OREGON STATE ASSOCIATION OF LETTER CARRIERS

SATCHEL

Volume 4 of 2026

“In this edition of the Satchel we will be reporting on the national convention as well as a few of us will write about things going on in the workplace and of course something for our retirees too. I hope you all enjoy it.”

-

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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.

DAY 1, 08/03/26

Day 1 of the National Convention

Hello from Corvallis! It's mid-September, and I'm sure that most of you are appreciative of the cooler Oregon days, kids back in school, soup season on the horizon… and yet! I'm turning our attention back to August for the 2026 National Convention, in the endless summer that is Los Angeles, California. It was my first time attending national, and I am so glad that I was given the opportunity to go. With most of my time being spent in the halls of the LA Convention Center, I had many invaluable opportunities to meet fellow delegates from across the country, region, and of course our home state. In fact, there were a total of 5,023 delegates, 588 branches in attendance, and fifty-one states/territories were represented—along with 902 guests. Being in a venue that large, with thousands of dedicated attendees commiserating over our collective experiences was an overwhelmingly positive experience!

To start the week off, Branch 24 president, Larry Brown, introduced LA Mayor Karen Bass. She spoke of her father, who was a letter carrier for 35 years, and was the catalyst to her getting involved in politics and activism. "Wherever there are letter carriers, expect to find me," she said. Secretary-treasurer Nicole Rhine took the stage, introduced the executive board, and finally, President Brian Renfroe.

Renfroe opened his speech with a bit of Los Angeles labor history, speaking of the city's resiliency to change and transformation. From the pushback against open-shop workplaces, paving the way for robust industrial unions during the New Deal, to the entertainment unions forming as Hollywood cemented itself as a vital part of the city's economy—it was an important reminder that we have a shared history in the fight for worker's rights everywhere.



by Brooke Jambor
OSALC Executive Board
Branch 1274

While it is now common knowledge that Renfroe is not seeking reelection, it was officially announced on the convention floor. He then used the time to speak about various successes during his tenure, such as the Fight Like Hell campaign in 2025, which united letter carriers with the public against the looming threat of privatization. There was also talk of the current dangers imposed on the labor movement as a whole, like the One Big Beautiful Bill--including rollbacks of workplace safety, attempts to weaken collective bargaining across federal unions, undercuts to the NLRB, and how these threats affected our own contract negotiations. Also highlighted was the increased transparency for rank-and-file union members, including convention livestreams, biweekly updates, and open bargaining.

Some other focuses of Renfroe's speech included the Emergency Response Team (ERT) which was launched in 2024, and had been deployed over 170 times for events like natural disasters, on-the-job assault, death of a co-worker, —anywhere that peer-to-peer crisis support has been needed. NALC University was also launched earlier this year, which provides online access to training for all NALC members (available through the Members Only Portal), including courses ranging from basic duties of a shop steward to specific articles of the National Agreement.

There was also a sobering account of "existential threats" that the USPS faces. It's not news that we, as letter carriers, like to hear, but such is the reality that we live (and work) in; it's important to confront our material reality in order to build the future we want. The decline of first-class mail volume coupled with the rise of delivery points, limitations placed by congress, and a debt limit that has not been raised since 1994 are just a few of the hurdles that the post office currently faces. Meanwhile, Canada Post is forecasted to cut around 30,000 jobs by 2035, and the Canadian Union of Postal Workers is currently fighting the threat of door-to-door delivery ending completely.

So, what is to be done? To quote the end of Renfroe's speech: "There will be change. We must be the ones shaping the change. We cannot leave it up to others… we can meet this challenge. But we can only do it by utilizing our strengths and solidarity."

For anyone interested in watching the convention livestream in full, it is available on NALC's official Youtube page under the "Live" tab.

-Brooke

DAY 2, 08/04/26

DAY 2 of the National Convention

Tuesday, August 4th, classes started at 7:30 am, that consisted of your choice learning about the NALC Health Benefit Plan, Recruiting and Mentoring Union Activists, Safety and Health, Risk Management & Branch Policies, Estate and Trust Planning and International Postal Report. The classes were usually until 9am, so that you had about an hour before general session started to get breakfast, roam the exhibit hall, and talk to fellow carriers from anywhere in the country.

I took the Safety and Health class due to wanting to know if there were any other recent things happening to offices that I could inform members about. Manny Peralta and his co-teacher Richard Thurman from Branch 343, StLouis MO, gave a good overview of safety related issues that we deal with in our office buildings. There were pictures of disgusting residues found that are harmful to us while in the buildings and how to address them.

