



THE BUZZ

BRANCH 3 NALC
BUFFALO / WESTERN NEW YORK

Strength in Unity - Working Together the Hive Survives

DECEMBER 2020 Volume 74, Number 12



COVID-19 CASES

STAY SAFE!!!

#

WEAR YOUR MASK
WASH YOUR HANDS
and
SOCIAL DISTANCE

ON THE RISE

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Central Park Jesse Osiadlo, Ryan Cretacci
Cheektowaga Jamie Jablonski, Becky Stockman
Eastside Keith Puchalski, Kiawanna Green, Jason Koch
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Springville
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Westfield

The Buzz is a publication of Branch 3, NALC, AFL-CIO. The Editor, President and Executive Vice-President reserve the right to edit any submission for content, clarity and length. All submissions are due by the 2nd Friday of the month. Anonymous submissions will not be accepted. Content may be republished by any union trade magazine as long as proper credit is given to Branch 3 and the author.



Labor comes through this election!!!

With record numbers of ballots being sent through the USPS there was immense pressure on all of us to deliver democracy for the country. I would like to take a moment to thank letter carriers and all postal employees for delivering through this election. These combined efforts this election cycle have been nothing short of extraordinary!

As of early November, 122+ million ballots have been processed and delivered amid historic political and election mail volumes; there were extraordinary measures put in place to deliver ballots safely, securely, and efficiently with in the mailing system.

USPS Key Facts this election:

*2.5 Days Average Delivery Time. Since October 1, the average time of delivery for First-Class Mail, including ballots, was 2.5 days with 97.5 percent of all measured First-Class Mail delivered within five days across the country.

*4.5 Billion Political and Election Mail pieces. Total mail volume surpassed 4.5 billion mail pieces for both Political Mail and Election Mail tracked, representing an increase of 114 percent compared to the 2016 election cycle.

*122 Million Ballots Processed and Delivered. Since Sept. 4, the Postal Service has processed and delivered more than 122 million ballots, including both blank ballots delivered from election officials to voters and completed ballots from voters to election officials.

Despite the attacks on the USPS's logistical/processing systems and new directives we all managed to come through and deliver record numbers to the public. It shakes me to my core the lengths the PMG went to gut the USPS aka suppress the vote. They tried to slow down the mail, leave outgoing mail in stations overnight, destroy high speed sorting machines and cancel overtime.

Instead letter carriers across the country and all USPS employees answered the call to move record numbers of ballots through the delivery system ensuring Democracy would prevail. We won despite their efforts. The next time you call 270,000 letter carriers and over 600,000 postal employees a joke...remember the jokes on you.

The United States Postal Service is the heartbeat of the Democratic principles that elect the country's leadership. The USPS has proven, once again, that it is up to delivering this task to all Americans and the country.

Thank you letter carriers for doing the job safely, professionally, and efficiently and all postal employees, thank you to the NALC as well as our sister unions and God bless the USA!

While the Postal Services efforts were nothing short of extraordinary to deliver for the country this election, the NALC's efforts mirrored this effort to back our endorsed candidate for President. NALC HQ every Sunday hosted Victory

2020 which were labor phone banks in targeted states across the country to get support for now President elect Joe Biden. Branch 3 had a political release from NALC HQ working in the state of Pennsylvania. Big thank you to Branch 3 Legislation Chairman Doug Fordyce for traveling to make sure labors candidate was elected. Doug worked his butt off making sure union households brought home the Keystone state!!

Also, congratulations to all the carriers that signed up this year for Letter Carrier Political Fund (LCPF). Branch 3 is at its highest number of carriers contributing to its history (500). The last numbers I seen Branch 3 contributed the most money in the state of NY to Letter Carrier Political Fund (LCPF) this year. This combined effort from NALC HQ, Branch 3 and its membership paid dividends in this election. The result is we now have a pro-USPS, pro-Labor, pro-Union candidate now in the White House. Speaking of the White House the NALC's Chief of Staff James W. Sauber has been appointed by the Biden/Harris transition team to the USPS Team that will also oversee the Postal Regulatory Commission. This is what contributing to Letter Carrier Political Fund (LCPF) accomplishes, our people in the room helping to make decisions, craft policies and legislation that helps the USPS, the NALC, and the labor movement.

I would also like to thank Congressman Brian Higgins. Not only for holding a rally to save the USPS earlier this year but his recent tweet on Twitter (see attached) thanking the branch and its letter carriers for coming through delivering for a nation during the pandemic and delivering Democracy in the 2020 election cycle! As part of this tweet I'd also like to thank Buffalo Rising and Jessica Marinelli for her coverage of the issues letter carriers face and spot lighting our military veterans of the USPS.

