



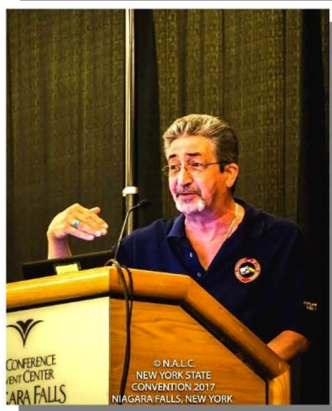
THE OFFICIAL PUBLICATION OF THE  
NEW YORK STATE ASSOCIATION  
OF LETTER CARRIERS—N.A.L.C.

REPRESENTING LETTER CARRIERS IN NEW YORK STATE  
AND PUERTO RICO

FALL 2022

GEORGE T. MANGOLD, PRESIDENT

GM-61



George Mangold

## Summer's Gone....

Can't believe the summer's already gone--But it was really great to see everyone in Chicago!...Fall is here, and with it the next round of political action. We hardly have been given time to adopt to the new Congressional District lines, and NYSALC will be forced to

Congressional Districts (CDs) 1,3 and 4 will be new Representatives; same with 18,19,22,23, and 24. There are other territorial changes to some old CDs, which may require new LCCLs (we unfortunately lost Chairwoman Carolyn Maloney in a primary defeat--THANK GOD we got HR 3076 passed!).

We will also need a strong *Get Out the Vote* for the candidates we support to curtail a Republican takeover of the House. The Senate is now a toss-up, (Schumer's still our guy) and hope springs eternal.... **As of now, we won't have any releases for this cycle, so we're on our own (as usual).** Still would like more cosponsors on HR 4268 (11), even if we don't get any action.....We have 26 of 27 on HR 82, and hopefully it gets floor time before the recess for elections. We definitely have our work cut out for us this year, but I know NEW YORK will get it done, as we have always.

assess the future LCCL assignments. This will be a major change to our electorate, so we need to take it seriously.... I hope all affected branches are doing the same, as I will be contacting you to give me the names...

I also want everyone to let me know who you are endorsing (if you so choose) in the election, or who you feel NYSALC should endorse.... Again, NYSALC works for you, so let me know.

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\*\*Also, have the prospective candidate's campaign contact Deputy Chief of Staff/Political Director Kori Blalock-Keller at [kbkeller@nalc.org](mailto:kbkeller@nalc.org) for the NALC questionnaire and possible LCPF support..

## THINGS TO REMEMBER...

### DC LOBBYING TRIP

4/19-21 2023

HYATT-REGENCY CAPITOL HILL S/D \$299

### NYSALC 65<sup>TH</sup> BIENNIAL CONVENTION

7/9-11 2023

MARRIOTT NEW YORK BROOKLYN BRIDGE

S-\$239 D-\$259



NYSALC  
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**New York State Board of Officers being sworn in at the recent NY State Convention in Schenectady NY**



**Larry Cirelli  
National Business  
Agent  
Region 15**

## **Why Give Them A Break?**

**By**

**National Business Agent Larry Cirelli**

This is an update to an article I wrote years ago. With the introduction of the TIARAP route adjust program, it is more important now than when I wrote it five or so years ago.

I've been a Union representative in one way or another for close to 40 years. From Assistant Shop Steward, to Shop Steward, to Union Route Inspection Representative and on and on until I became a Regional Administrative Assistant and then finally, a National Business Agent. In that time, I have seen a lot and learned a lot. When to hit hard and when to be reasonable and talk it out. You learn to fight the fight you can win and try like hell even when you know you are going to lose and go down in flames. You do your best to protect the job and the members. Which is why I am at a loss on what is going on today.

Management, for the most part, is not managing. They are either not trained well enough to do the job, are too inexperienced or do not have the right temperament to do the job. When this happens, they take short cuts, don't do the job right or outright do things that are a violation. I understand this. What I don't understand is why, when it directly relates to our job, when they are stealing from us or doing things that will directly impact the existence of our jobs, we let them?

