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METRO LETTER CARRIER

OFFICIAL PUBLICATION OF LONE STAR BRANCH #132, NALC

LINDA BOROUGHS, EDITOR

FROM THE PRESIDENT'S DESK

KIMETRA LEWIS



YOU DON'T HAVE TO WEAR A CAPE TO BE A HERO

Whether it is the official motto of the Postal Service or not, we have all heard the saying, "Neither snow nor rain nor heat nor gloom of night stays these couriers from the swift completion of their appointed rounds." We can now add to that motto, "nor COVID-19". This year the coronavirus introduced the entire nation to different standards of living. Stay-at-home orders, closed businesses,

shortages of everyday products, increased unemployment, millions of deaths, social distancing, and the wearing of masks were among the drastic changes caused by the virus. However, one thing remained the same and that is the delivery of the mail. No matter what, the mail must go.

In the midst of a global pandemic, seeing the letter carriers delivering mail non-stop brought some semblance of normalcy to postal customers at a time when the world was and still is in a total chaotic state. Letter carriers are the eyes and ears of the communities they serve and play a major role in the backbone of the country. You are the link between the businesses and the consumers. The need for the delivery of the mail to continue in dire times is crucial for the survival of the economy. That is why each one of you should recognize your significance. Delight in your significance, and understand that the importance that you bring to the communities you serve should not go unrecognized.

On November 19, 2020, I had the privilege of attending the

retirement celebration of City Carrier Sandra Ray. Sandra was saying goodbye to the Postal Service and her coworkers after serving 32 years as a letter carrier. Sandra's farewell address to her fellow co-workers was filled with exuberant excitement as she repeatedly stated, "My customers surprised the heck out of me!" Without her telling us what brought her to make that statement, you could easily tell by her gestures and her expression that whatever her customers did had shocked her into disbelief. She was completely overwhelmed by their response to her retirement. It is in those moments when we see the joy we have brought into the lives of others. It is then when we see our purpose for service as letter carriers revealed.

But, instead of waiting until the day you retire, I would like to take this moment to thank each of you for the dedicated service you provide each and every day. I applaud your commitment to the Postal Service, to the communities you serve, and to Branch 132. Never underestimate the impact you have upon the people you encounter along your routes. Your hard work and your steadfast diligence demonstrate your willingness to take on the risk to serve others while potentially jeopardizing your own welfare. Continue to wear your uniform with pride. In those moments when you do not feel appreciated, encourage yourself by remembering what your presence brings to your customers.

As we enter the year 2021, with much of the same uncertainty we faced in 2020, there is one thing for sure: you don't have to wear a cape to be a hero. You are a SUPERHERO. The one who tirelessly walks the streets to deliver mail to customers who are happily awaiting your arrival. You are the SUPERHERO who possesses the ability to work in rain, snow, sleet, shine, or COVID-19. You are the SUPERHERO devoted to protecting the stability of the country. You are the SUPERHERO on a mission to bind the nation through communication. You are the SUPERHERO who will stand the test of time. Thank you, thank you, and thank you.

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Stewards meet 7:00 PM the first Thursday of each month in the Branch Office.

Executive Board meets 7:00 PM last Monday of each month.

AFL-CIO Council meets third Thursday of each month.

Branch meeting 7:30 PM first Monday of each month unless deferred by membership vote.

Opinions expressed in this paper are those of the writers, and do not express the opinions of the editor or the Union. All articles for publication must be signed and received by the Editor no later than the 1st of each month. If you wish to run your personal or business ad, rates are available on request and must be received by the 10th of each month to be inserted in the next month's issue. The editor's email address is LABORoughs@gmail.com



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EXECUTIVE VICE PRESIDENT'S REPORT

Sid Simmons

When I began my career as a city letter carrier in Lewisville, Texas, back in 1975, there was no structured training program. On day one, I punched in and went directly to the street with one of the senior carriers. He drove the jeep, while I rode in the back on the wheel well, with no seat belt. When we got to the first delivery on his route, he gave me a pouch full of mail and I was off and running. With his direction, I carried most of the route. The next day, I went with another letter carrier. After a week, training with a different carrier every day, my training was complete. What I didn't learn that week, I somehow figured it out as I went along. I'm sure many of our older retirees can relate to my training experience.