Additionally, I would like to thank the Buffalo Central Labor Council AFL-CIO President Denise Abbott (CWA) for recognizing letter carriers during her November Delegates meeting. President Abbott touched on the unfair treatment many of us faced during the past year with the administration and the new PMG attempting to destroy the reputation of the USPS. She thanked letter carriers for all their hard work and dedication despite the obstacles thrown at us. Thank you, President Abbott, for the recognition and kind words and all the help during our rallies to Save the Post Office!

In March of this year we had a situation where a customer spit on a Cheektowaga carrier claiming she had COVID. That women was arrested and has plead guilty and is scheduled to be sentenced on November 30th for her actions.

On Saturday, November 14th, there was once again a similar incident. A brand new CCA while attempting delivery out of the Cheektowaga station encountered a customer who had

(Continued on page 4)

a misdelivered letter for the carrier. The CCA took the letter and when the customer gave it to the CCA he then told the carrier, "I just tested positive for COVID."

I have spoken to the carrier about the incident and management's reaction to it. I have spoken with management and United States Postal Inspectors were dispatched to investigate and possibly press charges against the individual. If any carrier encounters any situation where the public makes statements such as this or physically touches hits or spits on you claiming COVID infection, please call the police, then Postal management and then the union hall.

The branch will not stand for the inadequate response to this situation by management or the public attempting to scare letter carriers. Please remember to keep an eye on our CCA's. Teach them, mentor them, they are not the enemy, they are just inexperienced in A LOT of situations. The CCA in question is 2/3 of the way through their probationary period and had no idea how to react to the situation. If not for their cousin being a former carrier and telling the CCA to contact me and Sergeant at Arms Zeb Robson intervening and telling the carrier to contact me, the branch may have never known about the incident. Please remember to wear your STAND BACK 6 FEET badge while delivering on the street and also maintain social distancing if customers attempt to approach you while delivering.

The Branch continues to be featured prominently month after month in the Postal Record. Last month's edition, November's, the branch had almost 330 veterans listed in the Veterans Edition. Highest number of veterans listed for a branch in the country. Thank you to EVP Levering and Director of Retirees Hankin for putting out last year's letter attempting to update our veterans list. If you know someone not on the list, have them contact the union hall if they are a veteran or go to nalc.org to sign up. The branch currently has 471 veterans in our system, while NALC HQ only has 328 of those. Let us get the other 143 veterans recognized!

It's been one heck of a year dealing with COVID. One of the harder aspects have been dealing with scheduling meetings and getting quorums to conduct branch business. So far this year we only been able to have General Membership meetings in January and February with a quorum and had the same meeting in September and October without quorums. In November, the day of the meeting Governor Cuomo tightened restrictions on gathering once again lowering the number of people allowed at a meeting from fifty to twenty-five. With only twenty-five people allowed at a meeting this is a number that is short of the Branch's by-laws for a quorum. That number (quorum) is forty. Forty people at a meeting are needed to conduct business. With the inability to have a quorum the November meeting was cancelled. We shall see what happens in December and beyond.

The good news is the Branch has been open the entire pandemic reacting to and addressing concerns operating normally. We have had the ability to hold Executive Board meetings and

Stewards training as well as some Committee meetings. The branch has been in communication with the membership via phone, text, email etc. Stewards in station are send pandemic packets to keep in the stations abreast of the latest information which should be on the bulletin board.

Some have suggested using platforms such as Zoom or Webex to hold meetings. In general, the NALC at all levels, normally, does not allow video and/or audio recording of such meetings. During the pandemic, few branches in general have utilized such platforms for meetings. Some do and that is their choice.

The Executive Board early on during the pandemic examined the use of such platforms and voted not to use these types of platforms for meetings. There are security issues, you have no idea who may be at the other end of the line even with credentials to get into such a meeting. Another concern was not knowing who is on the other end of the line, participants would be less likely to be open about topics and voice their opinions. Finally, some folks struggle with the technology. My retirees make up a large portion of monthly General membership meetings. Their input is valuable and valued. If they cannot figure out how to use the technology and participate, I do not think that is fair to that segment of the membership.

I am hopeful that we can once again very soon hold face to face General Membership meetings and get a quorum to conduct business. I am excited for the members to see the new meeting hall, the Matthew Glab Post! If we cannot meet rest assured, the branch will be working hard to make sure we are providing the best possible representation we can to all members. With the new Executive orders in place from the Governor, please call the hall each month to make sure this is or is not a meeting scheduled.

We are entering the Holiday season and things will be busy for the USPS. Remember to continue to come through delivering for this country and I would like to wish each one of you a Merry Christmas and a Happy New Year! Take time during the holidays to reflect on the year that has been and enjoy time with your families.

~ In Solidarity, David J. Grosskopf, Jr.

RANDALL RETIREMENT SERVICE

Remote Videoconferencing
Available!



