

National Association of Letter Carriers AFL-CIO

THE UNION CARRIER

Branch 1100

Affiliated with the Los Angeles, Orange, San Diego and Imperial Counties Labor Councils

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www.nalcbranch1100.org

October - November - December 2024



MEMBER APPRECIATION PICNIC

VETERAN'S RIGHTS

BY HORACE A. LEWIS II
Executive Vice President



With Veterans Day right around the corner, thank you to all of the Veterans and thank you for your service. It's a good time to remind our Veterans you have certain rights available to you. When you are called to active duty call the Union (branch) as you have the right to suspend dues during active service. Sometimes we have no idea that

you are on active duty. When you notify HRSS (shared services) that you will be placed on active military service status, you may qualify for paid time from the postal service based on your active service. Section 517.21 of the ELM states the following qualifications for the paid leave: **The Army National Guard of the United States, The Army Reserve, The Naval Reserve, The Marine Corps Reserve, The Air National Guard of the United States, The Coast Guard Reserve, and The Air Force Reserve Eligible.** Full-time employees are granted 15 days of paid military leave per year. Eligible part-time employees are granted one hour of paid military leave for each 26 hours in a pay status in the preceding fiscal year, not to exceed 80 hours. Advance notice should be given on a PS form 3971, notating military service. However, paid military leave must be used during the USPS fiscal year, which begins on October 1 and ends on September 30.

You must notify the union when on active duty to have you union dues waived. If you are going to be on active duty for an extended period and will be using your VA benefits for health care, you may suspend your postal health insurance (up to 24 months) until you return but

that suspension will also include any family members on your plan. For the first 12 months you will be responsible for the employee share of the health insurance premium. For the second 12 months you may be responsible for both the employee and the employer portions. Notify HRSS if you wish to suspend/terminate your health insurance prior to deployment, otherwise you may be billed accordingly for your health insurance premiums. If your service is for 30 days or less, your FEHB/PSHB enrollment will continue without change.

You also may qualify for **Wounded Warrior** leave if you were determined to have a service-connected disability of 30% or more. When approved this will allow 104 paid hours per year of eligible wounded warrior leave for treatment or care related to the service disability that is not rolled over to the following year if not used, however there will be a new 104 hours added each calendar year for qualified veterans. It will show on your paystub when qualified. Call HRSS to enroll.

Finally, I encourage all veterans with qualifying military time to buy back their military time (unless you qualify for a separate retirement from the military) and do so within 3 years' time of becoming a career (PTF or regular which ever applies) to avoid the additional interest you will owe starting at three years. Although your military time may qualify for additional annual leave with the postal service without deposit, you will need to make the deposit to be able to use that time towards retirement. That being said it is still usually beneficial to buy back your time even if you are close to retirement as the additional dollar amount added to your retirement check will recoup your deposit paid usually in less than 2 years' time. Call HRSS to start the process 877-477-3273. Thank you to all who have served. Happy Veteran's Day and Happy holidays to all.



The UNION CARRIER
OCTOBER NOVEMBER DECEMBER 2024
is a publication of
NALC Branch 1100
13252 Garden Grove Blvd. Suite 100
Garden Grove, CA 92843-2204

BY PAUL PERRY



As of the writing of this article the contract still has not been settled. Here are the latest updates that we have received, In early July the NALC and the USPS bargaining representatives spent a week “locked down” in a Washington, DC hotel focusing on negotiations for a new collective bargaining agreement. President Renfro stated that the week of uninterrupted negotiations resulted in progress toward resolution of numerous outstanding issues. The number of unresolved issues has narrowed significantly, and they will continue negotiations in the coming weeks. At the National Convention held in Boston, the first week of August, President Renfro stated: “Today, we are near agreement on the major economic pieces of a tentative agreement.” President Renfro also stated that it is very possible, even likely, that a tentative agreement will be reached and sent out to NALC members to consider for ratification. He also stated that the primary goals are to obtain wage increases and maintain cost of living adjustments protections that reward carriers, eliminate the two-table wage structure and replace

it with a single pay table, maintain health care, leave and retirement benefits, maintain protections against subcontracting and negotiate changes to work rules that would benefit NALC members.

It has now been over 460 days since our National Agreement expired. During this period the APWU (American Postal Workers Union) has received three cost of living adjustments. In August 2023 the cola was \$998.00, March 2024 the cola was \$354.00 and in September 2024 the projected cola is \$977.00. The three colas add up to \$2,329 dollars per year that the letter carriers haven’t received.

In the past when Vincent Sombrotto was our National President, the NALC and USPS negotiated 90 days prior to the expiration of the National Agreement. After 90 days a mediator was brought in for sixty days to try to reach an agreement. When the sixty days expired, and no agreement was reached the parties would pick a neutral arbitrator and schedule a hearing within a few months.

