

## CENTENIAL EDITION

1926 - 2026

### Representing the Stations of

Encino – Panorama City – Sherman Oaks – Sun Valley – Tarzana – Van Nuys Main

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## PRESIDENT'S REPORT

By

**JEMMAYEN MACARAEG**

### **NALC Bargaining Updates Highlight Wide Range of Contract Proposals**

The National Association of Letter Carriers (NALC) and the United States Postal Service (USPS) continue negotiations for a new collective-bargaining agreement that will determine the future wages, benefits, protections, and working conditions of city letter carriers nationwide. Since negotiations began in March 2026, both sides have exchanged dozens of proposals covering nearly every aspect of postal employment.

#### **Early Negotiations Focus on Core Contract Issues**

In the first weeks of bargaining, NALC and USPS representatives focused on outlining their economic priorities and reviewing proposed changes to the National Agreement. Early discussions centered on improving leave provisions under Article 10, strengthening grievance-arbitration procedures under Article 15, and improving disciplinary protections under Article 16.

NALC emphasized that many of these proposals were developed after months of preparation by Executive Council subcommittees, with additional input from branch leaders, delegates, bargaining committees, and rank-and-file members from across the country.

#### **Proposals Designed to Improve Leave and Family Benefits**

As negotiations progressed, NALC introduced several proposals aimed at improving leave benefits and supporting carriers' family responsibilities. Among the proposals were:

- Increasing the number of days carriers may use annual leave, sick leave, or leave without pay for bereavement purposes.
- Expanding the list of family members covered under bereavement leave.

- Providing paid parental leave for the birth, adoption, or foster placement of a child.
- Enhancing sick leave provisions for dependent care.

#### **Overtime, Work Hours, and Workforce Protections**

A major focus of negotiations has been workload management, overtime protections, and fair distribution of work hours. NALC proposals included:

- Additional rest breaks for overtime assignments.
- Relaxing the procedures relating to rest breaks and lunches.
- More options for carriers who volunteer to work overtime.
- Additional protections for letter carriers who do not want to work overtime.
- Ensuring flexible workforce employees are utilized up to eight hours a day or 40 hours a week before assigning work to temporarily reassigned employees from outside offices.
- Requiring equitable distribution of work hours among flexible workforce employees.
- Additional improvements to Article 8 concerning Hours of Work.
- Eliminating the use of temporary supervisors (204b employees) supervising city letter carriers.
- Protecting carriers from surprise PS Form 3999 route inspections conducted by management.

#### **Discipline, Arbitration, and Job Security**

NALC also proposed several changes intended to strengthen due process protections and improve job security for letter carriers. These proposals included:

- Reducing the amount of time disciplinary records can be used in future disciplinary actions.
- A one-time purge of active letters of warning from personnel files.
- Improvements to the grievance-arbitration process.

**(Continued on Page 3)**

"The MailCall" is published monthly by "Heart of the Valley Branch 2462, NALC, 6910 Hayvenhurst Ave., Suite 104, Van Nuys, CA 91406 in the interest of and for the Letter Carriers of the Van Nuys Post Office and its Stations. **ARTICLES FOR PUBLICATION MUST BE IN THE HANDS OF THE EDITOR ON NIGHT OF THE REGULAR BRANCH MEETING. ALL ARTICLES MUST BE TYPED OR ON COMPUTER DISK WITH SINGLE LINE SPACING.** The Editor reserves the right to delete any article he deems necessary, improper, or unfit. All opinions expressed are those of the writer and are not necessarily those of the Editor or Branch 2462, NALC. The views expressed in this document are those of the author and do not necessarily represent the official views of the U.S. Postal Service. In the hopes that any material contained herein may be of benefit to your Branch and to the goals of the NALC, permission is granted to copy and/or use any material in this publication with our best wishes.

## Region 1 Training

The Branch recently sent members to the National Business Agents training class in Las Vegas. The following are reports from some who attended classes there.

### Tia Wilson

I attended 3 classes during this training regarding grievance filings and how to read clock rings. In the clock rings class I learned another way that management uses to take time away from employees. I will be looking for this possible violation going forward.