Why are we giving them a break?

In office after office that I visit, there are no morning clerks or closing clerks for accountables in the P.M. In office after office, we are not forcing management to stop carriers from working off the clock. In office after office we are letting them give us unsafe vehicles to drive. In office after office, we witness them yell and scream at our Union brothers and sisters and do nothing to stop it, not even write a statement. In office after office, carriers are not checking their vehicles, running their routes and not carrying professionally or by the book. Why are we giving them a break?

Our contract is not perfect, just about no working contract is anywhere, but there are proper rules and regulations to stop all of this. There are handbooks and manuals on how to professionally carry. There are senior carriers who do it right and can be a good role model. Not using clearing clerks in the morning and afternoon, you are **GIVING OFFICE TIME BACK TO MANAGEMENT**. Not checking your vehicle properly, you are **GIVING OFFICE TIME BACK TO MANAGEMENT**. Running your route, not taking breaks or lunch, not carrying safely and professionally, you are **GIVING STREET TIME BACK TO MANAGEMENT**.

This could affect your TIARAP evaluation. It could result in either more work being added to your route or an assignment being eliminated. If you are doing these things, it will impact you and your office in a negative way. Why are we permitting this? Why are we giving them a break?

Make sure **ALL** the rules and regulations that we fought so hard for are followed. Make sure **ALL** our brother and sisters are carrying properly, correctly and safely. Make sure you get what you deserve; respect and proper working conditions. The rules and regulations are there.

Don't give them a break!

*NY State Association of Letter Carriers*



**Mark Camilli  
National Business  
Agent  
Region 11**

Greetings to all from Region 11. With crisp cooler air and football weekends, the fall months are upon us! The NALC National Convention held in Chicago, IL August 8 – 12, 2022, was a successful event. It was great to be meeting in person and conducting the business of our great union – and it's hard to believe we have not been able to meet like that since 2018! What I think was unique to this year's Convention and promising for our future was the attendance of many "first timers". They were engaged, energized, and excited to bring their experiences and newfound knowledge back to their local branches.

This fall ushers in some positive gains for letter carriers. Monetarily, the latest COLA of \$2,455 began August 27, 2022. In addition to the COLA, effective November 19, 2022, career letter carriers will receive a general wage increase of 1.3% and new pay step P (\$444). CCA's will receive an increase of 2.3% because they do not get COLAs. For retirees, based on the July 2022 CPI, the retiree COLA was projected to be 8.9%. Keep in mind, this number could go up or down because the 2023 retiree COLA will not be finalized until October 2022. CSRS annuitants receive full COLAs. For FERS annuitants, they will receive COLAs at age 62 and older. If the COLA is between 2% and 3%, FERS annuitants will get 2%. If the COLA is 3% or higher, then the FERS COLA is reduced by 1%.

Regarding staffing, the USPS continues to add installations where they will convert CCA's to career status and directly hire career letter carriers. At the time of this writing, the following Installations in Region 11 are affected by this agreement: Cincinnati and Columbus, Ohio and Albany, Schenectady, Troy and Ithaca, NY. I expect the list to continue to grow.

Safety wise – letter carriers need to remain vigilant in the fall months. Daylight grows shorter each day, children may be running or walking between their bus stops to/from their homes, it's a time of year that bee activity may increase, and damp fallen leaves can provide for slippery situations – especially on oil based painted porches and steps. Now is a good time to make sure your winter gear is in order!

We are also entering into an active political season. Please make sure you are registered and exercise your right to vote! Your local branch will have information regarding which candidates support us, so in turn we'll know who to support. Regardless of which side of the aisle you support, please be mindful of possible Hatch Act violations. Social media has made it easier for federal employees to violate the Hatch Act. To simplify, while using social media – do not engage in political activity while on duty or official capacity, in the workplace, or referring to your official title or position (not on the clock and not in uniform). If you have any questions or concerns involving the Hatch act, please call our office.