The family of Ida Jean Haxton wanted to thank Branch 1100 and all the letter carriers and their family members for their support and for collecting over 2200 letters to be sent to the parole board. The parole hearing was held on August 23, 2024, and her killer was denied parole. Thank you for supporting the family of our fallen sister.

IRENE LEES SCHOLARSHIP RECIPIENTS



Branch 1100 children Wendy Huang daughter of carrier Jack Huang of San Clemente, Malia Rahman daughter of carrier Mohammad Rahman of Riverside, and Sophie Nguy daughter of carrier Bac Nguy of Huntington Beach are pictured with Branch 1100 President Paul Perry and Executive Secretary/HBR Sharon Peralta. Honorable mention went to Mathew Galindo son of carrier Carlos Galindo of Anaheim.

OPEN SEASON

BY SHARON PERALTA
Executive Secretary / HBR



All Postal Service employees, annuitants and their eligible family members who are enrolled in FEHB will select a PSHB plan during the Open Season period, which runs from Nov. 11, 2024, to Dec. 9, 2024. Participants who take no action during Open Season would be automatically enrolled into a plan option offered by the same carrier that has equivalent benefits and cost-sharing to the FEHB plan option in which the postal employee or annuitant was enrolled in for the 2024 plan year. Should the health plan participate in PSHB but not offer an equivalent PSHB plan to the individual's FEHB plan, the participant will be enrolled in the PSHB option that is most like the 2024 FEHB option, as determined by OPM. If no such plan option is identified, the member will be automatically enrolled into the lowest cost nationwide plan that is not a high deductible health plan and does not charge an association or membership fee. You will receive more information prior to open season on your plan and may also call the PSHB Navigator Help Line at 833-712-7742. You will be notified of your current plan's new code under PSHB. Annuitants may also read more at www.keeping-posted.org. Look for the comparison tool there.

A new enrollment platform, the Postal Service Health Benefits System (PSHBS) will be introduced for the 2024 Open Season. The PSHBS will be used specifically for health benefits enrollment. The new system will require a login.gov account. Information on how to login and enroll will be provided to employees and annuitants before the 2024 Open Season period. Alternate methods of enrollment for the PSHB Program will also be provided. If you are an annuitant using servicesonline.opm.gov you already have a Login account, you can access during open season. For everyone else creating a login.gov account will require giving your email address. Alternate methods of enrollment for the PSHB Program will also be provided during Open Season. You will have access to Checkbook to compare plans from Liteblue. Or you can go to OPM.gov and click on Healthcare, Plan infor-

mation, Compare plans. This is also available by typing "compare health plans" into the search box.

If you have a reason to disenroll in Medicare Part B, you need to do so prior to January 1st or you will lose your PSHB health insurance. This year FEHB plan participants could opt out of Medicare Part D coverage and keep their FEHB prescription coverage. At the time this article was written, if you attempt to disenroll in Medicare Part D prescription coverage from PSHB starting January 1, 2025, you will lose your PSHB plan's prescription coverage. If the member chooses to sign up for Medicare Part B, the spouse will be required to do so as well. As proposed, Medicare Part D-eligible annuitants and their family members who choose to opt out of or disenroll from the PSHB plan's Part D EGWP (Employer Group Waiver Plan) would not have access to prescription drug benefits through their PSHB plan and would not pay a lower premium than those enrolled in the Part D EGWP. An individual who opts out of or disenrolls from the Part D EGWP would be allowed to enroll again during the next open season or an applicable Qualifying Life Event (QLE) if they wish. To ensure that the drug coverage under a PSHB plan's Medicare Part D EGWP is equal to the drug coverage under the PSHB plan, OPM has required that PSHB plans' PDP EGWP formularies must include the same covered drugs and cost-share as the plan's formulary.

If you currently have Medicare Part A & B and a health plan that gives you a partial reimbursement of Part B premiums, have you submitted your form for reimbursement? NALC high option offers a \$600 reimbursement via the Health Equity Account. Call the branch for a claim form to fax or mail in or use the mobile app. If your plan offers a reimbursement of Part B premiums you will need to send in proof of your Part B premiums paid, such as your social security COLA adjustment statement, etc.

A reminder when employees have a child reaching age 26, the child will no longer be covered under their health plan, and the enrollee will need to adjust their plan to individual if applicable, through the new PSHB portal or through HRSS / OPM if it is during the 60-day Qualifying Life Event outside open season. Everyone will receive a new PSHB Health Plan card for their plan and welcome packets will be sent depending on your plan.

