

Branch 84 Newsletter

Representing Letter Carriers in Southwest Pennsylvania Mar/Apr. 2018
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President's Report Ted Lee

Region 12 Training

NBA Dave Napadano had one of the best Region 12 Training RAP Sessions I have ever attended. There was training on OSHA, Route Inspections, PET Tool, OWCP, LCPAF and that still does not list all the training offered. RAA's Brian and Leo dug in and provided much needed trainings on the PET Tool and Route Inspections. The training was in New Jersey (2/25 thru 2/28). Our Branch rented a bus and took 21 stewards and officers. We then split up and made sure we had at least a few members for each training offered over the three days we were in Atlantic City. Branch VP Pat Rothwell and myself had the privilege to conduct three separate power point trainings ourselves which were: Just Cause Principles, Negotiating Tips & Techniques, and Formal A Settlements. I was then honored to be able to also conduct a training on OSHA and its application to Letter Carrier discipline and workplace issues. I received positive feedback from all the stewards and officers who attended the various sessions offered, and the experience was capped off with perfect weather to and from New Jersey. (the North Easter hit after we were safe and sound back in Pittsburgh). Overall Pat and I were grateful to be able to help with this year's Region 12 training. Now I would like to give a special thanks to Pat's daughter Lauren Rothwell, she helped us with the four power points, we put together for the training sessions.

NALC Executive Vice President

The RAP Session at the Region 12 training was highlighted by NALC Executive Vice President Brian Renfroe. He addressed us Monday morning. Legislatively he discussed how the Postal Board of Governors pick the Postmaster General. The Board of Governors are appointed by the President of the United States and the Inspector Generals are appointed from the Board of Governors. He explained all this matters to us and directly impacts our jobs.

He went on to ask: "Why does the Union get involved with politics?" He then said: "We have to

protect our jobs and the membership! Renfroe said that Nationally we will fight any harmful Bill in Congress and support good ones. However, he said: "We will take NO Bill over a bad one!" Renfroe then described our job as Union leaders of the NALC is one of grievances, organizing and OWCP. He then noted that: **If we fail legislatively nothing else matters!**

Renfroe explained that this is why in 2006 there was a shift in the way State Associations operate. The State Associations job went from education to legislation. The next shift came in 2016, that's when we went from Regional Coordinators to Legislative Political Organizers (LPO's). Tony Perconte is the (full-time) LPO assigned to Region 12 and his job is to help branches with all things political including increasing their LCPAF totals. Ed Morgan is at headquarters under President Rolando and coordinates what happens in the field with all the full time LPO's. From the LPO's it drops down to the State Association President's. Our State President is Paul Rozzi. Paul educates and coordinates with all the Letter Carrier Congressional Liaison's (LCCL's) Each state has a unique plan of how to move forward. There is also a plan to train every LCCL in the country. All the full time and part time positions described above are letter carriers, which adds credibility to our cause when speaking to Congress.

Renfroe explained that the NALC has a Letter Carrier Political Action Fund (LCPAF) for a few reasons. The most important reason is because, it takes money to sit down and talk to members of Congress. D.C. is a transactional system that is about money and money is needed to fight off attacks against our jobs and our way of life.

There are attacks against our COLA's, take home pay, 6-day delivery. There are even attacks to turn us into "at will employee's" (meaning if you get fired there is no grievance). Another reason the NALC has a Political Action Fund is because it is illegal to use union dues for political activities. The fund as it stands has about 6 million dollars a cycle in it for all our political actions, salaries of full-time and part-time political officers and donations to candidates. This amounts to about 8.3% of all members who contribute through automatic deduction. The reasons carriers should give to the LCPAF are obvious and boil down to **job insurance.**

Again, we must pay to play, the last thing he covered, and Renfroe said the reason we use the money to support candidates or incumbents: is so we can make friends and develop relationships.

Renfroe reminded us that our job is to do everything to win and not to lose. He then explained that as branch leaders this is our job. He said what our members should know is that we send money to the far left and to the far right "as long as" they support us. The next thing our members should know is that our PAC is clean and non-partisan. Each member gives a little to build. Other PACS give millions to keep their money and protect their interests. We must increase our PAC's funding to fight off attacks. The most recent fight is the government budget. There are proposals in this year's budget that raises FERS contributions to about \$3,600 a year (3 to 4 times its current level). This would wipe out any tax cut benefits from 2017. There are proposals to take away our COLA's and to reduce the Civil Service COLA's a half percent a year until its gone of which this is what they mostly rely on in their retirement. There are proposals in this year's budget to change annuity calculations from a high three to a high five year for retirement.