Finally, I would like to take an opportunity of personal privilege and thank the members of Region 11 for giving me another opportunity to serve as Region 11's National Business Agent for a four-year term (2022-2026). The last couple of years have been nothing short of a challenge. As the saying goes, "iron sharpens iron." I have full faith that with your support and all of us working together, we will come out of these challenges stronger and more united than ever.





**VICE-PRESIDENT  
KENNY MONTGOMERY**

### **Vice-President Kenny Montgomery**

Postal Reform is now behind us, and we must begin to look to the future with legislation that is pending. H.R. 4268 the Retirement Fairness Act and H.R. 82 Social Security Fairness Act are the 2 pieces of legislation that come to mind. With H.R. 82 (repeal of WEP/GPO) we currently have 296 Co-Sponsors, and we need to focus on getting this bill to the floor for a vote. Our CSRS retirees that earned Social Security benefits deserve benefits they paid for.

I would like to focus on the Letter Carrier Political Fund (LCPF) with the election cycle fast approaching. During the life of this contract so far, all career employees have received a 9.9% pay raise in Cost of Living (COLA) alone. That means at Step A our carriers are getting about \$154 more per pay period and at top step they are getting about \$250 more per pay period since the contract started in 2019, just in COLA raises. As you know, the LCPF is the union's voluntary PAC for political action. Politics plays a big part in our employment and without the LCPF, we are at a disadvantage. We are not allowed to use any union dues for political action, but Amazon, Fed-Ex and UPS can use \$millions\$ to fight against postal legislation.

Asking for \$5 a pay period is not such a big ask when the COLAs are paying what they are. This helps us fight against UPS, Fed-Ex and Amazon who would call for cuts to our benefits and rights. A mere \$5 a paycheck helps us convince congress to pass the Retirement Fairness Act, H.R. 4268, which would allow carriers to get credit for their CCA time toward retirement. \$5 would help us get H.R. 82 to the floor and get our retirees the Social Security they deserve. \$5 helps us get representatives elected that will stand behind us and make sure our future is secure.

\$5 per paycheck comes to \$130 per year. The COLAs alone are between \$3,991 and \$6,490 depending on your carriers pay step. It's a small donation for a bigger reward in the end. We need to educate our newest members about their future and what it takes to protect that future. Educate them on our past, and how we got to where we are today. The pay and benefits the new employees receive were not handed to us, we had to fight for them. It is time the newer employees understood what it takes to fight for their future.

Finally, along with our midterm elections in November, we have elections for National Officers upcoming. This is our opportunity to say who represents us in the NALC, but only if you vote. If you don't vote you have no voice.

**NY State Association of Letter Carriers**

**DIRECTOR OF RETIREES  
JOHN WALSH**

We have just returned from the National Convention in Chicago. Chicago was the place that I started my convention career. Ironically our branch stayed at the same hotel we were in, in 1978. At that time, it was called the *Conrad Hilton* and it was on Michigan Avenue. It is still on Michigan Ave but is now just called the *Hilton Chicago*. The hotel originally was called *The Stevens*. It was built in 1927 at a cost of twenty-seven million dollars. When first built, boasting of the largest ballroom in the world and seven smaller ballrooms. There were bowling alleys, billiard and pool tables, special recreation rooms for women and club rooms for men and a 1200 seat theatre. In 1945 Conrad Hilton purchased the Stevens Hotel. You could see that the Hilton was doing their best to keep this beautiful hotel the gem that it was, when first built. Movies have been filmed in this great hotel, as far back as 1989, *The Package*, with Gene Hackman, other movies such as *Home Alone II*, *The Fugitive*, *Primal Fear*, *My Best Friend's Wedding*, *Little Fockers*, and *Empire* to name a few. With Grant Park between the hotel and Lake Michigan this hotel is a great location.

