



The Empire State Letter Carrier

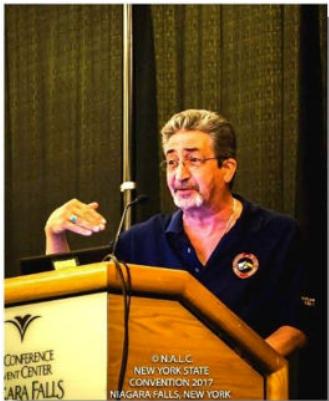
THE OFFICIAL PUBLICATION OF THE
NEW YORK STATE ASSOCIATION
OF LETTER CARRIERS—N.A.L.C.

REPRESENTING LETTER CARRIERS IN NEW YORK STATE
AND PUERTO RICO

WINTER2025

GEORGE T. MANGOLD, PRESIDENT

GM-61



George Mangold

Hard to believe this year is almost over. Time sure flies as you get older. I must address certain aspects of the current Legislative session that will soon expire. While we've done very well, there's still areas that need improvement...It's understandable, but not totally defensible, that some of our Republican members are afraid to back some of our bills for fear of retaliation from the current administration (as that's the way President Trump operates. He will threaten to primary them away)..But that still doesn't help us in our quest, especially when we've given financial support to their campaigns from our LCPF...We can only hope that we can overturn the House in 2026 and stop the Trump stampede against Unions.

Again, in the current political arena, we've been exceeding profi-

cient...unscathed...nothing proposed against us has gotten approved, and that's a testament to our Legislative Department, COS Blalock-Keller, President Renfroe, and the entire staff .

We apparently greased all the right gears this year, but realistically, it's only a matter of time before we do get hit (hopefully not Too Hard!) We know beforehand, that 2 of our older NY Representatives are retiring this term... Jerry Nadler, and Nydia Velasquez, and there will be busy primaries for their respective seats (both are heavily Democratic Seats). Upstate, Representative Elise Stefanik is relinquishing her seat and decided NOT to Run for Governor against incumbent Kathy Hochul. That gives us a definite opening to flip that seat. We will be looking at other attainable seats as the new year progresses.

The recent Rap Session seems to have gotten positive reviews, and hopefully much of the shared dialogue will be included into possible Contract negotiations going forward...

Just a quick note... We had to change our initial dates for our annual DC Lobbying trip, due to the House's recess... **New Dates are 3/25-27, 2026.

On behalf of the Executive Board and Officers of the NYSALC, I'd like to wish you and yours' a VERY...

*****MERRY CHRISTMAS, HAPPY HOLIDAYS, and a PEACEFUL and PROSPEROUS NEW YEAR!**

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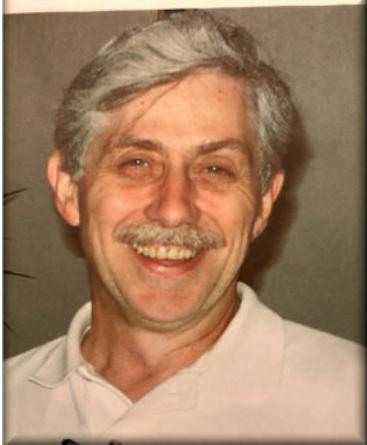
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New York State Board of Officers being sworn in at the recent NY State Convention in Syracuse, NY



**Bruce Didriksen
National Business Agent
Region 15**

The end of one calendar year and the beginning of a new one is a time that invites reflection on the events that have formed the basis for present-day circumstances, while also providing a benchmark for making resolutions on how to face challenges moving forward. By any objective standard, 2026 promises to be a year in which the

National Association of Letter Carriers will be engaged in work on two significant fronts, collective bargaining and legislative, that will have a long-term impact on the nature of Letter Carrier work and the security of the United States Postal Service as an institution. To believe that these two avenues of endeavor are unrelated and can be addressed independently and without concern for how one impacts the other is short-sighted and potentially dangerous.