IF YOU CAN'T DO LITTLE THINGS YOU CAN'T DO BIG THINGS

BY LINDA KAKALIA

Treasurer



At the end of August, Branch 1100 officers attended a town hall meeting with US Representative Maxine Waters and the Postal Service concerning the state of postal services in the communities of Inglewood, Hawthorne, Gardena, Compton and the surrounding areas. This was a great opportunity for the community to come out and express their concerns about the delivery issues they were experiencing in their neighborhoods.

The meeting started off with the Postal Service giving a presentation about where the company was a decade ago and where they aimed to be in the next decade. They outlined their plan and all the changes that they would be making which potentially realize a profit of billions of dollars if executed correctly. While informative, this was not why the people of the community gathered. They wanted answers and, truth be told, they were rightful in their frustrations with the Postal Service.

The residents of the community expressed frustrations with the long lines at the Post Office, the hours of delivery and retail window, the non-existent maintenance of Post Offices, mail delivery delays (even experienced by Representative Waters) of days, weeks, and sometimes months, redeliveries not being made upon request, thefts, return receipts not being returned after paying for the service, no supplies at the Post Office, and accessibility issues caused by Post Offices shutting down. One of the biggest concerns was the lack of communication by the postal service. One lady had her customer complaint closed out 6 times without ever getting a valid response, including when she requested to speak with the manager on 6 different occasions. Sound familiar? We are familiar with our customers' issues because we are on the streets every day interacting with them and typically deal with the same issues. As letter carriers, we value

customer service and do our best for our patrons.

While many issues were brought up concerning how the Postal Service operated, it was nice to see how the community supported their letter carriers and mostly wanted to fix the issues because they realized the necessity and value it brought to their quality of life. There were one or two occasions where it was stated that the attendance of employees may have been the problem with delivery issues, and this was quickly shot down. Our 2nd Vice President, Elias Torres, spoke about the long hours worked by letter carriers and the dedication each of us had towards serving the communities and our Director of Safety and Injury Compensation spoke about the retention and mistreatment of letter carriers and demanded to know of the Service, why they chose to just move managers around or promote them, instead of dealing with them appropriately. Even customers argued that our letter carriers should not be out at 9 or 10 o'clock at night because they were afraid for their safety, and if they were concerned about it, why wasn't the Post Office?

I really wish to fill you all in of this town hall meeting because I think it is important you know how important you are to the community you serve and how much support you have from them, from your union, and from other postal service employees. Following this town hall meeting, Representative Waters informed all the unions present that she was planning on having an additional meeting with just the Union's and the Postal Service which will be an excellent opportunity to voice more of our concerns, and ultimately, to shed some light on ways that we can improve service to our patrons and improve the working conditions of our letter carriers.

One of the patrons that spoke to the Postal Service during the meeting said it best when he looked the District Manager in the eye and said, "If you can't do little things, you can't do big things." Now all the Post Office has to do is listen.



DELIVERING IN UNSAFE CONDITIONS

BY ROXANN GONZALEZ

Director of Safety & Injury Compensation



It is almost that time of year when daylight savings ends and carriers are spending more time delivering in the dark. Many of you are working long hours and will be delivering mail in the dark. You may feel that it is unsafe to deliver mail in the dark, and in some cases it is. Arbitrators have ruled that darkness in itself is not unsafe.

Darkness can contribute to an unsafe situation, but we will need to be able to explain why it was unsafe to deliver that particular swing. You will need to inform your supervisor why you believe it is unsafe to deliver the swing.

Years ago, as I was delivering mail in a Long Beach neighborhood, I had a situation where I felt it was unsafe to deliver after dark. I called to let the station manager know that I felt unsafe delivering the rest of my route. That part of my route was not well lit, and it was a high crime area. She said she would have someone bring me a flashlight. I told her that a flashlight was not going to make me feel safe. She then asked if she would come out and walk with me, would I feel safe. I told her I would feel safer, and I would be waiting in my vehicle for her to arrive. She sent another carrier out to walk with me for the rest of the route. Now, had she not offered a solution to my unsafe situation and ordered me to continue I would have refused to do so. That would have more than likely resulted in discipline. Then I would have had to defend that decision with evidence of those specific safety problems. Such as a crime report for the city and photos of the area that was not well lit. If you are going to refuse an instruction to deliver because it is unsafe, be prepared to defend that decision.

Some carriers are still working over 12 hours in a day and 60 hours in a week. This can lead to fatigue, which could create an unsafe situation. At some point you may realize that it is unsafe for you to continue delivering. Please do not endanger yourself or others by continuing to deliver when it is unsafe for you to do so.

You will need to inform your supervisor that you are fatigued or sleepy and it would be unsafe for you to continue. They may tell you that they have nobody else to deliver and you need to finish the route. They may give you a direct order to continue. As you all should know by now, if an instruction is unsafe, you do not have to follow that instruction. If management is giving you an instruction that is unsafe, fill out a PS 1767 Hazard Form and submit it to that supervisor. Explain that it is not safe for you to continue driving because you are fatigued, or whatever the case may be. Then clock out and leave. Getting the mail delivered is not as important as the well-being of you and/or the public. Always put safety first.