Over the years, training has improved. Currently, our new City Carrier Assistants go through a very comprehensive training program that includes a "Shadow Day" where they just watch a letter carrier perform his or her street duties. They then go to the Carrier Academy for four days. This part of their training allows them an opportunity to learn the technical aspects of their duties. After that, they participate in at least three days of on-the-job training at the station. Once this training is complete, they pretty much have a good grasp of their duties as a city letter carrier.

On another subject, I would just like to say that 2020 will go down in history as a moment in time where our future was uncertain. As each month went by, we sadly realized that we were all in it for the long haul. It is almost certain that 2021 will just be more of the same, until a vaccine has been approved and distributed to the masses. I've said it before and I'll say it again: history will recognize the men and women that delivered the nation's mail during this tragic pandemic as essential and heroic. We should all be proud of that.

In closing, I would like to wish every letter carrier, active or retired, a very happy and prosperous holiday season. Lord knows, you deserve it.

A NEW CONTRACT HAS BEEN PROPOSED

NALC and USPS management have agreed to a tentative contract. The agreement will last 44 months, from September 20, 2019 to May 20, 2023. The agreement provides four annual general wage increases and seven cost-of-living adjustments (COLAs) for career carriers during that period. City Carrier Assistants (CCAs) will receive four annual general wage increases that are 1% higher than those awarded to the career carriers in lieu of receiving COLAs. In addition, effective November 19, 2022, a new top pay grade (Step P) will be added to the career letter carrier pay scales. Step P will pay \$444 more annually than Step O. The agreement also provides for the automatic conversion of CCAs to career status once they achieve 24 months of relative standing, which will provide full fringe benefits and peace of mind to non-career carriers. Existing protections against subcontracting and layoffs are maintained.

All Branch 132 members will have an opportunity to decide whether or not to accept the tentative agreement in an upcoming ratification vote. Watch your mailbox in January for a summary of the proposed contract and your ballot. Return the ballot by the deadline to make your voice heard! In the meantime, check out the new proposals in more detail at nalc.org.

OCTOBER BRANCH MEETING MINUTES

A quorum of members of Lone Star Branch 132 met on October 5, 2020. President Lewis called the meeting to order at 7:35 PM. Brother Eugene Johnson gave the invocation and President Lewis led the Pledge. The membership approved the minutes as printed from the September Branch meeting.

President Lewis read Resolutions of Sympathy for Billy Johnson and Danny Chesley.

Kim Grant addressed the membership and made a request for volunteers to man the Dallas AFL-CIO phone bank for the November election.

President Lewis made the following announcements:

President Rolando said that the contract negotiations have been sent to binding arbitration, but the USPS and NALC are still working some side issues also.

The NALC is on record as endorsing the Biden-Harris ticket.

NALC has been conducting phone banks for the election at the national level.

President Rolando asked branches for donations to the NALC Disaster Relief Fund.

Downtown route count has been postponed until March 2021 because of COVID issues.

Customer Connect awards were given to Kathy Brown, Lula Green, Deronda Jones, and Twasky Smith.

Emergency paid sick leave can be used only one time.

All unassigned regulars that were moved to other stations that had hold-downs will be returned to their hold-downs.

A motion was made that branch 132 donate \$ 5,000.00 to the Disaster Relief Fund. (Passed). A motion to print New Member list and minutes in the Metro Letter Carrier. (passed). Financial reports will be printed also.