Brian Renfroe wants us all to remember that there are special interests and people out there who believe that: We are overpaid, fluffed up nothing jobs and that is not partisan it is reality. Political views do not matter as much as the reality of the budget. We need our PAC to increase. If we increase our PAC from 8.3% to 25% we won't have to worry about the budget. He also believes that this goal can be obtained and favorable majority of carriers once they are educated on what is at stake will contribute. We also cannot assume they have been asked. (***Note, never solicit PAC contributions or discuss elections with members while in uniform or on the clock to prevent Hatch Act violations**). Increasing our PAC is important and paying attention to what is going on is of equal importance. Get the NALC APP and when there is a call to action, do it. The last thing he covered about our PAC before moving on was that: as of right now active carriers cannot be released for political reasons and "Money and voices together speak loudest!" (**Please contact us at the Union Hall if you would like to contribute to the NALC LCPAF**).

NALC EVP Renfroe then moved on to left over disputes from our recently settled and ratified contract. He talked about back pay issues for CCA's who were converted to career and that the Postal Service at headquarters is working through those issues. He spoke of the dispute over when CCA paid holidays should have been effective. The Union believes retroactive to the expiration of the contract and management believes it should be going forward from the signing of the contract. There is a dispute over including the CCA's into Post Offices total work hours, management believes they shouldn't be included the Union believes they should be. There is dispute over the CAP (number of

CCA's). Renfroe said: "as long as they continue to convert CCA's we don't care if they are 4.5% over the CAP". He spoke of the promotion pay dispute (which is detailed in the November 2017 Postal Record) and said it should be resolved.

He then informed us on clock ring altering, which he stated: "erroneously taking time is stealing!" Going forward he wants us to let him know and he said NALC headquarters is putting together ways to prevent as well as exploring legal action. He said make sure your members take advantage of our OWCP representation benefit offered locally and at the NBA's office.

The Leadership Academy has about 200 applicants for the Fall session and a joint route agreement process is not in the near future. If things change, they will start with CDRAP and make it better. Finally, the JWIP (workplace environment) he said he wants to start small in bad places, should start soon. The Post Office is cooperating, but if that changes the Union will send people in with or without the Post Office.

Locally

- There was L/M Meeting in Monroeville March 7, 2018
- The City of Pittsburgh LIM Meeting is scheduled for March 27, 2018
- Bloomfield received a second consecutive Safety Banner award March 7, 2018. Safety is a joint effort and they are to be congratulated.

Retirement

Carrier Garry Kelly, a friend and longtime Squirrel Hill Section co-worker of mine, retired in June of 2017. I mistakenly failed to mention this in previous Newsletters, so I wanted to make mention of him in this one, Garry, I know your enjoying retirement and I hope your knee is holding up.

New Step B Graduate

Congratulations to Dave Bugay for successfully completing Step B Training. Dave you did Branch 84 proud and we know you will do well.

Last Call!!

Branch 84 MDA Bowling Day

Sunday, April 15, 2018

11:30am

Food, Refreshments, Door Prizes, 50/50 Raffle after Bowling
Pre-Registration is required. Deadline is March 30th. Please send payment (\$15/player) to the Branch with a list of bowlers

In my humble opinion

Randy Ball, EVP

I am confident we are all acutely aware of the importance of the special election for filling the vacated PA 18th congressional district. There was over \$15,000,000 spent on a special election in a district that will be eliminated next year. Why was so much money on this special election? The answer is influence. Influence over National Policy set by the Congress of the United States. Specifically, the House of Representatives. The House is the main custodian of the Peoples money. All spending bills originate in the House of Representatives. Spending bills determine how government agencies spend the money that is received in the nations treasury. How does this affect me? The United States Postal Service is a one of the government agencies that Congress gets to tell how to spend money. One colossal example of this is the Postal Accountability Act of 2006. This was the Act that burdened the Postal Service with \$75,000,000,000 of future retiree's health care payments. This has affected the Postal Services ability to modernize its delivery fleet, i.e. all the 1984 LLVs still in service and indirectly caused the creation of a larger non-career work force within the Postal Service. Non-career employees have no retirement, inadequate health insurance and lower wages. This is the influence that 15 million dollars buys you when you spend it on a soon to be eliminated Congressional district. The take away is that money is influence.