OSHA states that workers have the right to working conditions that do not pose a risk of serious harm. They have the right to exercise their rights under the law without retaliation, including reporting an injury or raising health and safety concerns with their employer. If a worker is retaliated against for using their rights, they must file a complaint with OSHA as soon as possible, but no later than 30 days.

If you are retaliated against, such as disciplined, you can file a whistleblower complaint with OSHA. That program is intended to protect workers who are retaliated against for reporting accidents, on the job injuries and unsafe working conditions. Please contact me for assistance in filing a whistleblower complaint.

Thank you for all that you do, please be safe and stay well.



RETIREMENT SEMINAR

SUNDAY OCTOBER 27, 2024
11 AM TO 3 PM

AT THE
BRANCH UNION HALL
13252 GARGEN GROVE BLVD.
GARDEN GROVE, CA 92843

Must RSVP to reserve your seat
RSVP on our website nalcbranch1100.org
Click on "Retirement Seminar" to RSVP
or call the Branch by October 21st
714-748-1100

SHOP STEWARD OF THE QUARTER



**STARKEISA JESTER
REDLANDS
FIRST QUARTER 2024**



HAPPY HOLIDAYS

Join us for the Branch 1100 Holiday Party.
Open to members and their families. You can visit with Santa,
feast on a holiday meal, while decorating cookies.

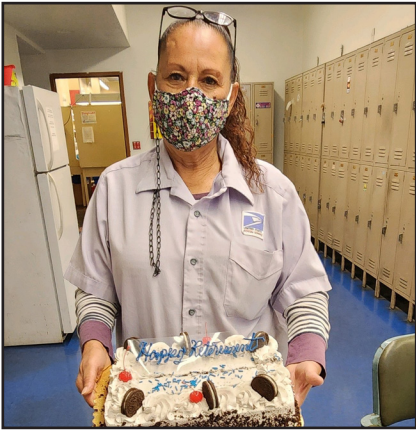
December 10, 2024

4 - 9 PM

Charlie Miller Hall

13252 Garden Grove, CA 92843

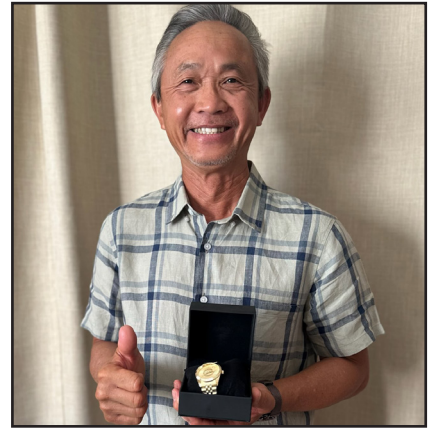
LAST PUNCH BUNCH



*Antoinette Barral
Montebello*



*Patty Bishop
Moreno Valley*



*Timothy Bui
Whittier*



*Ruben Cabrera
Orange*



*Jose Canizalez (middle)
Pomona*



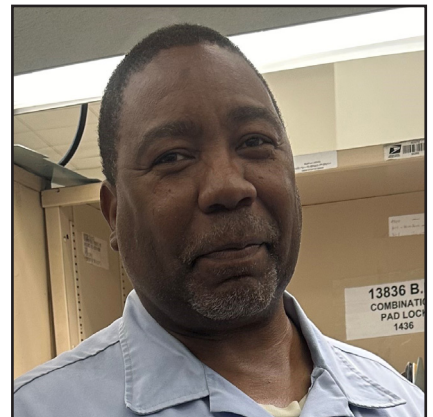
*Sandy Ferrer
Pomona*



*Yong Kim
Compton*



*Leopold Palomar
Bellflower*



*Anthony Parnell
Venice*

LAST PUNCH BUNCH



*Robert Pope
Santa Monica*



*Selso Ramos
San Gabriel*



*Daniel Rosales
Anaheim*



*Sanga Vacharapornsoph
Pomona*



*Javier Vargas
La Mirada*



STATIONARY EVENTS

BY DARRELL JEFFERIES

First Senior Vice President



Technology is constantly being improved. The postal Service has tried in some ways to keep up with the changes in technology. In the past few years the postal service started utilizing scanners that tracks the carriers every move. With the addition of this scanner, management has become

very dependent on the data created by the scanners. Some of the data management has become dependent on is when the scanner shows online that the carrier has been stationary for a certain amount of time. Due to this data, management has been issuing discipline to carriers. Some of the charges management uses are “failure to follow instructions”, “stational inactivity/ stationary event” and “unsatisfactory work performance”.