As I write this article, the news has reported that the USPS will no longer guarantee that first class mail will be postmarked on the same date that it enters the mail stream. Critics are already cautioning the adverse consequences that such policy could have on the credibility of mail ballot elections, potentially disqualifying some submissions that would otherwise be valid. This is just the newest example of a trend that has been prevalent in recent years; when the Postal Service fails to meet its own service standards, it simply revises the standards instead of improving how it does business. The very foundation of the United States Postal Service is built on the public's trust. Any erosion of service quality necessarily invites those dependent on timely transmission of the mail to look for alternative solutions to handling the mail. I am still amazed that in an age of advanced technology, there are later Letter Carrier start times and slower delivery times at the end of my postal career than there were at the beginning of my career, when all Letter Carrier work was done manually.

Trends in postal services in other countries, where mail delivery has been dramatically cut back or completely terminated, are also a matter of concern. Consequently, what happens in the halls of Congress is at least as important as what happens at the bargaining table, if not more important. As we approach the November election where the entire House of Representatives and one-third of the Senate will be up for election, the position of each candidate on maintaining a vibrant and secure USPS should be the primary concern of every employee who depends on the USPS for his or her livelihood.

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As someone who deals with USPS labor relations representatives in my day-to-day work, I also have concerns about the internal imbalance in the Postal Service's structure between Operations and Labor Relations. There was a time in the not-too-distant past when these two branches of the postal service worked in concert with one another, and a grievance resolution based on accepted contract language would be honored. Those days have seemingly been ushered out in today's labor-management environment, where Operations treats negotiated agreements with hostility. The grievance-arbitration procedure has been slowed by the proliferation of non-compliance appeals that re-litigate issues that have already been resolved. The long-term health of the USPS as an institution takes a back seat to the short-term benefits of producing "numbers" that are based in sleight-of-hand rationale.

A sincere analysis of this state of affairs leads to an obvious question: Do the people sitting at the highest levels of the USPS want the Postal Service to survive? If they do, then they should give some indication that they understand that the direction we are headed needs to be amended. If they don't, then they don't belong in the positions that they hold. As the new year unfolds, contract negotiations and legislative activism must jointly address the issues that plague the Postal Service, because if the USPS refuses to voluntarily put dependable individuals into prominent positions that make essential decisions for our collective futures, then we will need legislative intervention to change the way in which those same positions are adequately filled.





**Mark Camilli
National Business
Agent
Region 11**

**Region 11 NBA Mark Camilli
Winter 2025-2026**

Letter Carriers across the Region (and country) are stepping it up to meet the heavy demands of peak season. We are the unforeseen hand, binding our nation together and truly making the holiday season special for the communities we serve. It is never said enough, thank you to every Letter Carrier out there for what you do day in and day out! 2025 is quickly ending and as we usher in 2026, let us commit to support each other to meet the challenges ahead – together.

As the new year approaches, it is a suitable time for checkups – health and financial. While a yearly physical can help with preventive care, how often do you check your retirement readiness? Do you fully understand your benefits? What can you do today to make tomorrow better? As the saying goes – “it’s never too early to prepare for retirement.” Little moves early in your career can make huge differences in the end. While I would never give financial advice (and please be careful who you do get it from), hopefully you recognize that we are fortunate to work for an agency that provides a pension along with a (401k type) Thrift Savings Plan (TSP) with matching funds. Are you at least contributing enough to get the full 5% match? How is your tsp invested? Have you heard of and compared the Lifecycle and C, S, I (etc.), funds? I understand everyone’s own budget varies and can certainly change over the years, but a simple 1-2% addition early on can pay huge dividends.

We were fortunate to have NALC’s 2025 National Conference (“rap session”) here in Region 11. Host Branch 40 and the city of Cleveland shined as more than 1,000 Branch and State Leaders came in from across the country. The format this year was unlike any other we have done in the past. NALC President Renfroe assigned all of us who work in bargaining sub-committees to hold “round table” type training sessions, so the committees could let the leaders know what we were working on. It also gave us the opportunity to hear ideas from every corner of our country. I currently serve on the Article 7 – Employee Classifications, Article 12 – Principles of Seniority, Posting and Reassignments and Article 26 – Uniforms and Work Clothes sub-committee. There were numerous complex issues discussed and we received a lot of valuable information to prepare for bargaining for our next contract. President Renfroe also announced that in the coming weeks the NALC will be sending out surveys to all active NALC members which will allow them to share their thoughts and priorities on both economic and workroom floor elements of collective bargaining.