Respectfully submitted,

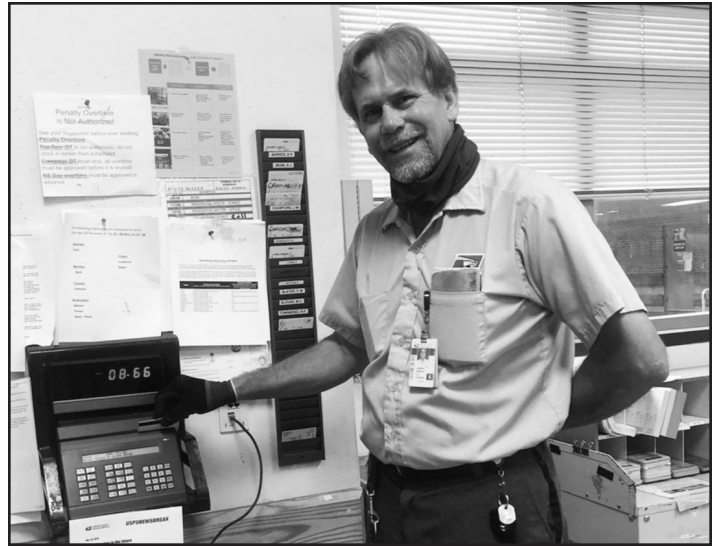
Danny Hilliard – Recording Secretary

LAST PUNCH BUNCH



PEDRO FERNANDEZ
27 YEARS • DALLAS - JOE POOL STATION

Pedro actually started in Northridge, California, as a carrier, then came to Dallas around 2008. He started in Dallas as a PTF, and it was four years before he was converted to regular. He started working at Joe Pool, and wound up staying there until he retired. Pedro loved walking and carrying mail, even though it was a hard job with toxic bosses, and he misses his customers. He didn't mind the heat and cold, but the rain was hard for him. Now he plans to take care of his family and leave the rest to God. He tells the new carriers: Pay attention to the job, and remember that if he can make it to retirement, so can you!



JOSEPH MURPHY
35 YEARS • ADDISON - MPO

Joe started as a PTF in Dallas at Spring Valley, then moved to Prestonwood when that station was built. When the voters in Addison approved a new post office, he transferred to the newly created AO in Addison as a PTF. In less than a month, he was a regular again, and he remained at Addison until he retired. During his career, he drove a jeep, ice cream truck, LLV, CRV, and his latest vehicle - a right-hand-drive Mercedes Metris. Now that he is retired, he plans to remodel his house, help out his elderly in-laws, and work with the local food bank. He is a union member for life, and is watching the mail for his 1189 to keep his union membership going! He advises the new carriers to find an older carrier to be a mentor, and invest in the TSP so that they can retire one day like he did.



SAUNDRA RAY
38 YEARS • DALLAS - UNIVERSITY STATION

Saundra worked for the EPA for 6 years before joining the Post Office for 32 years. While she was working for the EPA, she and six of her friends made a bet to see who could get hired on with the PO. She was the only one that got a permanent job with the PO, and her friends paid her \$300 when she won the bet! She couldn't dress up as much as in her previous job, and she had to start dealing with the weather, but she liked being away from the office politics. Now that she is retired, she plans on taking care of her mother, and she also plans on sleeping in - she has been getting up early ever since she was at David W. Carter High School (Class of 1983) and was on the cheerleading squad and drill team. She advises the new carriers to invest in their nest eggs and save their leave.



JANINE SINGLETON
FINANCIAL SECRETARY

FINANCIAL SECRETARY REPORT

SEPTEMBER 2020

National Dues	\$65,656.81
OWCP Dues	
Misc.	101,982.93
Retiree Dues	
MBA Rebate	0.00
TSALC Rebate	0.00
HB Rebate	0.00
Deposit Dividends	3.36
TOTAL \$	\$167,643.10

OCTOBER 2020

National Dues	\$66,690.55
OWCP Dues	376.24
Misc.	0.67
IRS Refund	4,999.72
MBA Rebate	0.00
TSALC Rebate	0.00
HB Rebate	0.00
Deposit Dividends	3.94
TOTAL \$	\$72,071.12

MONTHLY INCOME REPORT

	Active	Paying	Gross	Net
PP-22	1945	1750	52260	33473
PP-23	1934	1742	51923	33088
PP-24	1927	1746	52164	33274

SICK & WELFARE REPORT

Carrollton (Rosemeade) – Andy Alvarado.