At 10am, we were seated in the general session with over 5,000 like-minded city carriers. We had a great singer for the National Anthem, a host branch member leading us into the pledge of allegiance and a former carrier now Pastor giving the day's invocation.

President Renfroe began session honoring the 2,400 letter carriers that have passed away since our last gathering in Boston in 2024. We then went on to talk about the constitutional amendments. National Secretary Treasurer Nichole Rhines read the Executive Council Report. The first eleven amendments were about ranked-choice voting. We first did the AYE/NAY vote, then it went to a standing vote and then the teller vote. We were able to have a final vote count on the executive council's recommendation of disapproval of 3,250 ayes to 1,403 nays.



by Val Castillo
OSALC Executive Board Chair
Branch 347

The day went on in this manner during voting. It took a lot of time to get everyone seated, doors locked and then for the tellers to count us individually on whether we approved or disapproved of recommendations. Then the tellers had to get their counters tallied.

There was a video presentation on the Emergency Response Team (ERT), that goes to the different stations needing assistance for crises or traumas and how being there for our fellow carriers during these times helps support their healing process.

Our guest speaker for the day was Sara Nelson. She is the president of the Association of Flight Attendants. She was very inspiring and encouraging with her labor movement speech. By the end of it, she had most of the audience on their feet by saying "If you want a good job with a living wage, build your union! If you want a decent home, build your union! If you want to tell your boss to kiss your a$$, build your union!!

Towards the end of session, it was brought up to suspend classes for the remainder of the convention due to a lot of work still needing to be done on the multiple amendments and resolutions. As a body we voted and passed to suspend classes after today because of bus shuttle schedules and logistic changes that needed to be done to start convention at 8am instead of 10am.

Afternoon classes began at about 3:30pm and went to about 5pm. They consisted of Following a grievance from start to finish: Part 2, Effective Branch Communications, Local Negotiations, Ethical Decision Making, The Economic Realities of the Postal Service and OWCP: Claim Basics.

For this session, I chose Ethical Decision Making. I was curious as to what it entailed, and it did not disappoint. They had an interactive questionnaire poll about different scenarios and live skits on certain situations that occur as a steward.

For anyone who would like to see the PowerPoints of all the classes held, you can go to the NALC.org website, click on the members only portal, log in and go to NALC Convention and it'll have the full list of slides.

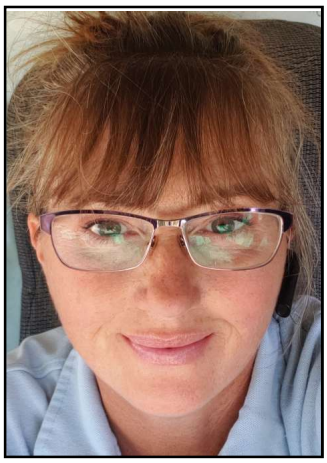
It was a very productive day and into the rest of the week at the convention. If you have not attended one, find out from your local Branch how you can.

In Sisterly Solidarity,
-Val

DAY 3, 08/05/26

Day 3 of the National Convention





by Lisa Fair
OSALC Vice President
Branch 1433

Day three of the 2026 NALC National Convention opened with a powerful and patriotic rendition of the Star-Spangled Banner, performed on guitar by Charles Kirchen of Branch 1123, Oklahoma. The performance set the tone for a day filled with important debate, spirited discussion, and difficult business that reflected the apparent divisions among convention delegates.

Throughout the business sessions, the convention experienced an unprecedented number of teller votes as delegates considered a wide range of motions and issues. The volume of votes demonstrated the level of disagreement and discussion taking place on the convention floor. With so much business still needing to be completed, workshops scheduled for Wednesday afternoon and all day Thursday were cancelled. The additional time was needed to allow delegates to continue working through the convention's extensive agenda.

Delegates also voted to suspend the rules, allowing the general session to continue until 4:30 p.m. Transportation presented an additional challenge. Bus schedules serving delegate housing could not be adjusted on short notice, but convention officials indicated that if additional extended sessions were necessary the following day, they would attempt to make the necessary transportation changes.

International solidarity was a major theme during the day's guest presentations. Jens Saverstam, International Secretary of SEKO and Deputy World President for UNI Global Union Post & Logistics, addressed the convention about challenges facing postal workers around the world. Saverstam emphasized that many of the issues confronting postal employees in the United States are shared by delivery workers internationally. His message was clear: postal workers everywhere need to stand together and fight for the future of the Postal Service.

Don Maston, President of the National Rural Letter Carriers' Association (NRLCA), also addressed delegates. Maston stressed the importance of all postal unions standing together when lawmakers consider changes that could affect the future of the Postal Service. He noted that Congress has the ability to strengthen the Postal Service, but that its current challenges could also be used as justification for reducing services.