Getting back to the convention, I think that business was conducted in a professional manner at this convention. I can remember many conventions, where things would get a bit dicey. The conventions have changed over the years. Classes in the am, and after the sessions. These classes cover many of the workplace issues, retirement, contract talk, etc. many of our active officers find these classes very educational. Fred has been able to schedule the speakers and still get through the resolutions also. Be sure to check out the NALC website for bills that are of interest regarding retirement.

Please remember that this year is a NALC election year. Let your voice be heard.  
Vote.

John P. Walsh  
Director of Retired Members

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## Director of Legislation, William B. Cook No Excuse for Not Voting

My previous article provided information on how to use the no-excuse absentee ballot. It is now time for you to apply to your board of elections for the absentee ballot. Remember to cite “health concerns” as the reason for applying for the absentee ballot. So, despite the long work hours that we will face this fall that is no excuse to not vote. The ballot must be postmarked no later than November 8, 2022, or if you deliver it in person to your voting location or board of election it must be received no later than 9pm on November 8, 2022.

We have many new candidates running for the House of Representatives as well as the incumbents. The NYSALC is reaching out through our local legislative representatives and state officers to determine if the new candidates want our endorsement and if they demonstrate that they support our issues. Our incumbents, on the other hand, have all demonstrated their support for us by voting for H.R.3076 this spring. Remember that when you go to vote. While there are many other issues for everyone to consider when you vote, remember the amount of work that we invested in these members of Congress to support and vote for our issues. Again, there is no excuse to not vote.

On the ballot this year is Senator Chuck Schumer. Remember, recognize, support and vote for Senator Schumer. He was one of the leaders who made certain our legislation was passed and signed into law. Again, there is no excuse to not vote.

Finally, I have included an updated no-excuse voting information that I reported on in the summer newsletter. (See update on pages 7-8)

**ARTICLE CONTINUED ON PAGE 7-8**

## **Absentee Voting**

**General Election Day will be held on November 8, 2022. The early voting period is October 29 - November 6, 2022.**

## **November 8, 2022: General Election Day** **Early Voting October 29 – November 6**

- ✦ Request Absentee Ballot Online or by Mail by October 24, 2022
- ✦ Request Absentee Ballot In Person by November 7, 2022
- ✦ Return Absentee Ballot by November 8, 2022

## **Qualifications to Vote by Absentee Ballot (Deadlines)**

1. Absent from your county or, if a resident of New York City absent from the five boroughs, on Election Day.
2. Unable to appear at the polls due to temporary or permanent illness or disability (temporary illness includes being unable to appear due to risk of contracting or spreading a communicable disease like COVID-19).
3. Unable to appear because you are the primary care giver of one or more individuals who are ill or physically disabled.
4. A resident or patient of a Veterans Health Administration Hospital.
5. In jail or prison for any reason other than a felony conviction. This includes anyone who is awaiting grand jury action, awaiting trial, or serving a sentence for a misdemeanor.

## **How to Apply for an Absentee Ballot (Deadlines)**

You may apply for an absentee ballot in any of the following ways:

- Using the online Absentee Ballot Application portal: <https://absenteeballot.elections.ny.gov/>
- If you are visually impaired and require a ballot with accessible features you may apply using the online Accessible Absentee Ballot Application portal: <https://absenteeballot.elections.ny.gov/home/accessible>
- By going in-person to your local [county board of elections](#)
- By designating another person to deliver your application in-person to your local [county board of elections](#) and receive your ballot

## **You can download a PDF version of the New York State Absentee Ballot Application Form:**

**[Download English Form \( !\[\]\(0d5ec72f61334709c3fc9450209b754f\_img.jpg\) pdf 574KB\) > Download Spanish Form \( !\[\]\(944d59db1282ea95b82255c3404a2195\_img.jpg\) pdf 730KB\) >](#)**

If you cannot pick up your ballot, you have the right to designate someone to pick it up for you. Only that person designated on your application may pick up and deliver your ballot.