So, how do we as Letter Carriers and Postal employees influence who gets to represent our economic interests in Washington? There are a few ways. First and foremost, register and VOTE! Your vote at the ballot box is the strongest message you can send to any elected official. One need to look at the recent special election for the PA 18th Congressional District, out of a quarter of a million votes less than 700 votes separate the two candidates at the time of the printing of this newsletter. Secondly, you could get involved the election of a candidate you like. You could volunteer for their campaign, knocking on doors, making telephone calls or donating money. However, this would need to be done on your own time, and not on the clock. Lastly, you could donate to your Union's Political Action Committee, a PAC. I find it is the easiest way of making sure your economic voice gets heard. Your Union is only interested in the issues that affect your paycheck.

What could Congress do to affect your paycheck? Foremost they could take away our right to negotiate a contract, our collective bargaining rights. This would take away our right to negotiate wages (Article 8), ability to dispute some action of management (Article 15), contest discipline (Article 16), negotiate benefits (Article 21) and working conditions (Article 41).

Congress gave us the right in 1970 to negotiate with the Post Office, they could take it away. One crucial benefit we have in our Contract is how much we contribute to our health insurance. Currently, we contribute 24 % of the total cost of premiums, most of the other federal agencies employees pay 35%. The difference would be about \$70 per pay or around \$1,800.00 per year for the NALC health plan. In effect it is a pay cut. Without collective bargaining rights, we would then have to beg Congress for a raise to cover the increases. I don't think we would get that pay raise.

In conclusion, one objective I wanted to accomplish was to give a historical reference as to the importance of Congress to our economic security. Another objective was having each carrier thinking about why so much money was poured into this special election. I believe it is to ensure a seat at the table when issues are being discussed. There was not a single group that contributed to the obscene spending, but a collection of them, attempting to gain influence. This brings me back to our PAC. Our PAC is how we gain our seat at the table. We have as much right to be at that table as any other group. So how do we ensure our seat? Our PAC uses contributions from our fellow union members to donate money directly to campaigns or we use the money to assist in various GOTV(Get Out The Vote) campaigns. Our PAC had seven million dollars to disburse on 538 Members of Congress. This not even half of what was spent on this one special election. Regardless who wins this race the 18th Congressional District it all changes early in 2019. What do we take away from this? We need to all contribute to our PAC, so we can have a seat at the table when our issues are discussed.

Calendar

Mar 22	Branch Meeting- 7:30pm
Apr 11	New CCA meeting
Apr 15	MDA Bowling Event
Apr 23	Shop Stewards Meeting- 7 pm
Apr 26	Branch Meeting- 7:30pm
May 6	Spring Golf Outing
May 12	Food Drive
May 21	Shop Stewards Meeting- 7PM
May 24	Branch Meeting- 7:30 pm
May 28	Memorial Day Holiday

Clothing Donations:

Please donate your old, clean uniforms to the Branch. Your donations help the new CCA's that don't get their clothing allowance until they are out of their probation. You can drop off any still wearable uniform items at the branch office during regular business hours or on any meeting night.

DECEPTION (SCAMMING) OF THE CARRIERS (PIVOTING) What Do You Want from Me?

Patrick Rothwell, Vice President

The Postal Service is always rolling out new computer programs, in a seeming endless quest for added efficiency. Although management always intends to improve postal operations, often it implements new programs in ways that violate the contract. I will discuss some of them in this article. The one that has been around the longest is DOIS (Delivery Operations Information System) implemented in 2001. A method for plugging a route's volume figures into a computer programmed with route base data so that it would spit out a number of anticipated necessary work hours. DOIS has become sort of a club-used to try to intimidate carriers into running or skipping their lunch breaks and even having the carrier's working beyond any reasonable expectations or perhaps even outside of safe work methods in order to meet their numbers, this all by inputting inaccurate computer data. Simply put DOIS is a management tool for estimating a carrier's daily workload. There is nothing special about DOIS that would allow a supervisor using it to violate any handbook or manual. On the other hand, the supervisors have managed the daily workload based on a belief that DOIS is infallible. Management's reliance on DOIS as anything more than a management tool is always at the core of the disputes between management and the letter carriers on the work room floor. Some of these issues are: 1.) Supervisor's failure to accurately record volumes of non DPS mail especially parcels related to the carrier's base. 2.) Failure to give carrier's time credit for all office work. 3.) Route base data that was not consistent with the handbooks and manuals. 4.) Management's use of a "percent to standard." The "other data in DOIS" is base data derived from the route inspection. Accuracy of volume recording has long been a dispute associated with DOIS and the carrier's route's. Some examples are: 1.) Base street time. 2.) The regular carrier's average actual office time compared to the average standard time for the week of count and inspection. 3.) Actual line item time (or established minimum if less) for all line items 8-21.