### Guillermo Mariscal

We had a good safe trip to Las Vegas for training classes that help us shop stewards sharpen our defense and how to approach grievances. It's always refreshing to get more incite on how to deal and understand the grievance process. We had Informal A and Formal A classes available to us that show us more of what to expect. There were also classes on Tacs on how to understand clock rings and what to look for and make sure management are doing their job correctly and we are here to make sure of that. I want to thank our branch of 2462 for allowing us to get more training and willing to learn more as there is so much to learn and different scenarios will always be ahead of and prepare us for some of those conditions.

### Edgar Solis

Being that I am a new Steward I was going in a little nervous but excited. I was in the informal A class, it was a lot of information but worth it. As I was in the class it helped me properly give advice to certain workers who had concerns and weren't always heard, but I did care for our workers and their jobs which is why I became a steward. The teachers there were very informed and I learned so much like how to properly conduct grievances and maintain employee relationships that let them know that we are here to help, don't be afraid to ask it's our job not only to care but to listen. If I were given a chance to do it again I would, for as much as I can learn I am always learning more each time the more information I receive the better I can do my job. In fairness, I am now more proud to be a steward and look forward to fighting for our workers one person at a time.

### Steve Seyfried

I want to thank the members of the Branch for once again allowing me to attend one of these training sessions. I have been to countless training sessions and always come away with something new that I have learned. I attended the Membership and Bylaw, and the Retiree Class. In the first class, which was expertly given by National Secretary-Treasurer Nicole Rhine, I received new information regarding how we handle non Letter Carrier members who have joined to take advantage of our great Health Plan. In the Retiree class we learned that the majority of members are covered by FERS. There are very few active members that are still covered under Civil Service. In our Branch we only have one member who is still working under Civil Service.

## ATTENDANCE CHART BRANCH MEETINGS

MONTH	J	F	M	A	M	J	J	A	S	O	N
MAIN OFFICE	2	5	5	4	5						
ENCINO	1	1	2	1	1						
PANORAMA CITY	3	2	2	2	2						
SHERMAN OAKS	5	4	6	6	6						
SUN VALLEY	0	0	0	0	0						
TARZANA	4	3	3	2	1						
RETIREE'S	7	6	5	7	7						
TOTAL	22	21	23	22	22						

## NEXT MEETING

**TUESDAY**

**JUNE 2nd**

**2026**

**6:30 p.m.**

**BRANCH OFFICE**

**DEADLINE DATE FOR THE NEXT  
ISSUE OF "THE MAIL CALL" IS**

**June 7, 2026**

**WEB PAGE.... WWW.NALCBRANCH2462.ORG**  
**BRANCH OFFICE.....818-786-8505**  
**O P C PERSONNEL OFFICE.....818-374-5600**  
**E-Mail.....Branch2462nalc@gmail.com**

### "RETIREE CORNER" ATTENTION: !!!

Our next Breakfast Meeting will be held at Denny's Restaurant, (Corner of Sherman Way & DeCelis). **It will begin at 09:00 AM. Date will be July 25, 2026 (4th Saturday)** So, please mark your calendar.....We hope to see you there.  
Thank You

# President's Report

(Continued from Page 1)

- Addressing management non-compliance with grievance settlements.
- Improving discipline procedures and protections under Article 16.
- Expanding layoff protections.

## Transfer Rights and Workplace Fairness

Additional proposals focused on improving fairness and flexibility within the workforce, including:

- Improving transfer rules.
- Improving the transfer and mutual exchange process.
- Expanding the non-discrimination protections found in Article 2.

## Uniforms and Benefits for City Carrier Assistants

NALC also proposed improvements affecting uniforms and benefits, particularly for City Carrier Assistants (CCAs). These proposals included:

- Increasing the number of paid holidays for CCAs.
- Modifying the uniform program to allow immediate rollover of allowances.
- Removing seasonal uniform change requirements so carriers can choose appropriate uniforms based on weather conditions.
- Improving the overall uniform program.

## Safety and Technology Concerns

Safety has remained a central issue during bargaining. NALC submitted proposals aimed at protecting carriers from workplace hazards and increasing accountability. These proposals included:

- Additional protections from hazardous animals encountered on delivery routes.
- Creating a jointly administered heat illness prevention program.
- Establishing safeguards against the use or implementation of artificial intelligence (AI) that could negatively impact the letter carrier craft.