Caesar Clark – Michelle Hubbard; Reso Wahsington.

The Colony – Gwendolyn McClendon.

Ennis – Anna Gunn is still out and her mother passed away.

Kaufman – Monica Addison.

Lancaster – Tarik Combs is back at work - welcome back!

Longview (Northwest) – Scott Eades.

Northaven – Enrique Mendiaz.

Parkdale – LocQuennetta McCoo.

Seagoville – Rickie Chandler.

Retirees – Rufus Allen and Howard Curtis passed away; Melvin Clay's wife passed away; Ken Wardrum's mother passed away.

Office Staff – President Lewis is the proud grandmother of a new baby boy.

TREASURER REPORT

General Fund	\$192,210.30
Regular Shares	25.00
Money Market	510,915.49
<i>Stewards Fund</i>	128,583.04
<i>Convention Fund</i>	0.00
<i>CPA/Legal Fund</i>	2,700.00
<i>Building Fund</i>	6,210.00
<i>Education Fund</i>	16,982.02
<i>Money Market</i>	354,440.43
MDA Fund	99.81
CD 18 Month	106,045.79
CD 18 Month	103,042.93
CD 12 Month	102,386.25
TOTAL \$	\$1,014,725.57

BRANCH 132 WELCOMES OUR NEWEST MEMBERS!

Blake Moon
Nicholas Brantley
Shanae Hudson
Felipe Soto
Carl Ashby
Kadijwanequa Freeman
Kedra Gardner
Randy Berryman
David Camothe-Cook
Kellen McKelvey
Melissa Newsome
Joseph Perez
Quatavia Smith
Shuntina Taylor
Kristen Woodard
Ronald Luckie
Erica Bishop
Adrian Roby
Cynthia Marshall
Thomas Ochoa
April Smith
Jocelyn Thomas
Shamika Brown
Zyeshia Ross
Ramiro Barrios
Sean Oaks
Isaac Odigie
Tatiana Crawford
Unique White
Gabriella Davidson
Bobby Hall
Beonkia Johnson
Sonya Davis
Marco Dorsey
Lamar Garrison
Thong Hoang
Caleb Torres

NEW MEETING REQUIREMENTS FOR 2021

The Executive Board has agreed to new guidelines for paying stewards in 2021 for attendance at branch meetings and steward training. These guidelines also apply to meeting attendance requirements for delegates to the state convention in July 2021. The new guidelines are necessary because the COVID-19 pandemic has forced the branch to cease holding meetings and training at the union hall. Those activities are now held electronically, via ZOOM teleconferencing, and these guidelines are designed to work with the new procedure. Stewards and members should be aware of the following guidelines:

* The steward must attend the branch meeting and/or steward training via ZOOM teleconferencing to be eligible for payment. Convention delegates must attend the branch meeting via ZOOM teleconferencing to receive credit for the meeting in order to be a delegate and share in the allocated funds for the convention.

* ZOOM teleconferences are by invitation only. In order to receive an invitation, any member or steward should contact the union hall and provide their email address or phone number. The invitation to attend the teleconference will be issued by the branch president. The invitation will be posted on the branch Facebook pages and issued via text message or email.

* Everyone must log in with an identifiable tag, such as their name or a known phone number, if they do not want to turn their video on. Tags such as “TopNotchSteward”, while accurate, do not serve this purpose. The phone number must be known to the branch president. The identity of each attendee will be verified by a branch officer, and any attendees who cannot be identified will be removed from the call. This also ensures that non-members and management personnel are not on the call.