Also, management has created another program much like DOIS it is called the PET tool which stands for Performance Enhancement Tool. This program is the most recent computerized data-generating workload projection program. The PET tool is used by supervisors to project how long it will take letter carriers to perform their daily duties. PET works by attempting to compare a letter carrier's past street time performance and mail volumes with the daily situation and then uses that information to determine how long it may take a letter carrier to perform his or her duties that day. The office

time projection generated by PET only considers how long it would take a letter carrier to case and pull down the day's volume of letters and flats, based on 18 pieces per minute for casing letters, eight pieces per minute for casing flats, and 70 pieces per minute for pulling down letters and flats combined. The office time projection allows for no fixed office time to perform necessary daily functions such as stand-up talks, vehicle inspection, retrieving mail from throwback case, withdrawing mail, personal needs, sequencing and or collating mail, accountables, mark up mail, COA's, and in some offices the (JO) minute office break is not factored into the equation and is not considered when making the projection. The street time is also projected differently in certain locations. Supervisors will select one of four different street time portions and apply that time to today's equation for PET to utilize in projecting the street time for today. The four options are: 1.) The average street time for the same day of the week for the previous six weeks. 2.) The average street time for all delivery days during the previous six-week period. 3.) The most recent PS Form 3999 time. 4.) The base street times. Remember none of these projections take into account daily situations such as weather, parcel counts, traffic, construction, etc.

The electronic age and automation has become part of the everyday workplace and has corrupted the everyday dignity and respect that both parties are responsible for maintaining. We as carriers understand the volume has dropped over the years but what is evident is the booming parcel business of the USPS. These parcels alone have more then covered the slowly declining volume of first class mail and the parcel industry (mostly Amazon) has made routes longer than (8) hours. It takes longer to sort parcels in delivery sequence (street function) and to deliver them to the customers door then to case & deliver letters or flats in their mailbox. The parcel business may have made our routes longer, but the most encouraging result of these parcels is it has secured our jobs and the financial state of the USPS.

These programs have created the term "Undertime" which is a managements term which they use when the workload on a carrier's route is theoretically less than eight hours on any given day. Management describes "undertime" as volume driven, meaning that a route is usually "undertime" when its caseable mail volume falls below the route's "base" volume. "Base" volume is the amount of caseable mail a route must receive in order for the regular carrier to do the route in eight hours. "Base" volume is calculated from the route's last inspection data. The union does not recognize linear measurement or counting mail by volume in determining workload and / or work hours. In today's world of postal supervising everything is manipulated & falsified, especially the process of accurate mail counts, and because of this they are assigning "fake pivots" through their own computer-

generated programs as DOIS and the most recent the PET tool. Again, these programs are creating disagreements and conflict on the work room floor.

Carriers who have (alleged) "undertime" on their routes are usually (always) "pivoted" on to other assignments. "Pivoting" is a term used by management when requiring a carrier to work on another assignment in addition to his/her bid assignment for the amount of alleged "undertime" on that carrier's assignment. When a carrier is "pivoted" he/she is expected to work only eight hours despite having to finish his/her own assignment then part of another assignment. The only way a pivot can be done successfully and safely is if the carrier leaves earlier than his own route's leaving time for the assigned amount of the time for that pivot and the carrier's own route is not overburdened that particular day. (Remember the travel time IS NOT figured in this equation!)