President Everett Kelly of the American Federation of Government Employees (AFGE) spoke about the challenges federal unions have faced during the Trump administration. Kelly described what he characterized as unprecedented attacks on federal unions, including the loss of collective-bargaining rights for approximately 950,000 federal employees, the cancellation of union contracts, and the firing of federal workers under national-security justifications.

The convention also voted to hear an appeal of an Executive Council decision involving Article 10 charges. Each party was to receive six minutes to address the convention. To allow the parties adequate time to prepare, the appeal was scheduled for Thursday.

Nominations were also held for all NALC offices, including National Business Agents for each region. Only three positions—NBA for Regions 3, 4, and 5—were uncontested. Nominees were also received for the AFL-CIO delegates.

Ballots were mailed September 19, 2026. Be sure to watch your mailbox for your ballot, review your choices, and participate in the election. Your vote is your opportunity to have a voice in the future direction of the NALC.

-Lisa

DAY 4, 08/06/26

Day 4 of the National Convention

Hello again! It was my job to report on what happened on Thursday at the National Convention, and there were a lot of happenings, so let's get into it.

Due to the amount of business we still had to do, the delegates had voted on Wednesday to cancel all classes on Thursday and run business from 8am to 4pm on Thursday, adding an extra 3 hours for business.

The day started with reports from a few committees, followed by requests from several delegates to "pass the hat" for members facing a hardship, or had passed away.

In a bit of a throwback to last Convention, we heard two appeals from a member about decisions made by the Executive Council regarding charges he had filed against them. The body decided to side with the Executive Council and deny the members' appeals. Although we had to do even more teller votes (I would say unnecessarily, as the margin was close to 2-1 in favor of denying the appeals).

After that, we were finally able to move on to resolutions, starting with Legislative Resolutions. These resolutions call on the NALC to use its lobbying power to have Congress enact some form of legislation. Of the eight proposed resolutions, the Convention adopted four:

To allow retirees to contribute to the TSP in retirement; to preserve 6-day delivery, to create a federal holiday on March 31 designated as "Farmworkers Day"; and to fight for locality pay. That last one is a huge change from conventions past, where it has already been voted down. The NALC will now try to lobby Congress to give Postal employees the same locality pay adjustments other federal employees receive.





by Casey English
OSALC Secretary Treasurer
Branch 82

After a short break for lunch (another first for National Conventions), we welcomed House minority leader Hakeem Jeffries (D-NY), who gave a rousing speech about the need to fight back against the current administrations policies that have made life in America more expensive and harder for most.

We then turned to National Agreement resolutions. These are resolutions that, if adopted, become the official bargaining position of the NALC and we will try to achieve them through contract negotiations. There were seventy-nine proposed resolutions printed in the convention book, and many more than were submitted after the deadline for printing in the book. On Thursday we got through the first forty-eight and adopted thirty-seven of them. I don't have enough space to go over every resolution that passed, but I will say that one of the resolutions we sent to National from our last State Convention: "Equalize PTF and CCA hours," which would require the Postal Service to distribute hours amongst PTFs equally (and hours amongst CCAs equally) passed (the rest of our resolutions were addressed on Friday).

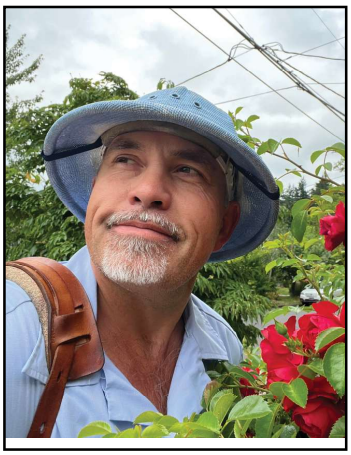
Some other highlights of passed resolutions include: having non-career time count towards protection under Article 6's "No Layoff" clause; allowing work assignment carriers to sign the "SDO ODL"; ending mandatory overtime; allowing "same-day" ODL carriers to drop down to the work assignment list; to allow veterans to be paid at the same rate as their military pay when they transition from military to civil service; to pay OJIs higher-level; to have general contractual wage increases compound with COLAs; a $30 an hour minimum starting wage; for Table 2 to get the full COLA; to earn leave while using donated leave; paid maternity and paternity leave; remove the restrictions on selling annual leave; to file a national-level grievance to address the Step B backlog; better non-compliance language; to make pre-arbitration settlements precedent setting; to expedite Joint Statement on Violence cases at Step B; require management to notify the Union when discipline is issued.