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REGION 11 MARK CAMILLI
WINTER 2025-2026

There have been recent staff changes at the Region 11 office. We have a new Regional Grievance Assistant (RGA) Dustin DeCastro from Branch 148 Akron, OH. Dustin brings a tremendous amount of grievance knowledge to the office. Dustin has held several positions at the branch level including president. He is also a very skilled and successful arbitration advocate. His high work ethic and enthusiasm to help letter carriers will be beneficial to the members of Region 11. I want to thank our previous RGA, Anna Mudd, for all that she has done for us and will continue to do for Region 6. We also have new LPO Matt Toth from Branch 196 Elyria, OH. Matt's high energy and full understanding of how important legislation is for the USPS and our members is contagious. While branch president, Matt was able to educate his members, and his branch participation went from 10% to over 21% contributing to LCPF. I am looking forward to the excellent work I know he will do.

A huge thank you to LPO's Marc Ashmon and Jim Langlois. The territories they each serve are currently changing but they all do great work for the membership! I also want to thank recently retired B Team Members Dave Lozano Br. 196 (Northern OH Team) and Denny Doud Br. 43 (Cincinnati, OH Team). They both spent many years tirelessly and professionally representing the members at Step B of our grievance process. We wish you both a very long, happy, and healthy retirement! We have recently had many individuals successfully get certified to replace Dave and Denny. They will all get opportunities to provide the representation we expect and the membership deserves. We look forward to working with them. Finally, on behalf of Field Secretary Darla Gerace, RAA's Dave Kennedy and Mike Brim, RGA Dustin DeCastro, LPO Matt Toth and myself, from all of us and our loved ones to you and yours, we wish you a happy and safe holiday season and all the best in 2026!





**VICE-PRESIDENT
KENNY MONTGOMERY**

I arrived back home this afternoon from a recent deployment of the NALC's Emergency Response Team due to the loss of Wylie Tinsley from Rome New York. Wylie was a single man in his early 50's that loved the New York Knicks, Jazz, and bluegrass music. Unfortunately, he passed away from a heart attack the day after Christmas. He was a no show on Christmas Eve and was only found because of the care and devotion of his union representative that called police to do a wellness check. His only local family was his brothers and sisters in the NALC in Rome and Syracuse Branch 134. After speaking with the carriers in Rome, New York, it reminded me how fragile our lives are and how intertwined our work and personal lives become.

During the holidays we sometimes forget what is truly important in our lives with all the decorations, gifts, shopping and pile the weather on top of it all, it can be overwhelming. Sometimes we take our FAMILY for granted. We think to ourselves they will always be there. I would remind everyone that we do what we do for them. Our NALC family is just as fragile and important as our real families. Sometimes we get caught up in the overtime list or the number of packages we have, or an argument with the supervisor. We don't recognize that someone is hurting in our office. Change in your office can begin with you... a kind word, an invite to lunch, don't be so critical of the carrier that didn't get it all done yesterday. They just might be going through something difficult and piling on doesn't help.

Being an officer at the state level our job is political in nature. It is our responsibility to educate our New York State members on legislative issues, political elections and potential postal bills coming before Congress. Being a member of the Emergency Response Team, my job is totally personal in nature. We are here for you and help you get through the sudden loss of one of our, friends, co-workers and NALC family members. Politics does not enter the equation. It doesn't matter if you voted for Trump or Harris, you're hurting as much as everyone else. It is so vital when something of this nature happens at work or at home that you talk about it, talk to a friend, a family member, a union brother or sister, your clergy member, your doctor, EAP....someone will listen and believe me it will help. Just like your union has your back, so do your friends and family. You are not alone. That's what makes a union strong, no matter what our differences we have each other's backs. When the union asks you to make a phone call to a representative's office to ask for support of a bill....make the call. Just one example; we are looking for support with the Federal Retirement Fairness Act (HR 1522) so our non-career carriers can buy back their time. Make the call even if you have no non-career time to buy back. Be there for your fellow NALC family.

I will close by saying Merry Christmas, Happy New Year, and Happy Holidays to one and all and I am looking forward to our next family reunion with the NYSALC....I consider you all part of my family.

DIRECTOR OF RETIREES
JOHN P. WALSH

There are many ways you can get information when you are planning for your retirement. Most regions of the NALC have seminars each year. Retirement seminars are provided at all national conventions along with many state conventions.