* Stewards who are identified as present for the ZOOM teleconferencing call will be compensated in accordance with the by-laws, and counted as present for that meeting. Members who are identified as present for the ZOOM teleconferencing call will be counted as present for purposes of fulfilling the attendance requirement for the state convention.

While a vaccine is on the horizon, for the time being, no one knows when meetings will once again be held at the union hall. Teleconferencing will help keep us all safe, while also keeping everyone informed and educated, and allowing the branch to conduct its business. If you have any questions or concerns about these guidelines, please call the union hall for more guidance.

POSTAL LOGOS THROUGH THE YEARS

The Postal Service logo is a well-known American symbol, but it hasn't always looked the way it does today. Here's how the postal insignia has evolved over time.

- 1. Mercury.** In 1782, then-Postmaster General Ebenezer Hazard used an image of Mercury, the winged-messenger of the Roman gods, in his official postal seal.
- 2. Post rider.** Seeking a modern representation of the mail in motion, an image of a horse carrying a rider and a mailbag was chosen in 1837 for the Post Office Department seal.
- 3. The eagle.** When the 1970 Postal Reorganization Act transformed the Post Office Department into USPS, officials unveiled a new seal created by the firm of famed industrial designer Raymond Loewy with an eagle poised for flight.
- 4. The current logo.** In 1993, USPS adopted its current logo, which features a “sonic” blue eagle looking forward to symbolize the organization's future.

This information comes from Link, a daily news site for Postal Service employees, at linkusps.com.



ADVICE FOR A HAPPY RETIREMENT

FROM Lone Star Branch 132

Now that you don't have to get up early,

you can throw away your alarm clock

and take naps all day!

Three things you should do when
you are retired are:



1. Fill out your 1189 to stay in the union!

2. Return the 1189 to the union hall!

3. Pay \$1/month for your union membership!



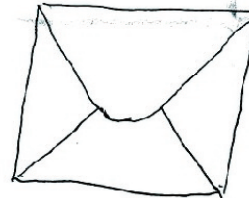
Dear Postal Worker, thank you soooooo
much for delivering all the
mail. I want to thank you again from
the bottom of my heart. It is good
to see that you are working
even during this virus. Keep up
the good work!



Love,
Adelle



(P.S. You don't have to wear
a cape to be a hero.)



Robert Reedy at Prestonwood Station in Dallas received this
Thank You note from an admirer on his route. It's good for all of
us to remember that our customers appreciate us!



The Executive Board of
Branch 132 wishes all
members of Branch 132 a
Happy New Year!
While 2020 was a special
challenge to all letter
carriers, the members of
Branch 132 rose up and met
that challenge, and the
board recognizes the
hard work and sacrifices
that it took to make it
through 2020.
Lets make 2021 better than
ever for all of us!

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CALENDAR OF EVENTS

Please remember that all events are subject to cancellation due to the coronavirus pandemic. Meetings and steward trainings will be done by ZOOM video teleconferencing for the foreseeable future. Check our Facebook page, at “NALC Branch 132 Connection”, or the website at nalclonestarbranch132.org for the latest information on cancellations.

December 26 - Penalty overtime begins again

January 1 - New Year's Day - Postal holiday

January 2 - New leave year begins - Anything over 520 hours of annual leave will be lost

January 4 - 7:30 pm - Monthly union meeting

January 7 - 7:00 pm - Steward training

January 18 - Postal holiday - Martin Luther King Jr. Day

January 25 - Executive Board Meeting (Members may address the board by making an appointment.)

February 1 - 7:30 pm - Monthly union meeting

February 4 - 7:00 pm - Steward training

February 15 - Postal holiday - Presidents' Day

February 22 - Executive Board Meeting (Members may address the board by making an appointment.)

Looking ahead...

May 16 - Retiree Banquet

July 21-23 - NALC State Convention - Houston