It was a very packed day, and a lot got done, which is great. Unfortunately, the tone of the Convention was the worst I've ever seen. Delegates were fighting (not debating) with each other over everything, there was at least one person writing down how the members of their delegation voted, and there was a lot of time wasted on things that we didn't need to spend time on.

Hopefully, Minneapolis will be better,
but I'm not holding my breath.

Until Next Time
Casey

DAY 5, 08/07/26



by Abe RedCloud
OSALC President
Branch 82

Day 5 of the National Convention

Hello my Sisters and Brothers of Oregon! I hope that you are all doing well and had a great summer. In this edition of our Satchel we will be reporting on the national convention as well as a few of us will write about things going on in the workplace and of course something for our retirees too. I hope you all enjoy it.

For my part, I am going to be reporting on what happened on Friday (Day 5) of the national convention. We opened this day with an amazing acapella version of the National Anthem sung by Timothy Greene of Asheboro, NC. It was amazing! Then we had Rabbi Neil Comess-Daniels deliver the invocation. It's always nice to see different views for the invocation.

Next President Brian Renfroe announced the winners of the AFL-CIO delegate election. The winners are Cindy Connors, Staunton, VA Br. 513 = 5,146 votes, Paul Rozzi, Pittsburgh, PA Br. 84 = 5,033 votes, Michael J. O'Neill, NJ Mgd. Br. 38 = 4,974 votes, Trevor Haas, Dallas, TX Br. 132 = 4,809 votes, Elaine Jones, Detroit, MI Branch 1 = 4,724 votes, Jamie Drayton-Bey, Virginia Beach, VA Br. 2819 = 4,598 votes and Pascual Ortiz, New York, NY Br. 36 = 4,294 votes.

The next order of business was to appoint three members to a newly formed committee on Diversity, Equity, Accessibility, and Inclusion (DEAI). President Renfroe appointed Jade McBride, Olympia, WA Branch 351; Carman Montgomery, Mobile, AL Branch 469 and Pascual Ortiz, New York, NY Branch 36.

We then moved onto two appeals. Appeal #30 = Branch 1100 election violations and they wanted the results overturned. The decision by the executive board to not overturn it held with a Teller vote of 2200 yes to 1023 no. Appeal #37 = Due to the conduct of officer elections at Branch 70, they wanted the results overturned. The decision of the executive board to not overturn the elections was upheld by a division. There was then a report from the Board of Trustees' that the NALC financial situation is healthy and good.

Onto the rest of the resolutions in the convention book. First, we worked on National Agreement resolutions #49 - #79. There was a vote to automatically approve all these resolutions that were approved by the executive board already to save time to get through all of them. This passed. Twenty-five of the thirty-one national agreement resolutions passed. This brought us to noon, which is when per the bylaws, the convention must end. There was a motion brought up and passed to extend the convention to 3pm. So, next we went through the rest of the general resolutions in the convention book from 12:00pm – 2:45pm. There were only eleven of these left, but it took this long to get through these due to multiple Teller Votes, which take 30 minutes for each one. Only three of the eleven resolutions passed. A summary of all the passed resolutions and amendments is in the Postal Record we all just received.

There then was a report on all the money collected by passing the hat throughout the week of convention during the business session. The total raised from the floor was $42,405.83. There was a motion made for national to match the amount raised, so the total amount raised by passing the hat was $84,811.66! This will be distributed to deceased, injured and others in need that relief was asked for throughout the week of the convention at the mics.

This brought us to 1 HUGE problem. We have not touched any of the freshly collected resolutions (Floor Resolutions) that were not in time for the convention book. There were around thirty of these (all the resolutions from the Washington state convention were in this format due to their convention being in June) and the convention must end at 3pm according to the earlier vote approved by the body. There was a new motion brought up to extend the convention to 5pm to be able to get through these floor resolutions.

It was voted down by a huge majority. Therefore, the convention ended at 2:54pm and all these floor resolutions were thrown away and would have to be resubmitted at the 2028 National Convention. This made me personally VERY angry that our brothers and sisters that we sent to represent us at the national convention would rather leave to have fun, than stay and finish our business. Just

DAY 5, 08/07/26 (CONT)

so you all know, anyone can leave when they want to. So why don't people just leave and let the rest of us that wanted to finish our job at the National Convention do so?? It's sad that this happened as I know that several of those resolutions that were thrown away were important to upcoming changes and programs being talked about right now that will already be implemented by the time the 2028 National Convention happens. It was a sad day for Unionism and Solidarity for sure!