- Notifying the union of all accidents, not just vehicle accidents

## USPS Proposals

While NALC has continued presenting proposals aimed at improving working conditions and protections, USPS has also submitted proposals of its own. According to the updates, USPS proposals include:

- Modifications to the discipline procedure.
- Weakening the non-layoff and reduction-in-force provisions under Article 6.
- Placing larger financial burdens on carriers for damage caused to postal vehicles.
- Restricting employee claims under Article 27.

## Negotiations Approach Critical Deadline

By May 8, 2026, NALC reported that 11 weeks of negotiations had been completed. The union stated that it had submitted and discussed approximately 85 proposals, while USPS had presented more than 20 proposals.

With the expiration of the 2023–2026 National Agreement approaching, the entire NALC Executive Council, headquarters staff, legal counsel, and professional staff are expected to participate in intensive final negotiations in Washington, D.C. NALC stated that if an agreement rewarding the work of America's city letter carriers cannot be reached, the union is prepared to take its case to arbitration.

## Community Comes Together for the Stamp Out Hunger Food Drive

This year's Stamp Out Hunger Food Drive was made possible through the dedication and hard work of everyone involved. Organized by the National Association of Letter Carriers, the event once again brought the community together to help families in need.

A heartfelt thank you goes to all of the food drive coordinators and volunteers who gave their time and energy to support this important effort. Your commitment truly made a difference. Most importantly, thank you to our letter carriers who picked up food donations while continuing their regular delivery duties. Your hard work, dedication, and service to the community are deeply appreciated.

Because of everyone's efforts, many families will receive the help and support they need. Thank you all for being part of this meaningful event.

# Region 1 Rap Session Tidbits

By  
**Tracy Mullinax**

1. NALC President Brian Renfroe addressed over 200 people at the Region 1 Rap Session in Las Vegas on May 1, 2026, about the state of the Postal Service and the goals and objectives our union is trying to achieve in negotiating a new Collective Bargaining agreement which expires on May 22, 2026.
  2. NALC's Economic goals include an all Career Workforce which would include a 90 day Probationary period which would include being converted to a Regular on the 91<sup>st</sup> day.
  3. As of May 2026, Nationwide we have 14,000 PTF's and 25,000 CCA's so we are heading in the right direction in regards to an all career workforce. There is more work to do.
  4. The contract from 2019 – 2023 included 3.1 Billion in wage increases for our members. The contract from 2023 – 2026 included 4.2 Billion in wage increases for our members. NALC's goal for new contract would be north of 5.0 Billion in wage increases for our members.
  5. USPS and NALC will be in lockdown mode in a hotel in Washington D.C. from May 18<sup>th</sup> through May 22<sup>nd</sup> trying to iron out a contract they can bring to the membership for ratification. If there is no agreement, they can either extend talks or go to a 60 day Mediation period. If there is still not an agreement after the 60 days, then both parties can agree to go to arbitration.
  6. The Postal Service lost 9 Billion dollars in Fiscal Year 2025 and 25 Billion dollars over the last 3 Fiscal Years.
  7. Nationwide, parcels are down 4.2 percent in the last fiscal year. Parcels are expected to make up 44 - 45 percent of our mail volume in Fiscal Year 2026 and 50 percent in Fiscal Year 2027.
  8. There are 3 reasons why we are in the state we are in:
    - A) We can borrow only 15 Billion dollars per Fiscal Year. We need 34.5 Billion dollars to meet our bills.
    - B) Dollars that have been set aside for FERS Pensions and Healthcare are only allowed to be invested in low yielding Treasury Bills.
    - C) OPM's miscalculation of CSRS obligation. If fixed, it will be overfunded, then can strengthen the long term viability of USPS's finances.

They are trying to get this in the Reconciliation Bill, and the report is that progress is being made. Stay tuned.
  9. USPS is having trouble competing in the marketplace due to outdated infrastructure, e.g. buildings, vehicles and mail-processing equipment. They are starving for infrastructure investment they cannot make because they are running out of money. On their current trajectory, the USPS will run out of money in October of 2026 and will be going paycheck to paycheck at that time.
  10. Currently, the USPS has suspended FERS contributions temporarily but will be for an indefinite period. President Renfroe stated, "By doing this, they will save 200 million dollars every 2 weeks and preserve cash until they can get some relief from Congress." This is the best of the bad options, but it buys them some time.
  11. President Renfroe also stated that our biggest threat is RISK. Communication – Vote by Mail. "Really matters less, Communication matters most in today's environment." The goal is to stay out of the political line of fire.
- ATTENTION MEMBERS:**
- This is real and is a challenge that we all must face. If the USPS does not get the help they need, we will all be negatively affected.
- ATTEND MEETINGS !**
- READ FACTS AND TRUTH !**
- Be ready to act immediately if necessary. Get out in June and November and vote for candidates who are going to help the USPS thrive into the future and not those who want to destroy us and make us obsolete.
- IN UNIONISM**