"Undertime" will also be predicted by management on a route's "leaving time." "Leaving time" is the time by which a carrier must leave the office to begin delivering in order to do the route in eight hours. It is also calculated from the route's last inspection (3999) data which may also be inaccurate if the route has not been inspected recently. Also, today's 3999 data are normally skewed because many of the 3999s are conducted on light days where the carrier delivers a low percentage of possible deliveries with a light volume of mail. Although "leaving time" is often ignored by management when pertaining to "undertime", it is instrumental in determining whether "undertime" is legitimate. For example, if a route's leaving time is 10:00am and the carrier is pulled down and ready to deliver mail by 9:30, management can assert that this carrier has 30 minutes of legitimate undertime and may pivot him/her for 30 minutes. On the other hand, it is improper for management to assert that a carrier with 10:00am leaving time has "undertime" if that carrier has yet received the last dispatch of mail, has not yet pulled down, has yet received their accountable, and it is already 9:45. In this case, the simple arithmetic would conclude that this carrier will have no "undertime" and may need overtime even though that day's volume may be less than the route's "base volume" Also just because the carrier leaves earlier or on time doesn't mean he/she will automatically return on time.

The best way to handle these types of disputes is for carriers to complete and submit PS Form 3996 requesting overtime or auxiliary assistance if being "pivoted" due to "undertime" or any other reason management feels you can pivot. The most effective way to deal with "undertime" "pivot" is for carriers to do everything by the book, exercise their contractual rights, and not be persuaded into believing that mail volume drives their workload and work hours. The use of DOIS/PET or any other program now or in the future does not change the letter carrier's reporting requirements outlined in section 131.4 of Handbook M-41. This

means that nothing has changed with regard to how a letter carrier handles the situation when he or she becomes aware of an inability to case all the mail distributed to the route or perform other required duties and still leave on schedule-or an inability to complete delivery of all the mail. Section 131.4 requires the letter carrier to verbally inform management of this well in advance of the scheduling leaving time, though not later than immediately following the final receipt of mail. The supervisor should/will then instruct the carrier what to do. Carriers should always request from management copies of their completed PS Form 3996.

Don't skip your lunch and breaks. Many carriers buy into management's "mail volume" theory and run their routes off sacrificing their lunch and breaks to finish their assignments within the eight hours regardless of the volume. (Especially the newer and younger work force) Some carriers are even jeopardizing their own safety and returning to the office one or two hours earlier than their scheduled end tour and then having management put them in for annual (one of our biggest earned benefits). I don't understand it!? I myself have not carried in over a year and a half but the last time I checked carriers get paid by the hour!?! Meanwhile, management is glad that these carriers have bought into the concept of "pivoting" and are consistently showing their assignments to be less than eight hours on a regular basis. Management does not care that these carriers are sacrificing their lunch and breaks and for some working unsafe along as they are making management's numbers.

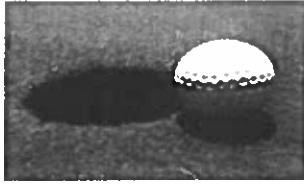
Letter carriers have the right and NALC has the ability to challenge the use of any workload projection tool as the sole determinant of a carrier's daily work load or its utilization as the basis for disciplinary actions. These rights were granted and have been settled many times in the past in national-level settlements. These settlements very clearly state that daily workload projections by management are not the sole determinant of a carrier's leaving or return time or daily workload, and the resulting projections from using tools such as PET cannot constitute the sole basis for corrective action.

However, this is viewed by each individual carrier we must be professional letter carrier's and deliver our routes as you are being inspected and walked with every day. All we can do as letter carrier's is to protect our routes.

Financial Report

The Branch had the following bank balances as of February 28, 2018:

Associate Fund	\$ 52,072.55
Convention Fund	35,747.03
Off. Fringe Ben. Acct.	26,389.72
Building/Scholarship	<u>74,028.71</u>
Total All Funds	\$188,238.01



**Branch 84 Spring Golf Outing
 Sunday, May 6
 Pheasant Ridge Golf Course
 8:30 am Shotgun Start**

\$65 per golfer * includes 18-hole scramble, cart, hot dog and beverage at the turn, dinner and skill/ door prizes, 50/50
 \$260 per foursome * all golfers must be Branch 84 members
 * a portion of the entry fee benefits the Branch 84 Scholarship Fund

*****Don't Delay- Space limited to 25-foursomes! ***
 Deadline: April 27, 2018**

Pheasant Ridge Golf Course
 6065 Rittman Road
 Gibsonia, PA 15044

Directions: PA-8 NORTH (William Flynn Hwy)
 Turn right onto Heckert Road
 Turn Right onto Bakerstown Road
 Keep Left onto Bakerstown Culmerville Road
 Turn Left onto Rittman Road

Registration Form:

Station or PO: _____

Captain: _____

Team Member: _____

Team Member: _____

Team Member: _____

Enclose check payable to:

Branch 84, NALC
 841 California Ave.
 Pittsburgh, PA
 15212-3870

Spots. will be reserved only upon receipt of full payment.