Retirement counseling for Postal Service employees

Paul Randall

Call or text
(716) 445-1411

Email:
nomorework4me@outlook.com

Website:
RandallRetirementService.com



COVID RELATED LEAVE

Seeing an uptick in positive COVID cases across the country and especially right here in the WNY area. It is important when carriers are requesting leave pertaining to COVID-19 under the Families First Coronavirus Response Act (FFCRA), they understand their rights and make sure they have the right code for their situation listed on their PS Form 3971.

Requesting Leave Related to COVID-19

- Employees must contact their supervisor if the absence is related to COVID-19.

- Employees cannot use the interactive voice response (IVR) telephone number or the enterprise leave request application (ELRA) to request leave related to COVID-19.

- Employees must complete a PS Form 3971 prior to taking the leave if possible or upon returning to work if advance notice is not given.

There are 2 types of Leave

- EMERGENCY SICK LEAVE (UP TO 80 HOURS taken with first two weeks) – No matter how long you are in the Postal Service.

- FAMILY MEDICAL LEAVE ACT EXPANSION – Qualifying Reason Under the FMLA Expansion Act, you must be unable to work or telework because you are taking care of child under 18 of years of age (or criteria under regular FMLA defined as a child) whose school or place of care is closed due to the pandemic or whose normal care provider is unavailable as a result of COVID-19 – available to career and non-career employees after 30 days of employment.

Emergency paid sick leave (EPSL) is paid under the Families First Coronavirus Response Act (FFCRA) for 80 hours of EPSL at **100%** of employee's regular rate of pay, for reasons 1,2, and 3 listed below:

- 1) Is subject to a Federal, State, or local quarantine or isolation order related to COVID-19.
- 2) Has been advised by a health care provider to self-quarantine related to COVID-19.
- 3) Is experiencing COVID-19 symptoms and is seeking a medical diagnosis.

- Check the "Other" box in the Type of Absence section and write code 077-19 on the adjacent line.

- Write "Emergency Paid Sick Leave – Self" in the Remarks section

Emergency paid sick leave (EPSL) is paid under the Families First Coronavirus Response Act (FFCRA) and under the Emergency Family Medical Leave Expansion for 80 hours of EPSL at **2/3** of employee's regular rate of pay, for reasons 4,5, and 6 listed below:

- 4) Is caring for an individual subject to an order described in (1) or self-quarantine as described in (2).
- 5) Is caring for a child whose school or place of care is closed (or child care provider is unavailable) for reasons related to COVID-19; or
- 6) Is experiencing any other substantially similar condition specified by the secretary of health and human services, in consultation with the secretaries of labor and treasury.

- Check the "Other" box in the Type of Absence section and write Emergency paid sick leave-other/FMLA in the remarks section and/or write one of the following codes you want:

- Code 059-18 Part Day LWOP – FMLA (No pay)
- Code 060-18 Full Day LWOP – FMLA (No Pay)
- Code 055-18 Annual Leave FMLA/National Emergency (Full pay)
- Code 056-18 Sick Leave FMLA/National Emergency (Full pay)
- Code 081-18 Emergency Sick Leave – FMLA/Other (2/3 pay)

Remember qualifying reasons 1 through 4 may not be used intermittently. Once the absence begins, all leave must be used consecutively unless you no longer have a qualifying reason for taking EPSL before you exhaust the leave.

Emergency Family Medical Leave Expansion reason #5 listed above after the first 10 days of leave and up to 60 days (480 hours) unless you have used FMLA previously since 1/1/2020, then subtract those hours used from 480.

- Check "Other" in the Type of Absence section and write code 066-18 on the adjacent line.

- Write "Public Health – FMLA" in the Remarks section

CCA's when requesting Other Paid Leave and per M-01911:

- Check "Other" in the Type of Absence section and write code 086-19 on the adjacent line.

- Write "LC19" for COVID-19 related leave in the Remarks section.

Criteria for return to work for employees with confirmed case of COVID-19:

The following information is what management has been instructed to follow when an employee has indicated their intent to return to work following a confirmed case of coronavirus disease 2019 (COVID-19).

Immediately upon employee notification of intent to return to work, the responsible supervisor or manager must:

(Continued on page 6)

- 1) Inform the employee they may not return to work until they have been cleared by a Postal Service physician or nurse.
- 2) Ask the employee for a phone number at which they can be reached.
- 3) Inform the employee they will be contacted by a Postal Service physician or nurse for a telephonic interview; and then
- 4) Immediately notify the district occupational health nurse administrator (OHNA) that you have an employee who has requested to return to work, and provide the OHNA with the employee's contact information (if your district OHNA is not available, please contact your district HR manager for guidance).

