1 = History of the USPS. 2 = Wages and productivity over time. 3 = general economic overview. 4 = other unions info. 5 = contracts of other unions. 6 = UPS comparison and historical relationship of pay between. 7 = Compare with truck drivers and express delivery. 8 = Wages of the private sector VS Letter Carriers, including wage growth. 9 = Healthcare Comparison. 10 = Show that our job has become harder over the years (more job hazards, more parcel delivery, crime is up, retention of new carriers). 11 = Lower pay table needs to be increased or taken away for only 1 pay table. 12 = All career workforce (going hard on eliminating or drastically reduce CCA craft. Lots of testimony, witnesses, and experts). 13 = Uniforms (show that the current allowance is inadequate, comparison of old days and what $ could by VS today, comparison of how UPS does uniforms, other agencies like TSA, private employers, panel of letter carriers. All to show that everyone has better programs). 14 = Night Differential increase.

Here is what Renfroe thinks that the USPS will present. 1 = Compare us to Uber, Door Dash, etc. 2= Financial Situation. 3 = Arbitrator can't fix USPS finances, so the contract needs to be fair. 4 = Lost 9 billion last year. 5 = Lost 122 billion since 2006. 6 = Controllable losses increased from 1.8 to 2.7 billion. 7 = Mail volume is dropping. 8 = 15 billion borrowing limit from the Government is gone. 9 = In 2025 USPS went through all our reserves. 10 = USPS could not make payments to CSRS and FERS in 2025. 11 = Aren't going to be able to pay the 400 million monthly matching payment to retirement accounts. 12 = PMG is restricted from non-needed expenses. 13 = Lay out their operating expenses for 1 year and say they can't afford to pay what other unions have received. 14 = Might use international post offices and what they are doing. The NALC are preparing rebuttals to battle against all these topics. On top of that we will add: 1 = legal arguments about law obligation against any financial issues the USPS might have. 2 = Congress is the problem and solution in a lot of these things they brought, and an arbitrator can't change congress. 3 = Lower lost money on turnover rate by upping pay and turnover won't happen very much. 4 = Our package is an opportunity to grow and attract/retain a good workforce that will stay.

Some final things and things said about Interest Arbitration. The Neutral arbitrator will want to make both sides happy when they make any decision on things. Interest Arbitration at the earliest for us would be this fall. Renfroe also had said that we should know by July 22nd if there will be a tentative agreement to vote on or if we are going to Interest Arbitration. Again, none of this article are my opinions or personal thoughts, as I have written this on what came out of Brian Renfroe's mouth from what he wanted to inform us and questions answered from the floor. I know it is not the best news or even good news, but it is the news that was reported at the National Contract Negotiation Update. I hope you are all in good health or on the way to recovery if you are currently not. Take care everyone!

In Solidarity and Unionism,
Abe RedCloud

STATE CONVENTION MEETING NOTES

2026 State Convention comes to order April 24th at 8AM

All officers present
Motion to $5 for MDA for cell phone noise from Dave Norton, Seconded by Cody Harris Branch 82, Motion passed
Guests attending Tracy Cozard of Washington, Tracey Ellis of UT, and James Winther of UT,
Corvalis Branch President David Bauer to speak on convention
NBA Nick Vafiades spoke to attendees
National Executive Vice President of NALC Paul Barner spoke on bargaining updated
Nominees for executive board were announced:
Brook Jambor, Bannon Hunt, Taylor Peckam, Rico Diveras, Jon Cabral, Val Castillo, and Tiffany Miller
By Law change amendments are discussed and voted on
All Ammendments pass

Saturday April 25th general session began at 12:30 PM

Election Committee Report:
We had one person withdrawal
The ballots were passed out.
All candidates for eboard spoke, Tiffany Miller, Val Castillo, Brooke Jambor, Jon Cabral, Bannon Hunt, and Taylor Peckham
Voting committee starts counting.
Resolutions passed out.
Tracy Cozad speaks.
Amy Ellis and James Winther from Utah speak
Resolutions passed out, discussed and voted on.
Several resolutions passed and some did not. See Casey's article for details
National Executive Vice President Paul Barner spoke

Election committee speaks
299 ballots distributed
1 left blank
Zero disqualified
Tiffany Miller 281
Bannon Hunt 270
Val Castillo 257
Brooke Jambor 252
Taylor Peckham 257
Jon Cabral 119
The new executive board members are Tiffany Miller, Val Castillo, Banning Hunt, Brooke Jambor, and Taylor Peckham

Milage Committee 97 Delegates
12 guests
10 Branches represented
109 total attendees

Review committee records accurate and properly maintains

Convention City committee announces Eugene will host at the graduate hotel for 2027

National Executive Vice President Paul Barner swore in the new executive board and the alternate delegates
Session ends

OUT AND ABOUT IN OREGON

Oregon is the ninth largest state in the US with 98,379 square feet of the most spectacular natural beauty I have ever seen in any state I have ever been to. It's one of the main reasons I chose to call Oregon my forever home way back in 2001. Last year my boyfriend and I took a road trip across Eastern Oregon out to Pendleton and looped down to the Alvord Desert, and then back to Portland via Bend and spent the last night at the Timberline Lodge. Absolutely stunning.