# LEGISLATIVE REPORT

By  
**PAUL JEFFREY**  
**Political Liaison**

Currently there are numerous bills & resolutions in Congress that have a potential for significant impact on Letter Carriers and Retirees. They are in various stages within the legislative process.

First there is House Resolution 70, which “Expresses the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.” Currently this bill has over 230 co-sponsors. For a bill to pass the house, currently a majority of 218 are required. While it has enough support, it has not come up for a final vote yet. On January 28th, it was referred to the Committee on Oversight and Government Reform. The Senate version of this bill is S-147.

Next is, a hugely important bill, HR 1065 - The Protect Our Letter Carriers Act. This bill is vital to the future of our Postal Service.

Key provisions of the bill include:

## **Upgrading Mailbox Security:**

Authorizes funding for the USPS to replace older, vulnerable "arrow keys" with electronic versions and to install high-security blue collection boxes.

## **Stricter Prosecution:**

Directs the Department of Justice to assign an assistant U.S. attorney in each district to prioritize and coordinate the investigation and prosecution of crimes against postal employees.

## **Harsher Sentencing:**

Requires the U.S. Sentencing Commission to amend guidelines to ensure that assaults or robberies of postal employees are treated with the same severity as assaults on federal law enforcement.

Currently this bill has 174 sponsors. All our local Representatives are on board with this bill. If you have family that live in red districts, you might want to reach out to have them contact their representatives. Right now, while we have bipartisan support, there are more Democratic representatives on board than Republicans. The Senate version, S.463 only has 11 co-sponsors with only one republican Senator, Josh Hawley, on board.

Next there's HR 1522 - The Federal Retirement Fairness Act. This Bill is crucial to Carriers who spent time in a “Non-Career” status, such as CCAs, TEs or Casuals. This bill allows those employees to “buy back” their non-career time,

making it equitable towards their retirement, in the same manner that military veterans can buy back their service time. This bill currently has 125 co-sponsors, so we have some ground to gain here.

While there are other bills that affect carriers, I do not have room to discuss them all, but an important newer piece of legislation that is important to all FERS enrollees is HR491 The COLA Equitability Act. It aims to align FERS COLAs with Civil Service Retirement System (CSRS) and Social Security increases, removing current restrictions that limit adjustments when inflation exceeds 2%. The way things stand now, FERS retirees fall behind to the tune of 1% per year. With the way inflation has been going, a FERS retiree is on track to lose tens of thousands of dollars during their retirement. This bill seeks to correct that. It currently has 61 co-sponsors.

All of this serves as a reminder to all NALC members, both active as well as retirees, that Congress can steer our destinies. In 1970, it was Congress that gave us Collective Bargaining. Congress can take it away. That is a big reason it is so important that we have a voice in the halls of Congress. The Letter Carrier Political Fund is a straightforward way to contribute to that voice. There is strength in numbers, and when we speak in a united voice as a Union, our Congressional representatives listen. If you are not contributing to LCPF, ask one of your Union representatives how to start.

By contributing 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.



**FLAG DAY—JUNE 14<sup>th</sup>—FLY IT PROUDLY**

THE MAIL CALL  
BRANCH 2462,  
NALC  
6910 Hayvenhurst  
# 104  
Van Nuys, CA 91406

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ORG.  
U.S. POSTAGE  
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## Branch Meeting Minutes

May 5, 2026

By

Steve Seyfried, Secretary

The Meeting was held at the Branch 2462 Union Hall 6910 Hayvenhurst Ave, #104 Van Nuys California. It was called to order by PRESIDENT MACARAEG at 6:45 p.m.