Employee Absence due to Close Contact Tracing or Potential Exposure

The employee can return to work after 14 days have passed since last close contact with a positive person, provided the employee has not developed COVID-19 symptoms or tested positive for COVID-19.

Employee Absence due to Symptoms of COVID-19 (without testing)

The employee can return to work after these three things have happened:

- 1) Employee has had no fever for at least 24 hours (without the use of any fever-reducing medication); AND
- 2) Other symptoms have improved (for example, when cough or shortness of breath has improved) *; AND
- 3) At least 10 days have passed since COVID-19 symptoms first appeared.

* *Loss of taste and/or smell may persist for weeks or months after recovery and need not delay the return to work.*

Employee Absence due to a Positive Diagnosis (laboratory confirmation):

If an employee notifies you of their intent to return to work following a laboratory-confirmed COVID-19 result, do not request documentation for the employee to return to work. Per the Centers for Disease Control and Prevention (CDC), healthcare provider offices and medical facilities may be extremely busy and unable to provide such documentation in a timely manner due to the COVID-19 pandemic. Rather, you must follow the process outlined below **prior** to allowing an employee to return to work.

The **Postal Service physician or nurse** will review the information and make a final determination on the return-to-work request. Employees are not permitted to return to work without written clearance from a Postal Service physician or nurse if they have received a laboratory-confirmed COVID-19 result.

For your information, per the CDC, return to work (discontinuation of isolation) should be determined using a symptom-based or time-based strategy, depending on whether the employee developed symptoms.

Employees with laboratory-confirmed COVID-19 who have had symptoms of COVID-19 can stop home isolation and return to work following an interview with a Postal Service physician or nurse to confirm:

- 1) Employee has had no fever for at least 24 hours (without the use of any fever-reducing medication), AND
- 2) Other symptoms have improved (for example, when cough or shortness of breath has improved) *; AND
- 3) At least 10 days have passed since COVID-19 symptoms first appeared.

* *Loss of taste and/or smell may persist for weeks or months after recovery and need not delay the return to work.*

Employees with laboratory-confirmed COVID-19 who have not had symptoms of COVID-19 can stop home isolation and return to work following an interview with a Postal Service physician or nurse to confirm:

- 1) 10 days have passed since the employee's positive COVID-19 test.

Again, the Postal Service physician or nurse will review the information and make a final determination on the return-to-work request. Employees are not permitted to return to work without written clearance from a Postal Service physician or nurse if they have received a laboratory-confirmed COVID-19 result.

Source: CDC Guidance on Discontinuation of Home Isolation

For your information, I have enclosed the USPS COVID-19 Decision Tree dated August 7, 2020 on page 7 in this issue of "The Buzz".

An update on Article 8 grievances that have been settled in the following offices:

Cheektowaga - \$309	Hiler - \$350	Niagara Falls/Main - \$3,671
Northside - \$14	West Seneca - \$2506	Niagara Falls/LaSalle - \$2,150
Eastside - \$14,992	Amherst - \$7,239	Tonawanda - \$1,500
Westside - \$4,890	Jamestown - \$2,371	Orchard Park - \$4,888
Niagara Square - \$405		