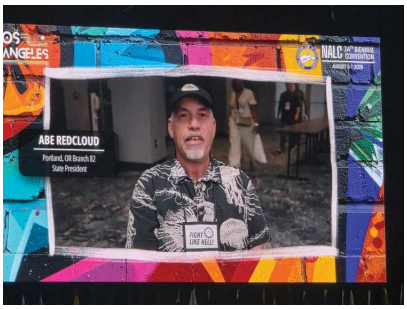
Well, that is all that happened on Day 5 of our National Convention. To end my article, I'd like to tell you about awards that branches in our state won. If I missed any, I am sorry, but the postal Record was missing a few. Congratulations to all our Oregon Winners!!!



NALC's 2024-2026 publications contest = Promoting Unionism: Portland, OR, Branch 82 for "Delivering a Unified Message," written by David Norton.

Publication award for Overall Excellence for large branches = B-Mike Portland, OR Branch 82.

Branch Publication Competition 2024-2026 = Honorable mention for Best Website to Portland, OR Branch 82.



The best-organized branches in Category 5, with between 500 and 699 active carriers = Third place—Eugene, OR Branch 916 with a 96.36 percent participation rate.

The best-organized branches in Category 2, with between 1,500 and 2,499 active carriers = Second place—Portland, OR Branch 82 with a 96.74 percent participation rate.

Highest Per Capita Contribution in Category 2 with between 1,500 and 2,499 active carriers = Third Place-Portland, OR Branch 82, $26.84

Highest Percentage Increase in Contributions in Category 2, with between 1,500 and 2,499 active carriers = Third Place-Portland, OR Branch 82, 13.02%

Awards for branches that raised the most for MDA for 2025 = Category 10 (1-49 members): Astoria, OR Br. 295—$3,476. Category 2 (1,500-2,499 members): Portland, OR Br. 82—$20,715 (this was for 2024 though).

In Unionism and Solidarity,
Abe RedCloud

Outstanding Letter Carrier of the Year Award

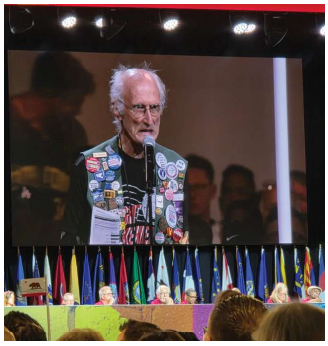
Many Letter Carriers go beyond their job of delivering mail to donate their time and energy to their communities. Other Letter Carriers work hard for their union siblings. Some Letter Carriers do both. Do you know any Carriers like this in your office or branch? These Carriers may have been employed 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 and 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 left to right clockwise)

Jamie Partridge speaks on the floor at the National Convention

All delegates of Oregon State at the National Convention

Oregon State Auxiliary President, National Auxiliary President, Oregon State NALC President, Washington State NALC President, and Washington State Auxiliary President meeting

Lisa and Ron Fiar in route to the National Convention



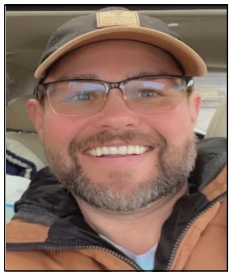
Making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the NALC or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any 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 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.

LETTER CARRIER POLITICAL FUND

DELIVERING NALC'S MESSAGE TO WASHINGTON

FROM YOUR RECORDING SECRETARY

DOIS Estimates v.s. Reality



by Brandon McCabe
OSALC Recording Secretary
Branch 82

In my neck of the woods, Beaverton, we have been coming up against the always-oppressive management agenda regarding management giving us our time estimates instead of us giving them our estimates. The hivemind management in all our offices are saying things like "You've earned xx hours of time today" Or " you should be back by this time". Or "your demonstrated performance.." Management gets a printout each morning from their system (DOIS) for the computer- projected times for each route.

It is immoral and not contractual for management to tell you what your times will be based on their DOIS projections. It causes unneeded stress and hostility. Sadly, the supervisors, who were probably a carrier at one point, seem to see these projections as gospel. The funniest part of that is that they will admit things like inputting a full coverage doesn't add a second to the projection or clean up time or time to bundle up vacation holds to take out. Restroom breaks for us folks who have no bathrooms on our routes (or even if you do), Forget about it! No extra time added.

In many cases, the projected information is often inaccurate due to omitted information. A few years back Postal Headquarters informed the National Union they were changing the amount of time to deliver a parcel from 90 seconds to 60 seconds when DOIS estimates a route's street time. So, the "almighty computer in the sky" thinks you should be able to park, set your break, lock up your vehicle, exit your vehicle, walk to the door, then back and buckle up disengage your break and drive off all in 60 seconds! Geesh.. I just took that long to write this paragraph.