On pretty much every piece of discipline management cites failure to follow instructions. The reason this charge is used is because they’re trying to tie all types of discipline together in order to use such discipline as progressive discipline. Example, you receive a letter of warning for attendance/failure to follow instructions. Then you receive a 7 day suspension for unsatisfactory work performance/failure to follow instructions. Management will use the failure to follow instructions in the 7 day suspension in order to justify

the 7 day suspension as being progressive, even though the two disciplines are not similar in nature.

The charge in the disciplinary letter for stationary time is “scanner inactivity/stationary event” and “unsatisfactory work performance”. This charge is usually due to periods of 10 minutes or more where the scanner data shows that there is no movement. There could be several reasons the scanner shows there is no movement. Although the scanners can be accurate at times, they are not 100% accurate and that’s why management cannot just rely upon the data to prove the discipline issued is for just cause. Rather than management going to the street doing observations, they rely strictly upon this data without personally laying eyes on the carrier. By relying on such data, management has no proof that the carrier is not working. The burden falls on management to prove the carrier is not performing work duties, regardless of what the data says.

Be aware that this type of discipline is on the rise. Continue to do what you do, be where you’re supposed to be. Continue taking the necessary breaks for your safety and unless management can prove you are out on the street wasting time any discipline regarding stationary time is not justified. The only way to prove you’re wasting time is for management to physically see you and not because the data says you have been in the same spot for 10 minutes or more.

California State Association of Letter Carriers Saxsenmeier Scholarship Recipients



Branch 1100 President Paul Perry, Wendy Huang daughter of carrier Jack Huang of San Clemente, Dorothy Thorton daughter of carrier Tim Thorton of Santa Monica and Derek Simpson

JOB BIDDING

BY ESTEVAN VELASQUEZ

Fourth Vice President



Bidding on job assignments is a perk that letter carriers enjoy and are entitled to do while working for the US Postal Service. Having the option to bid on different routes and/or T-6 assignments is a nice benefit and you should know how to take advantage of this

JCAM Article 41.1.A.1 states in part:

Section 1 Posting

A. In the Letter Carrier Craft, vacant craft duty assignments shall be posted as follows:

1. A vacant or newly established duty assignment not under consideration for reversion shall be posted within fourteen calendar days from the day it becomes vacant or is established, unless a longer period of time is negotiated locally.

When an assignment becomes vacant and available for bid, management is to post it within 14 calendar days. This may be different from station to station, as many of the guidelines for postings may have been negotiated at the local level. Each office posting rules can be found in its respective Local Memorandum of Understanding (LMOU). Other items that can vary in each LMOU are the time frames that the job post will be available for bid, possible "retreat rights", etc.

Currently, the USPS has a process in place for bidding, which includes the ability to bid on assignments 24 hours a day, 7 days a week. (Some offices are still bidding by paper) However, keep in mind that you get time on the clock to do your online bidding. This "eJob Bidding" process is Automated Job Bidding found on www.LiteBlue.usps.gov. On the website you can:

- Review Position Information
- Enter Bids
- Change Bids
- Withdraw Bids
- Confirm submitted Bids
- Review complete Bid History
- Exercise Retreat Rights

Article 41.1.B instructs management that they are required to post the notices of the vacant routes up for bid "on all official bulletin boards at the installation where the vacancy exists, including stations and branches, as to assure that it comes to the attention of employees eligible to submit bids."

It is a good idea to attempt to submit the bid for your desired assignment(s) as soon as they become available, in case there are any technical issues or if there is a need to request a new USPS Pin number. It is imperative that you, as the potential bidder, have your EIN and USPS pin ready to use, as they will be needed to access any of the automated bidding applications. If there are any difficulties using the system, immediately communicate it your manager or District HR Services, and be ready to provide your name, EIN, USPS pin, Bid Cluster, Craft and posting number. The phone bidding process is also available by dialing 1-877-477-3273 option 2, and in some cases, manual bids can be accepted. If you need assistance with job bidding to vacant or newly established duty assignments, please reach out to your shop steward or contact a branch officer.

As with all postal dealings, please print a copy of the completed job bid receipt and/or keep a screenshot picture of the records.

SEASON'S GREETINGS

The Holiday season is a perfect time to spread some cheer. We are collecting new unwrapped toys and donations to bless Branch 1100 families in need.

If you have a Branch 1100 member to recommend, please contact Yesenia Robles, Gigi Estrada or November 1, 2024. They can be reached by phone.