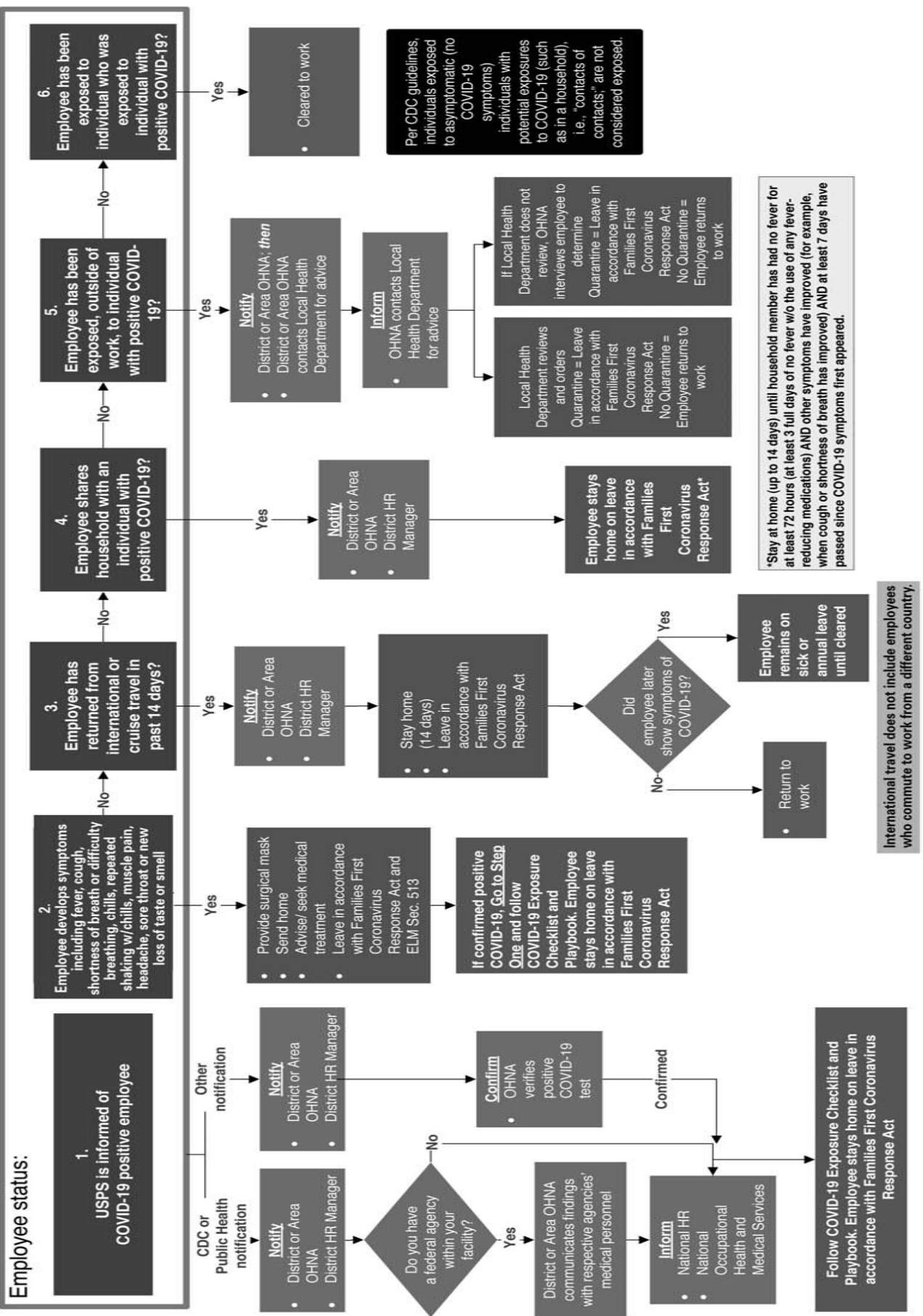
The stewards in all these offices filed dozens of grievances resulting in payments of \$45,285 in a one-month time frame. Awesome job to those Stewards and Formal A representatives for a job well done and keep it up! In closing, I would like to wish everyone a Merry Christmas and a Happy New Year!!!

*~ In Unity and Solidarity,
Michael Levering, Executive Vice-President*

COVID-19 – Decision Tree

August 7, 2020

Employee information is protected by Privacy Act laws and as such must be restricted to only those identified in this document.





RETURN TO OFFICE

The flavor of the week in some of the stations seems to be PM office duties, and how you have only 5 minutes to complete those duties. This like so many other instructions is false. Letter Carriers have many duties to complete in the PM, included in many LMOU's a 5 minute wash up period. This wash up is paramount during this Covid and flu season, keeping our families safe is the most important goal of all letter carriers. Don't be bullied by a set of numbers management wishes to obtain, we do our jobs professionally everyday and keep it that way. If you are not being allowed to complete your PM office duties, see your steward to file a grievance. If your station does not have an accountable clerk, again see your steward to file a grievance.

National Agreement

Section 9. Wash-Up Time

Installation heads shall grant reasonable wash-up time to those employees who perform dirty work or work with toxic materials. The amount of wash-up time granted each employee shall be subject to the grievance procedure.

M-41

42 Disposition of Collected Mail

Place the mail collected on designated table or in receptacles.

43 Clearance for Accountable Items

431 Keys Turn in mail keys in exchange for assigned key check or signature clearance.

432 Registered and Certified 432.1 Give finance clerk all undeliverable articles and Forms 3849 and/or 3811 for each registered and certified delivery.

432.2 Complete Form 3821 showing the number of receipts and undeliverable articles returned to the clerk. Ensure that any accountable items found in the DPS mail are added to the total accountable pieces included on the form. If form is properly completed, clerk will sign and return it to you. This is your receipt, keep it for a 2-year period.

432.3 Enter the date of delivery and your signature in the spaces provided on Form 3849 — if you didn't do this when you delivered the article. Deposit Form 3849 in the designated receptacle or give it to the finance clerk for clearance.

433 Insured Mail Put all Forms 3811 which were requested by senders of insured mail in designated places. Complete Form 3849 as specified for registered and certified mail.

434 CODs

434.1 Surrender to clearance clerk COD tags and the money for all delivered COD parcels. Return all undelivered CODs for clearance.

434.2 If Form 3821 is used at your office, verify the entries after clerk has entered the amount of funds and the number of

parcels accounted for. Carrier must place original of Form 3821 in locked receptacle provided and keep the duplicate for 3 months from last day of month issued. (Clerk may not do this.)