Solutions for Caregivers

Alex Criego, HBR Representative

Caregiving can be hard - Access your Solutions for Caregiver Benefit

The NALC FEHB has Caregiving support and services to help you and your family.

You have access to Solutions for Caregivers and our care planning and coordination services as part of your benefits. With this benefit we support of the well-being of the care recipient and help relieve stress for you and your family. These services can be tailored to fit your needs.

* Care planning and coordination services

*On site assessment for complete health and well-being overview

*Personalized care plan created to meet unique needs

*Phone consultation to unite all persons involved

*Coordination of programs and services with local and community-based resources

The Number for NALC HBP members to access "Solutions for Caregiver" is the Optum UBH number:

1-877-468-1015.

The Optum team will make the Caregiver referral to our Solutions for Caregivers team.

April is EAP Awareness Month

EAP Focuses on Health, Wellness, & Prevention.

Are you experiencing the stress of trying to balance your work and the needs of your family? Do you have a worry or concern that you just can't shake? Is today the day you want to start living and feeling healthier? It's moments like these when you realize your EAP is a time-saving, stress-relieving power tool that helps you do more and be more!

Have you looked at and your EAP benefit lately? They are so much more than the counseling service you probably think they are. EAP is not just for employees. Your USPS EAP is a benefit your entire family can utilize. Your partner, child, parent, or even your roommate may be eligible to use the EAP. In fact, anyone who lives in your home, with a few

exceptions, is able to take advantage of the free services provided by the EAP.

And, it's provided to you by the USPS at no cost.

Here are just a few of the areas where your EAP gives you the power to be healthier, happier, and get more from life:

- Improving your health and wellness
- Balancing work and life
- Managing stress; controlling depression and anxiety
- Improving relationships
- Quitting tobacco, alcohol, or drug use
- Caring for children or aging parents
- Working through grief and loss issues

To meet the needs of a continually evolving and online world, the EAP offers web-based therapy through their EAP4YOU.com website. Five, confidential programs are offered on the topics of anxiety, sleep, depression, substance abuse, and obsessive-compulsive disorder. The interactive programs offered are self-paced and can be accessed in the privacy of your home and at your convenience. There is also EAP life coaching available. The purpose of coaching is to develop personal strengths. Life coaching can help you keep on track with finances, meet your weight loss goals, increase your organization skills, and attain personal growth.

Be sure to check out www.EAP4YOU.com. Visit topic-related centers. The in-depth information you want most is right at your fingertips in easy-to-navigate, dedicated centers. Discover interactive wellness tools. Learning how you can become healthier and happier is empowering—and fun, too!

The Employee Assistance Program is Free, Voluntary, and Confidential. Your first appointment can be on the clock. The benefit is available to postal employees and members of your household. For more information about the EAP contact:

Meghan Huerbin, LPC
W.PA District EAP Consultant
412-322-2581
MHuerbin@magellanhealth.com

Or call 800-327-4968 (800-EAP-4YOU) TTY: 877-492-7341 available 24x7

National Assoc. Of Letter Carriers
Clyde Kelly Branch 84
841 California Avenue
Pittsburgh, PA 15212

Non-Profit Org.
U. S. Postage Paid
Pittsburgh, PA
Permit No. 3141

Return Service Requested



The Branch will be purchasing the above shirts from King Louie America Apparel. The shirts are union-made apparel. The Cost is \$33 per shirt and will be embroidered. The sizes range from S-2XL. If interested in ordering, please complete form and return to Branch by April 30 2018. We will also be ordering Jackets with the Br 84 logo for \$70.

Name: _____

Phone Number: _____

Shirts:
Qty: _____ Size: _____

Jackets:
Qty: _____ Size: _____

Mail to:
NALC Branch 84
841 California Ave
Pittsburgh, Pa 15212

Please enclose check/Money Order payable to Branch 84 when ordering