The Pledge of Allegiance was led by SGT-AT-ARMS GODDARD  
**MOMENT OF SILENCE--In Memory of all Active & Retired members who have passed this year.**

### ROLL CALL OF OFFICERS

**PRESENT**— MACARAEG, SEYFRIED, MULLINAX, WILSON, GODDARD, DOLABSON, JEFFREY, MORALES, MARISCAL

**ABSENT**—VALENZUELA, BURTON

**VACANT**—VICE PRESIDENT

**MINUTES ACCEPTED AS PRINTED IN MAILCALL with CORRECTION. APPOLOGIES TO BROTHER JASON COLELLO FOR MISSPELLING HIS NAME & The COP MEETING WAS HELD IN APRIL 2026, NOT MAY APPLICATION FOR MEMBERSHIP**

**MILTON BRADLEY**

**BILLS READ--NONE**

### COMMITTEE REPORTS

**AUDIT & BUDGET**—TRUSTEES Audit will be sometime later this summer, exact date to be determined at a later date.

**SAFETY & HEALTH--SOLIS** As summer approaches remember to hydrate before and during working hours. **DOGS** in the yard !! You do not want to be bitten so be on the lookout for dogs in yards and running stray in the street. Mgt is beginning a new crack down on the wearing of **EAR BUDS**. We recently had an accident involving the hitting of a fixed object, always be aware of where your vehicle is heading and what it is heading for. Labor/Mgt Safety Lab coming on May 17<sup>th</sup>. Also Stations have yet to receive any HIPP standups, which should have been given already !!

**RETIREES** 7 Retiree's present tonight.

**MDA FUND--GODDARD** \$ 3244.00 in the fund

**HBR**— Orientations are being given to all newly appointed PFF's

**MDA**— Coordinator position is open, anyone who would like to serve should contact the President. This is an appointed position & does not serve on the Executive Board.

**MBA—MORALES** No Report

**EDITOR—MARISCAL** We have will be adding funds in our postal account. Paper was prepared and mailed last week.

**POLITICAL REPORT—JEFFREY** A new Executive Order from the President of the U S, is attempting to eliminate or restrict nation wide vote by Mail. Nothing else happening in Congress.

**FINANCE REPORT—MULLINAX** Membership pins are in the office and I am in process of getting those out. All mileage reports should be in ASAP. Receipts for Food Drive refreshments should be turned no later than the June Regular

Meeting. Congrats to Brother BRYAN LYNCH on his retirement at the end of May.

**TREASURERS REPORT-WILSON** Financial Reports read.

Motion to accept Financial Reports as read M/S/C

**VICE PRESIDENT**—Vacant

**PRESIDENT REPORT** Branch will be holding a picnic on May 17<sup>th</sup> at Woodley Park. Happy to report that ALAN RIOS has been appointed as the new National Business Agent for our Region 1. The unfair Labor Charge that was filed against the Branch has been dismissed. Food Drive Coordinators have received their Station money and we look forward to a successful drive. We will be beginning shortly to go through the recent Route Inspection paperwork. Any errors or false deductions will be brought to the attention of management, for correction. Until then no numbers or changes should take place on your routes using any of the new information collected. COP meeting was very interesting and informative.

### OLD BUSINESS--NONE

### NEW BUSINESS

**MOTION**—Move that the Branch send the President To Washington, DC, from June 1<sup>st</sup> thru June 4<sup>th</sup>, for The Conference on Collective Bargaining being held by the National President. Cost not to exceed \$ 1,500 M/S/C

### UNDERLINED INDICATES UNANIMOUS VOTE

#### GOOD OF THE ASSOCIATION

**All National Convention Delegates must let the Branch know if you will be attending the National Convention in Los Angeles, AT OR BEFORE THE JUNE REGULAR MEETING. THOSE WHO DO NOT NOTIFY BY THEN WILL BE REMOVED FROM THE CONVENTION ROSTER. Special Thanks to Brother LARRY DOLABSON for his commitment and dedication in serving as a BRANCH TRUSTEE. The Branch swore in New Member CARLOS MEDINA tonight and presented him with a member Pin**

#### MDA DRAWING

\$ 2.00 CARLOS MEDINA—SHERMAN OAKS  
\$ 3.00 RAFAEL PEREZ—PANORAMA CITY--DONATED  
\$ 5.00 CALVIN BROOKINS—RET/CIVIC CENTER-DONATED

Meeting Adjourned 9:15 PM