434.3 If Form 3821 is not used at your office, clerk will initial and return delivery employee coupon to you. Keep this coupon for 2 years.

435 Customs Duty Mail

435.1 Turn in to cage clerk Customs Forms 3419 and money collected for all custom duty mail. 435.2 After the clerk has entered the amount of funds and the number of parcels on Form 2944, verify the entries. Sign on line opposite the clerk's name.

435.3 Place first copy of Form 2944 in locked receptacle provided and keep second copy for 3 months from last day of issuance.

436 Postage Due

436.1 Return all undeliverable postage due mail and funds collected on postage due mail delivered.

436.2 The clearance clerk will sign Form 3584 if postage due collected and returned articles agree with amount shown on Form 3584. You will be reimbursed for the amount due on the returned articles if you paid for the postage due articles in cash.

44 Undelivered Mail

441 Processing Undelivered Mail Follow procedures listed in part 24 to process forward-able and undeliverable mail (1) that you didn't process before leaving the office and/or (2) that you picked up on route. After processing, place this mail in throwback case, as explained in part 24.

442 Completing Form 1571

442.1 After return from trip, obtain Form 1571, Undelivered Mail Report, from unit manager. 442.2 Add any mail which was not delivered but was returned to the office.

442.3 Sign the form and give it to a unit manager

Please remember to not forsake your personal safety for the delivery of the mail. You are easily replaceable at work, you are not at home, take your safety seriously. The normal Christmas rush has been happening since March, so the next couple months should be a treat! The hours have been brutal and everyone has been doing a remarkable job. Keep up the good work, stay safe and stay healthy.

In Solidarity, Becky Stockman





HEALTH BENEFITS FOR 2021

The Federal Employees Health Benefits (FEHB) Open Season 2020 ends on Monday, December 14, 2020. The average total premiums for members enrolled in FEHB Program will increase 3.6 percent in 2021. Surprisingly, this year's increase is lower than last year's increase.

Retirees (annuitants) and survivor annuitants will not see any premium changes until their February 1st annuity payment. This is because payment is made for the month before. That is, January's annuity was for the month of December.

In December, the Office of Personnel Management (OPM) issues an annuity statement for the coming calendar year. However, in the tiny print, it will note that any changes in health premiums are not reflected. All too often, retired members either didn't notice that statement (it is tiny) or forget that portion. They believe their annuity has been erroneously reduced in the February payment which is more than likely caused by FEHB premium increase. It is a good idea to keep that annuity statement for reference purposes for the year.

For active members, any changes made in enrollment or premium changes will not be reflected until the first full pay period of the New Year which starts January 2nd. Active members should review their pay to ensure that health care premiums are being properly deducted from their paychecks. If not, contact Shared Services to query on issues regarding health premiums. If there are no deductions starting the New Year, there may be an issue with your enrollment. Be sure to have your confirmation number or any (ex. FAX confirmation) evidence that supports your claim of enrollment. **Shared Services** can be reached at **1-877-477-3273 option 5**, Monday thru Friday 7am to 8:30pm. Yes, sometimes mistakes do happen. However, it's your responsibility to keep track that your benefits entitlement is in effect.

THINK BEFORE YOU INK

The Injury Compensation for Federal Employees Publication CA-810 defines the types of compensable injuries as follows in part:

2-2. Traumatic Injury

A traumatic injury is defined as a wound or other condition of the body caused by external force, including stress or strain. The injury must be identifiable by time and place or occurrence and member of the body affected. It must be caused by a specific event or incident or series of events or incidents within a single day or work shift.

2-3. Occupational Disease

An occupational disease is defined as a condition produced in the work environment over a period longer than one workday or shift. It may result from systemic infection, repeated stress or strain or conditions of the work environment.

FECA regulations can be confusing but knowing what type of claim to file is important. Management does not make the decision for what type of claim to file. For members who have had a previous injury, this is especially important. Management is either quick to point to a 'possibly' pre-existing condition to controvert a traumatic injury or insist that a CA-2a Recurrence be filed.

CA-810 in part:

2-4. Recurrences

A recurrence of disability is defined as a spontaneous return or increase of disability due to a previous injury or occupational disease without intervening cause, or a return or increase of disability due to a consequential injury (defined in Chapter 3-5). A recurrence of disability differs from a new injury in that with a recurrence, no event other than the previous injury accounts for the disability.

A recurrence of medical condition is defined as a documented need for further medical treatment after release from treatment for the accepted condition or injury when there is no accompanying work stoppage. Continuous treatment for the original condition or injury is not considered a "need for further medical treatment after release from treatment" nor is an examination without treatment.