Tina Bushee (951)377-7124 Gigi Estrada (909) 261-2410



**SHOP STEWARD
OF THE QUARTER**



**MERZA PALMA
SAN PEDRO
SECOND QUARTER 2024**

**NALC BRANCH 1100
PRESENTS**

John Jackson Deep Sea Fishing Trip

**October 13th at 5:00 AM
Leaving from Dana Point
\$120 (\$60 deposit to reserve spot)
Full Day on The San Clemente**

**For full details of the trip please contact
Darrell Jefferies @ 714-748-1100**

LOCAL BOY SCOUT

BY ANITA PRY

Second Senior Vice President



The Corona Main Post Office Letter Carriers, Postmaster and staff helped a local Corona resident and boy scout, Blake Apat, earn his Citizenship in the Nation Merit Badge. Scout Apat, is trying to reach the rank of an Eagle Scout. One step toward achieving that rank is to receive a Citizen

in the Nation Merit Badge, which is extremely prestigious. This involves performing various tasks, one being to tour a federal facility, and then explaining to his scout counselor what he saw and learned about its function in the local community and how it serves our nation.

That is where the Corona Main Post Office jumped into action when the letter carriers and management staff, opened their federal facility. Scout Apat, had an opportunity to speak to letter carriers and clerks and watch them conduct their office morning duties, such as casing mail for their assignments and explaining their core duties servicing the community.

One other requirement in reaching his merit badge is to name his two senators and the member of congress from his congressional district. Scout Apat, will also be writing a letter about a national issue.

Scout Apat, discovered during his visit with the letter

carriers, that many of them began their federal/postal service careers in a non-career position before transitioning into a career status. These letter carriers were employed as Transitional Employees (TEs) and City Carrier Assistants (CCAs), and they do not receive retirement credit for their time spent in these positions.

Scout Apat, will be writing a letter to his congressional representative asking that he supports the Federal Retirement Fairness Act (H.R. 5995). The bill has approximately 120 co-sponsors. The legislation would allow letter carriers and other affected employees the opportunity to purchase retirement credit for the time they spent in these non-career positions, providing greater retirement security.

The Federal Retirement Fairness Act would modify what is considered creditable federal civilian service under the Federal Employee Retirement System (FERS). It would allow these employees to make catch-up retirement contributions for time spent as non-career employees after Dec. 31, 1988, making such time creditable service under the FERS, and for other purposes.

Thank you to the Corona Main Post Office, letter carriers, clerks and management staff for taking time out of their busy schedules and assisting a local boy scout earn his merit badge and putting him one step closer to becoming an Eagle Scout.