If you are permanently ill or disabled, you have the right to receive an Absentee Ballot for each subsequent election without further application. Simply file an application with your county board of elections indicating permanent illness or physical disability.

You will then automatically receive an absentee ballot for every election until your registration is canceled.

## **CONTINUED FROM PAGE 6**

**Director of Legislation, William B. Cook**  
**No Excuse Absentee Ballot Update**

### **When is it due?**

Applications requesting to receive an absentee ballot by mail must be received by the board of elections in your county no later than fifteen days before the election. For absentee ballots to be received in-person, applications must be received by your board no later than the day before the election.

### **How to Cast an Absentee Ballot**

1. Once you receive the ballot, mark the ballot according to your choices for each office following the instructions on the ballot
2. Once you have completed marking your ballot fold it up and place it in the Security Envelope. (This envelope will have a place for your signature.)
3. Sign and date the outside of the Security Envelope.
4. Seal the Security Envelope.
5. Place the Security Envelope in the Return Envelope. (This envelope will have the return address of your county Board of Elections on the outside and should have a logo that reads, "Official Election Mail")
6. Seal the Return Envelope.

### **For the November General Election:**


1. Put it in the mail ensuring it receives a postmark no later than November 8th.
2. Bringing it to your County Board of Elections Office no later than November 8th by 9pm.
3. Bringing it to an early voting poll site in your county between October 29th and November 6th.
4. Bringing it to a poll site in your county on November 8th by 9pm.

### **Mail Time Considerations When Returning an Absentee Ballot**

When mailing your completed ballot, the USPS recommends that voters allow enough time for ballots to be returned to the Board, which is **generally seven days ahead of the general election**. Voters who mail in their ballots on Election Day must be aware of the posted collection times on collection boxes and at the Postal Service's retail facilities, and that ballots entered after the last posted collection time will not be postmarked until the following business day.

### **Absentee Cures**

There are certain errors or problems that can occur when a voter completes an absentee ballot envelope. Many of these errors or problems are curable by means of filing a cure statement with your board of elections. If your ballot envelope has a curable defect, you will receive a notice from the board of elections.

The cure process is described [here](#) (  pdf 105KB).

### **New Absentee Ballot Procedure**

Due to a recent change in law, New York State voters are no longer permitted to cast a ballot on a voting machine if they have already been issued an absentee ballot for that election. Voters who have already been issued an absentee ballot can still vote in person using an affidavit ballot. The affidavit ballot will be kept separate until the election is completed. Election officials will verify whether the voter's absentee ballot has been received. If the voter's absentee ballot has been received, the affidavit ballot will not be counted. If the voter's absentee ballot has not been received, the affidavit ballot will be counted.

If a voter requests a second absentee ballot, any previously issued absentee ballot that is returned by the voter will be set aside unopened to provide the voter a chance to return the second ballot, unless the first ballot has already been opened. If both ballots are received before the return deadline, the ballot with the later postmark date is accepted and any other ballots that have been received are rejected, unless the first ballot has already been opened. If a voter submits more than one timely absentee ballot and cast an affidavit ballot, the last received ballot, either submitted in person during the election or by mail within the absentee return deadline, will be canvassed.

*NY State Association of Letter Carriers*





Br.294 members out in support of Rep. Grace Meng, NY CD 6



At the Us Open Event. Pictured (L-R) Br.294 President and LCCL Tony Paolillo, Representative Grace Meng, and Br.294 Editor Andy Fontanetta



NY State Association of Letter Carriers

EDITOR

MONIQUE MATE



It was nice to finally see all our brothers and sisters in person and attend a convention again. As always our National Officers offered several informative and educational workshops. Our branch took advantage of the classes and attended both the morning and afternoon sessions. Two specific workshops that really stuck with me were *Safety & Health* and *Next Generation Delivery Vehicle*.