Additionally, information can be found on OPM, both online (servicesonline.opm.gov) and by telephone (1-888-767-6738). OPM is the government agency that handles FERS (Federal Employees Retirement System) and CSRS (Civil Service Retirement System).

OPM has a quick guide that gives an overview of the process and timeframes for each step. This is provided at OPM.gov under the *retirement* icon. The NALC offers retirement information online at NALC.org. Go to icon, *workplace issues*, then under *Retirement*. In addition, you can get a booklet from your National Business Agent for either FERS or CSRS. This booklet has questions and answers that will help you.

The NALC Retirement office offers a toll-free phone line for members (800-424-5186), Monday, Wednesday, and Thursday, 10 am to noon and 2pm to 4pm (eastern time).

You can also reach the NALC retirement office at (202-393-4695) Monday through Friday, 9am to 4pm, just ask for the Retirement Office.

For active workers, the Postal Service provides retirement counseling and has information online through Liteblue (liteblue.usps.gov). For retirees, AARP (American Association of Retired Persons), offers online information. Also, NARFE (National Association of Retired Federal Employees) has online information.

If all of this confuses you, talk to your shop steward or branch officers.

John P. Walsh
Director of Retired Members



Br.294 Members with Representative Grace Meng at a recent Labor breakfast (l-r) Ron Oree, Tiffany Alamo, Br. 294 President Phil Kahn, Representative Grace Meng, NY-SALC Alternate Delegate at Large and LCCL Tony Paolillo, Clara Sarmiento, Jolenta Barrett

Employee Assistance Program (EAP)

The USPS Employee Assistance Program (EAP) offers resources and tools designed to help you navigate and overcome life challenges. These resources are also available to family members of letter carriers. EAP has counseling tools and resources designed to help you overcome life challenges. Here, you'll find completely free, confidential access to the counseling programs and services you need to live a balanced and happy life. Some of these resources included:

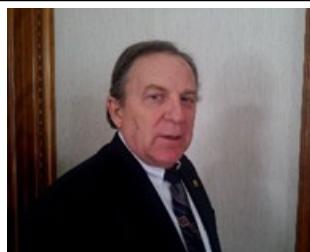
- Face-to-face, video, or telephonic counseling
- "In the moment" support
- Health and wellness
- EAP orientations
- Suicide prevention
- Promotions
- Work-life balance
- Preparing for retirement
- Critical incident response

Make the Call!

USPS Employee Assistance Program
1-800-327-4968
(1-800-EAP-4-YOU) TTY: 1-877-492-7341
www.EAP4YOU.com

24 hours a day, seven days a week
Personal · Private · Professional

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Director of Legislation, William B. Cook **Preparing for 2026 Legislation & Elections**

Let's start with **H.R.1065 – Protect Our Letter Carriers Act of 2025**; This bill had 121 co-sponsors last spring. Today there are 159 co-sponsors. The bill needs 218 co-sponsors. We know who in NYS has not signed on to co-sponsor this bill. We must get to 218 to force a discharge petition. Please put a full court press on to get your members to sign up. Our members' health, safety and lives are on the line. These are the 19 NYS members who have signed on to date:

<u>Rep. LaLota, Nick [R-NY-11]</u>	02/07/2025
<u>Rep. Ryan, Patrick [D-NY-18]</u>	02/21/2025
<u>Rep. Goldman, Daniel S. [D-NY-10]</u>	02/21/2025
<u>Rep. Garbarino, Andrew R. [R-NY-2]</u>	02/24/2025
<u>Rep. Lawler, Michael [R-NY-17]</u>	02/24/2025
<u>Rep. Kennedy, Timothy M. [D-NY-26]</u>	02/24/2025
<u>Rep. Morelle, Joseph D. [D-NY-25]</u>	02/25/2025
<u>Rep. Latimer, George [D-NY-16]</u>	02/26/2025
<u>Rep. Meng, Grace [D-NY-6]</u>	03/11/2025
<u>Rep. Suozzi, Thomas R. [D-NY-3]</u>	03/21/2025
<u>Rep. Meeks, Gregory W. [D-NY-5]</u>	03/26/2025

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Director of Legislation, William B. Cook**CONTINUED FROM PAGE 9**