Members are cautioned before following management's insistence that a CA-2a be filed. YOU are the claimant and not management. As the claimant, you are responsible for supplying necessary information including supporting medical evidence.

When considering filing an occupational claim (CA-2) or recurrence (Ca-2a), request the instructions and read them thoroughly. The instructions outline the information you need to properly file a claim. If you submit a claim form without the required information per instructions, Office of Workers' Comp (OWCP) will probably notify you of the need to supply requested information within 30 days from the date on the correspondence. This is often difficult even without COVID. So, the motto here is, **THINK BEFORE YOU INK.**

~ Be Safe and Stay Healthy, Judy Kersten



Starting the Season Off Right

Plan ahead to make the holiday season happy and healthy.

As the seasons begin to turn, days get shorter, the school year moves into full swing and the end of another year approaches. It also marks the beginning of a holiday season filled with activity, expenses and commitments. With a little planning and a few adjustments, you can ensure that you start the season off right to create a happy, healthy and satisfying end to the year.

The best way to do this is to start early. Now is the time to begin looking at the rest of the year and doing what you can to help yourself later. If you have gifts to buy, start now. This not only reduces the rush later on when stores are more crowded, but helps to spread out the spending, preventing you from spending too much at once.

The end of the year also tends to come with a multitude of activities and commitments. You can quickly overbook yourself without careful

planning. Use a calendar to help you keep track of the events. You may find it helpful to code them in some way to designate what kind of activity it is — maybe you want to track those activities that are required from those that are optional, those that involve your family versus those that only require your attendance.

Unfortunately, we may be faced with responsibilities that we don't have time for or would prefer not to do. That is why it is important to decline when you can.

It is also a time to lean on others to help you through this hectic time. You may need to ask your family to help with extra chores, freeing you to do the added work at this time of year.

You can also call your EAP for support, help and guidance to start the season off right!



CALL US TODAY: 800-327-4968
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WWW.EAP4YOU.COM



MEMBERSHIP RECOGNITION

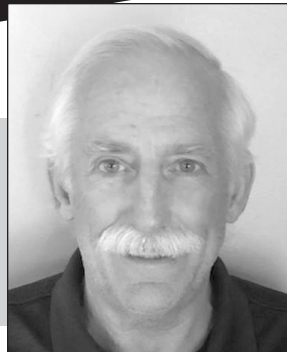
**CONGRATULATIONS
TO ALL!**

50, 40 & 35 Years

*Receiving their
50, 40 & 35 year Lapel Pins*



KENNETH ZOTARA
*50 year Lapel Pin
and Gold Card*



RICHARD COATES
40 year Lapel Pin



GEORGE PETTAPIECE
35 year Lapel Pin

60 & 50 Years

*Receiving their
60 & 50 year Lapel Pins*

*(Our apologies: These two pictures were
printed wrong in the November issue.)*



JAMES F. HAYES
60 year Lapel Pin



FRANCIS KRAJEWSKI
*50 year Lapel Pin
and Gold Card*

25 Years

*Receiving his
25 year Lapel Pin*



NORMAN MATUSZEWSKI
25 year Lapel Pin

NEW MEMBERS

Nathan Donisi, Jr.

Lea Lechner

Daniel Foley

Dale Burns

Mitchell Muskopf

Peter Rakowski

Maidur Raja

Weston Steiner

Nicholas Cordulla

Nicholas Schuhmann

Lacy Seiders

Kevin Wright

John Jordan

Peter Farrell

Tara Reimers

Amr Norman

Michael Lewandowski

Autumn Regan

Nicole Knauber

BUY

TRADE

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HELMETS, MEDALS, PATCHES, FLAGS, ETC.

JERRY KEOHANE 716-424-1478

Life Member of Branch 3



LAST PUNCH

Good luck to all of you
on your retirement!



**CHUCK
GERACE**

Amherst station



**LAURA
DELANO**

*Hamurg carrier
after 33.5 years
of service*

**TIM
BIENKOWSKI**

Eastside station

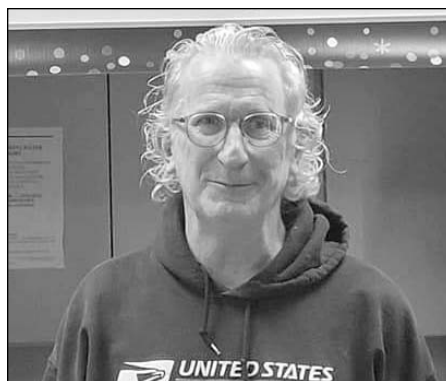


**BOB
McCOY**

Jamestown

**BILL
GANGLOFF**

Niagara Square



DECEMBER NALC MEMBERSHIP PINS

45 Years:

Roger C. Hubbard

40 Years:

Martin M. Siminski

30 Years:

Charles J. Mohr

25 Years:

Norman E. Matuszewski

RETIREMENTS

Kenneth Groszkowski (*Northside*)