PRIDE IN MEMBERSHIP

60 YEARS OF MEMBERSHIP



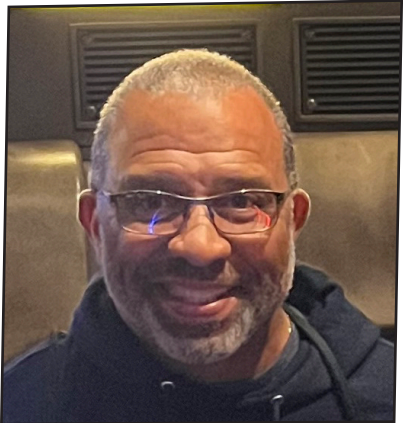
*David Pruitt
Anahiem*

55 YEARS OF MEMBERSHIP



*Norberto Sotelo
Chino Hills*

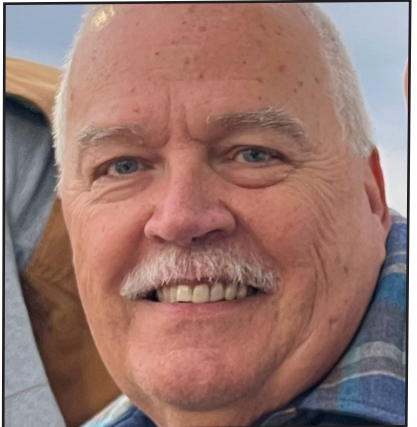
40 YEARS OF MEMBERSHIP



*Copie Collins
Fullerton*



*Meza Cruz
Norwalk*



*Rich Misner
Riverside*

35 YEARS OF MEMBERSHIP



*Jaqueline Aguilar
Garden Grove*



*Mohammed Ashan
Santa Monica*



*Steven Anderson
Pomona*



*Jane Andrew
Venice*



*Genaro Atilano
Costa Mesa*



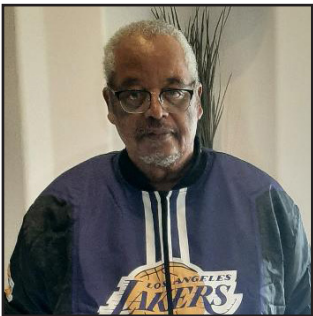
*Nestor Avila
Pomona*



*Julius Cortez
Newport Beach*



*Kristen Darrow
Long Beach*



*Lionel Davis
Compton*



*Suzanne DeCastro
Riverside*



*Frank Estrada
Rosemead*



*Regalao Felizardo
Long Beach*



*Timothy Fry
Trabuco Canyon*



*Dean Graves
Newport Beach*



*Kien Huynh
El Monte*



*Rafael Labrado
Redlands*



*Eric Lopez
Norwalk*



*Roger Lugten
El Monte*



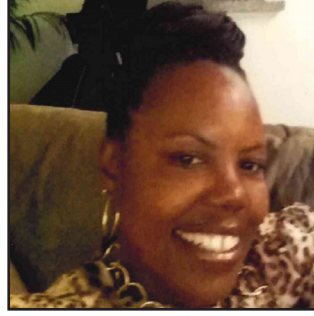
*Debbie Morningstar
Downey*



*Emalie Mueller
Moreno Valley*



*John Neal III
Harbor City*



*Quenna Reece-Wiggs
Santa Monica*



*Michael Ricker
Trabuco Canyon*



*Monica Rolon
Downey*



*Adriana Santander-Lopez
Dimond Bar*



*Eric Shephard
Newport Beach*



*Cara Williams
Compton*



*Raymond Wong
Garden Grove*

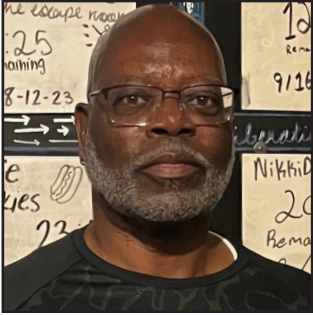
COLOR CODED CALENDARS

If you would like to purchase the
2025 color coded calendar
please reach out to your local steward
or call retired letter carrier

Gerald Cohen
310-452-5041. No Texts Please

Happy
2025
New Year

30 YEARS OF MEMBERSHIP



*Bryant Cunningham
Compton*



*Josefina Gaspar
Santa Monica*



*Norma Kaminski
Riverside*



*Paul LaRocco
Trabuco Canyon*



*Thomson Le
Garden Grove*



*Alex Magdaleno
Paramount*



*Virginia Magdaleno
Pico Rivera*



*Javier Ordonez
Redlands*



*Leticia Ortega
Fulleton*



*George Pena
Chino Hills*



*Pedro Peralta
Riverside*



*Ramon Perez
Garden Grove*



*Steve Rocco
Newport Beach*



*Jeffrey Soriano
Rosemead*



*Jose Toruno III
Buena Park*



*Julio Urata
Garden Grove*

Leave Blank for Calendar 2025

Leave Blank for Calendar 2025

30 YEARS OF MEMBERSHIP



*Marsha Valencia
Lynwood*



*Alberto Villarino
Montebello*



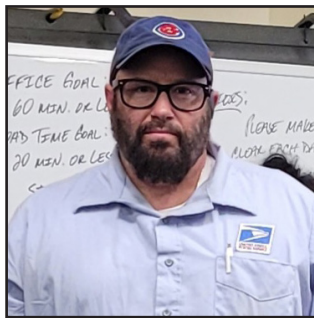
*Kim Vuong
Huntington Beach*



Happy New Year!