I don't have as much space to add a whole lot of detail on this but what I want you to understand is that you have every contractual and ethical right to estimate your day based on what you see in front of you, how your body is feeling, and what you believe you can do safely. There are so many won arbitrations to support carriers and seldom ever has management been able to successfully discipline a single carrier for not making the computer's projections. Let's be honest. If DOIS could sprout legs and begin carrying mail it couldn't make its own projections!

I've noticed many carriers don't fill out a 3996. Often carriers tell me that they don't want the headache or arguments from management. While their feelings are valid, this is the tool we must utilize to protect ourselves. If you request 1 hour of overtime, for example, and management says "not approved" that simply means you bring back what you cannot get done and clock off when you are instructed to. It does not mean working at an unsafe pace, working through your lunch and breaks to get the work done.

If a supervisor says you must get the work done and must not have overtime you need to ask for your union representative immediately. You are all professionals and, if you know your route well, you can look at the work you have for the day and make a decent estimate. Lastly, if you are out on the route and realize you need more time than you estimated send a scanner message. I send a simple "Eta 430" message. If I receive no response, which I typically do not, then I finish my route.

I know it doesn't feel this simple but what I hope this article helps to do is to remind you of the competent, amazing carrier that you are, and that even when your supervisor reacts as if you've slapped them across the face when you estimate overtime, your estimates are valid. When a supervisor asks "WHY?" when you hand them your 3996, be sure you fill it out with the reasons.

Hasta el proximo
-Brabndon

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 DIRECTOR OF RETIREES

Retirement Checkup: Five Things Every Retired Letter Carrier Should Review Once a Year



by Terrance Graves
OSALC Director of Retirees
Branch 1452

One thing I have learned about retirement is that you can retire from the Postal Service, but you cannot completely retire from being a letter carrier. I can be driving down the road, minding my own business, when I spot a mail truck. Immediately, I am checking the weather, looking at the carrier, estimating how much of their route they have left and wondering whether management has already called them three times. If it is pouring rain, I feel sympathy. If it is 95 degrees, I feel even more sympathy. And if it is December and I see parcels stacked to the ceiling, I quietly thank the retirement gods and keep driving. Some habits never leave you. I still notice bad mailboxes. I still notice loose dogs. And I still think somebody parked incorrectly even though it is absolutely none of my business anymore.

There are, however, a few habits we should keep in retirement. One of those is checking our retirement benefits occasionally. We spent decades earning these benefits. A short annual review can help make sure everything is still set up the way we intended. Here are five t

Things worth checking:

1. Check your beneficiaries. Marriage, divorce, deaths, births, and other family changes can quickly make an old beneficiary designation outdated. OPM manages beneficiary designations for certain federal retirement and life insurance benefits, while TSP beneficiary information is maintained separately. Do not assume that updating your will automatically updates every federal beneficiary designation. Nobody wants to spend 30 years delivering everybody else's important documents only to discover their own paperwork still names someone they have not spoken to since the Clinton administration. Take a few minutes and make sure your beneficiary information reflects what you want today.

2. Review your FEHB coverage. Federal Employees Health Benefits can be one of the most valuable benefits we carry into retirement. Be very careful about cancelling FEHB coverage. In many situations, a retiree who voluntarily cancels FEHB cannot simply change their mind and come back later. If you become eligible for Medicare, take time to understand how Medicare works with your particular FEHB plan. Depending on your situation, coordination between the two can affect premiums, deductibles, and out-of-pocket costs. This is probably not the place to rely on the retirement expert who sits two stools down at breakfast and says, "I'm pretty sure that's how it works." Page 1 The Satchel - Oregon State Director of Retirees Check the actual rules.

3. Look at your TSP. Retirement does not mean your TSP should disappear into the same filing cabinet where your old route maps, pay stubs and grievance paperwork went to die. Log in periodically. Review your beneficiaries, investments, withdrawals, and contact information. Also make sure your spouse or another trusted family member knows the account exists and knows where essential information is kept. You do not have to check the market every morning. You spent enough mornings starting the day wondering what unpleasant surprise was waiting for you. Retirement should reduce that activity.

4. Review your survivor benefit arrangements. If you are married, make sure both of you understand what happens to your retirement annuity and health coverage after your death. Survivor benefit elections can affect both income and continued FEHB eligibility for a surviving spouse. This is one of those conversations that is easy to postpone because nobody particularly enjoys discussing it. But it is much easier to figure this out now than to leave your spouse searching through fourteen boxes labeled "Postal Stuff" while wondering which form actually matters.

5. Make sure everyone knows where you are. People move. Phone numbers change. Email addresses change. Bank accounts change. Make sure OPM, TSP and the union have your current information. It sounds simple, but government paperwork has an incredible ability to become urgently important approximately five minutes after you discover it was mailed to an address you left eight years ago.