Kevin Kaczmarek (*Niagara Falls*)

Joseph Marcella (*Southide*)

John Sciva (*Niagara Square*)

DEATHS

Daniel Anthony (*Life Member*)

Chester Kaczmarczyk (*Life Member*)

Merry Christmas, Happy Hanukkah, Happy Kwanzaa

As we try to enjoy the holiday season together, 2020 has been doing everything to keep us apart. Large families cannot get together, families of five cannot go out to eat and sit together, the union meetings have been canceled or we have not had enough to have a meeting, etc. Please, try to stay informed of everything that is going on, read the BUZZ, Postal Record, Dave's post on Facebook or the Branch 3 website. Do not forget you can always call the union office. With everything changing day by day it is hard to keep up so try to stay informed.

Remember that this is our open season for your health benefits. If you are going to make a change you must do it before December 14, 2020. I sure hope that you looked at your health benefits closely and compared them to other plans that are out there. As we age, our health also changes and what was good years ago might not be good now.

One last plug for the Carriers Caring for Carriers. We have almost two thousand members and if everyone gave a dollar it would almost be the largest collection ever. We have at least two families so far. As of this writing it does not look good for the December meeting because we can only have 25 in the hall so please send in your contribution to the union office.

Quote of the month by Madeline Bridges. *"Give the world the best you have, and the best will come back to you."*

God bless you all and have a wonderful Holiday with your family. Remember that Jesus is the reason for the Season.

~ Kent Hankin, Director of Retired Members



BURNS/CONNORS ASSOC.

AS OF THIS DATE WE ARE STILL PLANNING ON OUR ANNUAL CHRISTMAS PARTY ON WEDNESDAY, DECEMBER 9th.

As of right now we are allowed 25 members and we should be able to keep our party.

If you are planning to come please call me at 864-6948 if you have not signed up already.

I need to get a good count and to find out what meal you would have. Again, hope to see you there.

The object of this association is to protect in all ways the interests of retired letter carriers, renew old friendships, talk over old times, to promote good will and fellowship by means of planned get-togethers and in general try to advance the welfare of all our members mentally, morally and spiritually. We call and write our Congressmen and Senators when legislation is going to effect the Postal Service, the Union or active and retired carriers. We attend rallies as a show of support and we vote.

We are looking for more retirees to join the Association. The dues are only \$20.00 per year.

Meetings are held on the fourth Wednesday of every month, with the exception of June, July, August and December. Meetings are held at the Magruder's Restaurant, 4995 Broadway, Depew. We have a small meeting at 1:00 and the luncheon right after the meeting for a small fee.

Any retirees interested in joining the Burns-Connor's Association can come to any of the meetings which are held on the fourth Wednesday of the month. If interested call: Gary Marzolf - 464-3831 or Kent Hankin - 685-4648.

Delivering for America

Despite an incredibly challenging year the @NALC_National Branch 3 team works tirelessly to serve WNY and is committed to #DeliveringforAmerica. Hear from local leader Dave Grosskopf (@Mail3man) via @BuffaloRising.



YouTube



SUBSCRIPTION: \$10.00 YEARLY

CIRCULATION - 2300 MONTHLY

UNION MEETING NOTICE

DECEMBER 8th

6:00 pm Officers Meeting
6:30 pm Stewards Meeting
7:30 pm General Membership Meeting

American Legion
Matthew Glab Post 1477
1965 Abbott Road
Lackawanna, NY 14218


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DECEMBER 2020 *Monthly Calendar of Events*

<i>Sunday</i>	<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>	<i>Saturday</i>
6	7	11:45 am Tonawanda Retirees at Jimmy J's 126 Wheatfield St. No. Tonawanda, NY 7:30 pm AFL-CIO Mtg. 6:00 pm Officers Meeting 6:30 pm Stewards Mtg. 7:30 pm General Membership Meeting	8 10:00 am Hiler Sta. Retirees at The Spot 299 Kenmore Ave.. 1:00 pm Burns-Connors Retirement Assoc. meets @ Magraders	9 9:00 am Kenmore Retiree's Breakfast at Olympic, 1601 Military Rd.	10 11	12
13	14	9:30 am Amherst & Kensington Retirees at Wehrle Family Rest.	15	16	17	18
20	21	22	23	24	25  CHRISTMAS DAY	26
27	28	29	30	31	JANUARY 1	2
3	4	9:00 am Chktg Breakfast Alton's Restaurant	5 6:00 pm Officers Meeting	6 9:30 am Williamsville Retiree's Brunch at Family Tree Rest., 4346 Bailey, Amherst	7	8
						9

The Deadline for submissions to the Buzz is the 2nd Friday of every month.