If you've ever spent any amount traveling, you've invariably played games like "I Spy," where you look for slug bugs (or "punch buggies" if you will) or other interesting features along the road. One thing I always keep a lookout for is rainbow flags. They're a dime a dozen in Portland with a population of nearly 2.5M in the metro area, but less visible and farther and few between in smaller towns and cities across Oregon.

Folks who identify as LGBTQ gravitate towards living in the larger, more populated areas across the country, and Oregon is no exception... and for good reason. The LGBTQ communities in these cities are established, concentrated, and offer more resources, support, and opportunities than our smaller counterparts in rural segments of the country. On the one hand this makes me very grateful for where I live, but the flip side is that the rural areas offer more of that scenic beauty that I crave. This makes me wonder how many of my fellow letter carriers that identify as LGBTQ chose to live in some of those smaller areas? Is it because of the natural beauty and you prefer small town living to some of the challenges found in the big city? Perhaps it's simply because that's where you were raised and still have roots there? Or maybe you used to live in the city, and you moved out to the country because of a spouse's job or other life events.

If you do identify in a rural station, are you out in your office? If so, I hope your experience is positive and you have support in your work environment. For myself, having become more involved in my union eventually led to me becoming Branch 82's "Pride Chairperson" and has subsequently helped me become more visible in my office. Having that visibility is important to let coworkers not only know what's going on locally pride-wise but also reinforce the benefits of inclusivity and a sense that being out in the workplace can be empowering.

Portland is home to the biggest Pride Parade and Festival in the State, but there are other events throughout the State that my fellow letter carries might not be aware of that I've listed below. I need to make amends, however, to a few towns and locales for missing their events because I didn't get this article out earlier. My apologies to Hillsboro, Tigard, Salem, and Corvallis for my untimeliness.

In addition to attending any of the Pride events in the State - which are more celebratory and social in nature - you might want to know where your voice would have a more practical impact on your community. If that's you, I would highly suggest connecting with the Oregon Labor Federation/AFL-CIO at oregonlabor.org to see where you can be helpful. There is a drop-down menu across the top just below the logo to link to "Who We Are" which leads to choices including "Directory of Affiliates," "Chapters and Central Labor Councils" and "Constituency Groups."

Whatever your comfort level of participation, whether as an ally or a member of the LGBTQ community, your voice is important no matter what part of our great State you're from.

Astoria Pride - Saturday, June 27th
Eugene/Springfield Pride Festival - Sunday, June 28th Prineville Pride
Pioneer Square - Sunday, June 28th
Beaverton Pride in the Park - Sunday, June 28th
Portland Pride Festival & Parade - July 18-19 (Sat & Sun)
Salem Pride in the Park - Saturday, September 19th
Ashland Pride - October 16th & 17th (Fri - Sun)

Dave Esch, Pride Chairperson Branch 82/ Parkrose Station

2026 04/25/26 Meeting of new/old board members:

Unfinished Business:
None:
New Business:

1. George Wallenstien and Abe Redcloud had a conversation at a branch meeting of branch 82. George said he will step down after this weekend's convention. Terrance Graves will fill the position of Director of Retirees for the rest of the term.

2. Our New Executive Board
The following are our new Executive Board members and what territories their assigned to:

Lisa - Lakeview, Central Point, Medford, Ashland, Grants Pass, Klamath Falls, Roseburg, White City

Bannon - North Bend, Coos Bay, Coquille, Myrtle Point, Cottage Grove, Eugene, Springfield, Reedsport, Junction City Sweet Home

Val - Salem, Albany, Corvallis, Lebanon, Dalles, Sheridan, Silverton, Stayton, Woodburn, Independence, Monmouth

Brooke - Toledo, Astoria, Seaside, Tillamook, Vernonia, Lincoln City, Newport

Taylor - The Dalles, Hood River, Madras, Prineville, Redmond, Bend, Burns, John Day

Tiffany - Pendleton, Hermiston, Milton-Freewater, Baker City, La Grande, Enterprise, Ontario, Nyssa, Vale

** You can have someone go with you the first time.
Visitations should be completed by October to avoid the weather.

If we don't meet carriers at the stand ups and in the morning then we meet them out on the street. A letter is sent ahead of time to station management letting them know of our arrival.

3. Next Articles due May 31st for the next Satchel. The topics will be assigned accordingly

The Fall Satchel articles due to Brandon by 9/20/26

A motion was placed to put in the PowerPoints from the training on our webpage by Brandon McCabe
The motion was voted against.

Theresa thank you!!!
Scott Thank you!!!
TJ Thank you!

You will be missed!



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.

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503-760-5304 | 800-331-0968 | www.nwprioritycu.org

NCUA

EQUAL HOUSING LENDER

Oregon State Association
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WWW.OSALC.ORG

CHANGE SERVICE REQUESTED

UPCOMING EVENTS FOR NALC

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

Region 2 RAP
Being held at the Hotel Captain Cook
Anchorage Alaska
October 5th - 9th 2026