Retirement should be enjoyed. We earned it one route, one parcel, one certified letter, one loose dog, one icy sidewalk and one December at a time. So, sleep past your old reporting time. Enjoy your coffee while it is still hot. Wave at the carriers you see out there working. And once a year, take a few minutes to inspect your retirement benefits. Think of it as a vehicle check. Except this time nobody can ask why you were stationary for seven minutes

-Terrance

FROM YOUR EXECUTIVE BOARD

Protect Your Assignment: Route Inspections Part 1





by Bannon Hunt
OSALC Executive Board
Branch 916

When I think about summer ending and Fall beginning two things come to mind; a) the gradual return of volume (hopefully?) and b) the data that management is collecting every day can now be used during the next office inspection. What does that mean? Why does it matter? Well for those who may not know, there are specific rules that management must follow when they want to count and adjust our routes.

And yes we all know that 99% of the time they mess up some part of the process along the way, but we as the carriers of the routes have so many responsibilities to uphold in order to make sure management is collecting and using accurate data to make proper adjustments to territory. By the time this article reaches you it will be past September, and the data management is currently collecting can and will be used the next time your route is evaluated. I cannot stress enough how incredibly important it is, now more than ever, to make sure you are performing ALL your work tasks on the clock, in order, and using the time that is credited to you.

There is no reason to touch a piece of mail, vehicle keys, arrow keys, or any other equipment in your case until you have clocked in. This also includes filling out a 3971/1260 for no lunch or placing your personal belongings in your work vehicle. Skipping your 10-minute breaks is akin to working off the clock. If your route is properly adjusted to 8 hours, but you are done 20 minutes early every day because you skip your breaks, they can and will add 20 minutes of work to your route. 10-minute breaks are a right we negotiated for. Give your body some rest and don't work when you are not required to. When you work off the clock you are not only taking money out of your paycheck, but you are also not crediting your route for the time you spend working through your breaks; value yourself, and your time.

Don't be a "runner": While you might think that a runner is someone who runs through yards from box to box, that's not what is implied here. Some examples of "runner behaviors" are cutting corners to get through the day faster, grabbing your hot case before you clock in or during the morning standup, not conducting a proper full vehicle inspection, skipping your breaks, taking a shorter lunch, not securing the vehicle properly when delivering a parcel or park and loop, not adhering to safety requirements. The only thing you are effectively doing is eliminating time from your assignment, and your office. It is vital that you perform your job in a safe manner and not cut any corners to shorten your time in the office or on the street. Even if management is giving you a hard time, it is important to stand your ground and live by the age-old phrase, "it takes what it takes." Not taking the time to do your job properly can result in the addition of more territory on your route and can also result in the loss of full-time positions in your office. Take the time you need to serve your route, yourself, and your customers properly.

Route inspections and protection is a topic I am very passionate about, and it's because of the state of the post office. All we have been hearing for months now is that the post office is out of money. Of course, we all know that one huge way the post office could save a ton of money, is cutting all the excess fat (management) out of the picture. But the post office isn't going to do that, and we know it.

Management wants to cut routes and eliminate assignments. Sure, that might not be a big deal if you are one of the most senior carriers in your office, but what about the carrier who just made regular? What about that transfer that just came in with only 3 years under their belt? What about that brand new CCA who's annoyingly optimistic? They may not ever get the opportunity to reach retirement if we allow management to destroy our routes simply because we are not performing the job the way it was intended.

-Bannon

FROM YOUR EXECUTIVE BOARD

Postal Uniforms

People recognize mail carriers walking down the street by their distinct blue postal uniform. When a carrier first begins, it can be a little difficult to get a uniform within the first 90 days. Even some of our senior carriers go to a select few websites to order their uniforms, not knowing there are several options available.

As a new carrier, there are many branches that have a surplus of uniforms to donate to members. In fact, they will help all members with supplies to get them by until their funds are available, if there are supplies in stock. I advise all carriers to contact their branch Presidents if they need uniforms and see who has some available for donations.

If you are looking to order uniforms, LiteBlue has a list of Postal approved vendors that sell uniforms and supplies. There may be some vendors on the list that do not have city carrier uniforms but have other supplies you may need. I will list the more common vendors carriers use to help everyone get started:



by Tiffany Miller
OSALC Executive Board
Branch 3750

www.skaggspostal.com
postaluniformsonline.com
usuniforms.com
gallspostal.com
brookfielduniforms.com
fairfielduniform.com

To see the full list of vendors, go to LiteBlue and click on MyHR. Look for the drop-down menu under Pay & Benefits and click on Uniforms. This will give you your uniform eligibility and uniform allowance. If you scroll further down and click on View All Uniforms Content, it gives you instructions on how to order online, uniform eligibility dates, the uniform vendors listing, and more. This is updated periodically, so feel free to check back for any changes.