<u>Rep. Gillen, Laura [D-NY-4]</u>	04/01/2025
<u>Rep. Torres, Ritchie [D-NY-15]</u>	04/14/2025
<u>Rep. Tonko, Paul [D-NY-20]</u>	04/17/2025
<u>Rep. Riley, Josh [D-NY-19]</u>	04/21/2025
<u>Rep. Mannion, John [D-NY-22]</u>	04/24/2025
<u>Rep. Malliotakis, Nicole [R-NY-11]</u>	04/24/2025
<u>Rep. Espaillat, Adriano [D-NY-13]</u>	05/05/2025
<u>Rep. Langworthy, Nicholas A. [R-NY-23]</u>	05/29/2025

The members who have not co-sponsored this bill are;

CD7 -Velazquez, CD8 – Jeffries (as minority leader he does not co-sponsor bills as a general rule), CD9- Clarke, CD12 – Nadler, CD14 – Ocasio-Cortez, CD21 – Stefanik, and CD24 – Tenney. Please get to these members and put on a full court press to get them to sign on to this bill. This bill is a law enforcement bill. No one should be opposed to this legislation.

NYS Redistricting: this topic will definitely be on the NYS Legislature's agenda this spring. As the legislature convenes in the next several days we will know where this is headed. Any change will require a constitutional amendment so don't expect the lines to change in advance of the 2026 election.





Jim Langlois
Asst to the President for
Legislative & Political Organizing



My name is Jim Langlois, I am a 33-year union member of Branch 55 in Pawtucket R.I. I served my Branch in many capacities including, being elected Branch President in 2007, a position I held for 18 years.

Recently, I have been promoted to the position of Legislative Political Organizer (LPO) for the Northeast Region by National President Brian Renfroe. Over the past several years, I have attended various events in several states including New York promoting the Letter Carrier Political Agenda, most notably the Letter Carrier Political Fund (LCPF).

The LCPF is a non-partisan political action committee of the NALC that collects voluntary contributions from our members to support candidates for federal office who are committed to letter carriers and a strong U.S. Postal Service. It is the largest federal employee PAC, relying on the contributions from our members to fund our political spending, as union dues cannot be used for this purpose.

One of our most important legislative wins in 2025 was the enactment of the Social Security Fairness Act, which repealed the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO). We also successfully defended against several legislative attacks on retirement benefits that were originally included in the "so-called" Big Beautiful Bill. The NALC continues to advocate for the passage of other important bills that were reintroduced in Congress in 2025, which are currently pending legislative action. This includes the Federal Retirement Fairness Act (H.R. 1522), Protect Our Letter Carriers Act (H.R. 1065/S. 463), as well as the Antiprivatization resolutions (H.Res. 70/ S.Res. 147) to name a few.

With the mid-term elections around the corner, we must elect letter-carrier friendly candidates to Congress, regardless of political party affiliation. One way to help make that happen is to donate to the LCPF.

For Active Members:

- We suggest a \$5.00 per pay-period contribution though lite-blue.
- Contributions of \$5.00 per pay-period members will receive a LCPF T-Shirt.
- Higher pay-period contributions entitle you to additional LCPF swag.
- For further information see a union official to sign up.

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Jim Langlois
Asst to the President for
Legislative & Political Organizing



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For Retired Members

- We suggest a \$5.00 per month contribution through your annuity.
- Contributions of \$5.00 per month will receive a LCPF T-Shirt.
- Higher monthly contributions entitle you to additional LCPF swag.
- **Please see the attached form (pg. 13)** "Retiree LCPF Signup Annuity Form".
- To sign up simply fill out the form and mail it to the address provided.

As an LPO, I am here to assist Branch and State leaders in signing up members to the LCPF. If any member reading this wishes to join the growing list of LCPF sign-ups, reach out to a Branch or State leader, or feel free to contact me directly, by calling, 202-227-9535.

In Unionism,

Jim Langlois

Legislative Political Organizer





LCPF RETIREE SIMPLIFIED FORM

For monthly annuity donations

Name _____

Address _____

Phone _____

Branch # _____

CSA # (if you have it) _____

Donation amount per month thru annuity _____

Shirt size _____

Signature _____

By 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 National Association of Letter Carriers 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.

Please mail this completed "Retiree LCPF form" to 33 Boston Rd.

**Suite 360 – attention LPO Jim Langlois
Marlborough Ma. 01752**