*Safety & Health* was both a review and an update on issues we as carriers deal with on a regular basis. Manny Peralta Jr., NALC's Director of Safety and Health was the instructor and those of us who know him or have attended one his classes know his passion for making the Postal Service accountable. Two items addressed were carrying mail in the heat and the ongoing safety problems with our aging fleet. Though the summer is closing in on us, we should still be vigilant on educating our carriers on working in the heat. Osha.gov/heat instructs employers, including the Postal Service of their responsibilities to protect us carriers working in the extreme heat. This includes having a heat-illness—prevention program.

The second item, our aging fleet, is simply down right scary and was a reminder to all of us on how important checking our vehicles daily is. The discussion revolved around the all too many safety issues in our LLVs. Items such as turn signal malfunctions, flasher switches that are too hot to turn on, horn malfunctions, fluid leaks, excessive fumes. Let us remind our brothers and sisters, especially those who are newer employees, how important it is to write the vehicle up on a Form 4565, *Vehicle Repair Tag* and to not be “bullied” by management to take a vehicle that is in need of a repair. If that is happening they should be seeking out their steward immediately.

The *Next Generation Delivery Vehicle*. (NGDV) workshop went hand in hand with vehicle safety. This class discussed the NGDVs, which are scheduled to be rolled out beginning October 2023. The refreshing part of this vehicle was actually using carrier's input when this vehicle was created. Once the prototype was available, 20 carriers from across the country, were flown to review the NGDV. Those carriers were encouraged not only to say what they liked, but more importantly what needs were missing. This resulted in updated and necessary features the LLV lacks. Just a few of these features are air conditioning, improved defroster and heater (including for our feet), collision sensors, blind spot warning system, automatic parking brake, intermittent wipers, traction control, 360 degree cameras, driver side air bag and street side exhaust.

Lets face it... it's about time! In the mean time let us all continue and encourage our brothers and sisters to make safety our number one priority!

## News & information

### LEGISLATIVE UPDATES

**Share how the WEP and GPO have impacted you;  
House vote anticipated on Social Security Fairness Act**

**ATTENTION:** On [nalc.org](http://nalc.org) the NALC has posted the following article in which those letter carriers who have been affected by either the Government Pension Offset (GPO) or the Windfall Elimination Provision (WEP) can click a link and give how they have been impacted by WEP or GPO. Your response may be shared with Capitol Hill using your first name only.

See article below:

A vote on the Social Security Fairness Act (H.R. 82) is expected in the House of Representatives in the coming weeks. In advance of the anticipated vote, NALC wants to hear from you. Please fill out [this form](#) and tell us how the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP) have affected you.

H.R. 82 would repeal the GPO and the WEP titles of the Social Security Act, which unfairly reduce or sometimes eliminate Social Security benefits for millions of federal workers, including letter carriers. On July 15, the bill reached 290 cosponsors in the House. Under current House rules, when a bill reaches 290 cosponsors it can go to the House floor for a vote after 30 days if the committee of jurisdiction, the House Committee on Ways and means for H.R. 82, does not act. With 298 bipartisan cosponsors, a vote on H.R. 82 is expected before the end of the month.



Br.294 hosted an event to celebrate HR 3076's passage. Pictured (L-R) NYSALC President George T. Mangold, Senator Schumer, Br.294 President Tony Paolillo and NBA Region 15 Larry Cirelli



Br. 294 hosted a celebration to commemorate the passage of H.R. 3076, the Postal Service Reform Act of 2022. NYSALC thanked Chairwoman Carolyn Maloney (center) for her extraordinary efforts in passing the bill by presenting her with a plaque. Pictured (L-R) NBA Region 15 Larry Cirelli, Rep Grace Meng CD 6, President Mangold and BR. 294 President Tony Paolillo