The cost of uniforms and supplies continues to increase every year. For example, shoes from postal vendors range anywhere from $150-$300. This takes up most of our annual funds. Many carriers will buy shoes locally which costs a lot less to save their funds for shirts, pants/shorts, and winter gear. Some shoe brands carriers have found to be more comfortable and last a little longer are Hoka, Brooks, and Reebok.

Postal uniforms have changed over the last 250 years, but our pride in wearing them continues. Each day you put on your uniform, you represent a long-standing tradition of hardworking individuals who work through all types of conditions to keep providing a service to our communities.

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!

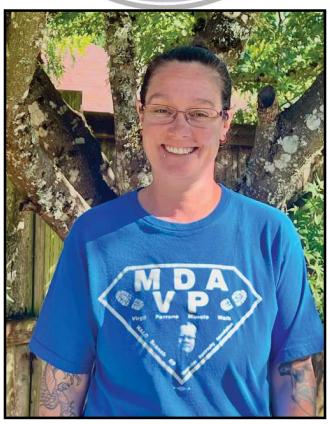
A future committee member would be:
Talented voices: Someone who Can record (most smart phones work for this) articles.
Background: If you have any history creating or editing a podcast.
Editors: We look forward to recommendations for free (or cheap) editor software that can be shared amongst our editors 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 AUXILIARY PRESIDENT

My First National Auxiliary Convention Experience – Los Angeles 2026





by Andrea Kidd
OSALC Auxiliary President

Sometimes you don't realize how much there is to learn until you step outside of what you know. That is exactly how I felt attending my first National Auxiliary Convention in Los Angeles in 2026.

Going into the convention, I was excited, but I wasn't sure what to expect. I knew we would be conducting business and meeting other Auxiliary members, but I didn't realize just how much I would learn about our organization and how the Auxiliary works at the national level.

One of the most valuable parts of the convention was being able to see the national organization in action. I learned more about the structure of the Auxiliary, how business is conducted, and the responsibilities that come with serving at the national level. We also took part in the election of new national officers for President, Secretary, and Treasurer. Being able to participate in that process gave me greater appreciation for the importance of our members being involved and having a voice in the future of our organization. But for me, the convention was about much more than meetings and business.

It was about the people. I had the opportunity to meet Auxiliary members from different states and different branches. I enjoyed hearing their stories, learning about their experiences, and finding out what they are doing in their own Auxiliaries. Every conversation brought a new idea or a different way of looking at something.

The networking was one of my favorite parts of the experience. Members were willing to share ideas about activities, fundraising, membership involvement, community projects, and ways they support their branches. It was inspiring to hear about the things other Auxiliaries have done and the positive impact they have made within their branches and communities.

I came home with many ideas that I would like to bring back to our state and branch Auxiliaries. One of the biggest lessons I learned is that we don't have to reinvent the wheel. There are Auxiliary members across the country who are willing to share what has worked for them, and by working together, we can learn from one another and make our state and branch Auxiliaries stronger.

The convention also reminded me that the Auxiliary is more than an organization. It is a group of people who care about supporting one another, their members, their families, and their communities. Being surrounded by so many people who are willing to give their time, share their knowledge, and work together was truly encouraging.

I am very thankful that I had the opportunity to attend my first National Convention. I walked into the convention as someone who was eager to learn, and I walked away with new knowledge, new ideas, new friendships, and a greater appreciation for the Auxiliary. Most importantly, I came home feeling inspired.

I want to take what I learned in Los Angeles and use it to help our state and branch Auxiliary continue to grow. I hope to stay connected with the people I met, continue sharing ideas, and encourage others to become involved.

My first National Convention was an experience I will not forget. It opened my eyes to how much our Auxiliary does at the national level and how much we can accomplish when we work together. I am grateful for the opportunity to have been a part of it, and I look forward to seeing where our Auxiliary goes from here.

Sometimes the best way to strengthen our Auxiliary is simply to listen, learn, share, and work together. I'm grateful that my first National Convention gave me the opportunity to do all four.

-Andrea Kidd



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

NCUA

EQUAL HOUSING LENDER

Oregon State Association
PO Box 15023
Salem, OR 97309-2023
WWW.OSALC.ORG

CHANGE SERVICE REQUESTED

UPCOMING EVENTS FOR NALC

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

Oregon State Convention
Held in Eugene Oregon
April 30th - May 1st 2027