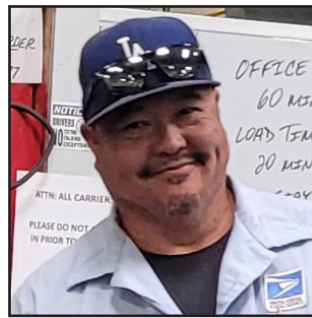
25 YEARS OF MEMBERSHIP



*Keith Collamore
Newport Beach*



*Patrick Conry
Newport Beach*



*Gene Fujita
Newport Beach*



*Terence Fuyumuro
Redlands*



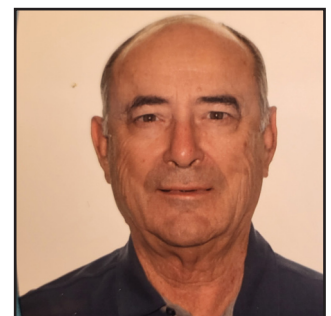
*Jose Garcia
Santa Monica*



*Julio Gonzalez
Pomona*



*Michael Haas
Pomona*



*Robert Hill Jr.
Los Alamitos*

25 YEARS OF MEMBERSHIP



*Jason Hofer
Whittier*



*Penny Hull
Inglewood*



*Richard Labrador
Newport Beach*



*Robert Lucero
Newport Beach*



*Peter Macapulay
Newport Beach*



*Alfredo Mojarro
Montebello*



*Erik Mossman
Long Beach*



*Eugene Myers
Redlands*



*Francisco Nava
Newport Beach*



*Richard Nino
Riverside*



*Florentino Quevedo
Santa Monica*



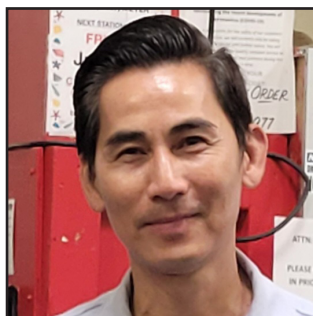
*Teresa Ramos
Downey*



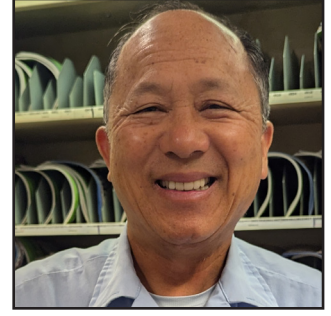
*Victor Saldana
Santa Monica*



*Roberto Tandoc
Long Beach*



*Sonny Tu
Newport Beach*



*Steve Vu
Inglewood*

MEETING MINUTES

May 14, 2024

The meeting was called to order by President Paul Perry at 7:30 p.m. A quorum was declared by Sgt-at-Arms, Terry Campbell. The pledge of allegiance was led by Sgt-at-Arms, Terry Campbell. The Roll Call of Officers taken, and all members were reminded to sign the book, which is the official record for meeting attendance, to establish a quorum, and for convention compensation eligibility. Minutes of March, April 2024 branch meetings were read **MSC**. Reading of class names. Financials for March, April 2024 were read. **MSC** The Executive Council minutes for April, May 7, 2024, were read. **Guest Speaker Region 1 NBA Keisha Lewis** spoke on the pilot program in Hayward for key fobs instead of arrow keys, the new legislation to protect our letter carriers, the great job our branch B Team members are doing and having Dwain Young on board for Branch 1100 pre-Arbs.

Communications and Notices: Stephanie Stewart Director of our NALC Health plan sent a thank you for our participation in their Breast Cancer Awareness campaign. Former letter carrier Robin Kalde wrote in support of our efforts to prevent parole of Gabriel DeLuca Brain Bump of Branch 133 also wrote in support and sent letters signed by their members. Cory Champagne VP of Branch 2464 wrote with unanimous support from his members at their meeting. There were 160 applications for new members. **MSC** There were thirty-nine (39) cancellations and 131 separations. **New members in attendance** are from South Gate, Carson, Long Beach, San Juan, Orange, Lakewood, Cypress, Seal Beach and Anaheim.

Officer/Committee Reports: **Letter Carrier's Political Fund:** Derek Simpson spoke on the new bill HR7629 to Protect Our Letter Carriers where assaults would be treated the same as an assault on a police officer. **MDA:** Justin Landrum reports we continue to sell food at our meetings for MDA, the 50/50 Drawing, Jerseys for sale for the convention, the Dunk Tank tickets at the picnic, Basket raffles, Boston pins and buttons to be sold at convention, the July wine trip and the Vegas Turnaround in October. **Wine Trip:** Gigi Estrada reports a new bus company has been found and to save the date for July 21st, 2024. **Motion was made to spend \$2,000 to be reimbursed with proceeds from the ticket sales.** **MSC** **Picnic** Elias Torres reports it is June 9th with 550 people signed up to date. A great event with Tug-a-war challenge, city vs city, Jumpers, popcorn, and games. They are requesting to borrow easy ups and tables.

TIARP: Erik Mossman reports this memorandum expires May 31st with no word of it going to be extended to date. **Food Drive:** Mirna Jimenez thanked all the stewards, officers and members for their hard work. She asked everyone to send their photos to Sharon for the upcoming newsletter. Hold any leftover cards or bags in your office or call her to have them stored. Don't forget to give her your office totals!

Paul Perry Paul reports

- There are more than 2000 letters for the parole board asking DeLuca to not be paroled.
- Paul reports we are getting good decisions from the B Teams. Including the JSOV decision from Whittier where she can not supervise carriers.
- Paul reports the ones out of Long Beach for denial of steward time are getting each carrier affected \$500 and the branch \$1500 for the time to grieve this. There have been 6 or 7 so far. Thank you to Stevie and the stewards for these great outcomes.
- There is another out of Pico where the supervisor also cannot supervise carriers for 6 months.

- A postmaster in Pomona is so bad even supervisors are writing statements to try and get rid of 'em.

Awards went to 30-year pin to Cheusa Moua of Yorba Linda 30-yr pin to Danna Gueste of Pomona 35-yr pin to Kathy Horgan Riverside retiree 40-yr pin to Esther Valverde of South Gate. Correction to newsletter Officers are nominated by nature of their position but not compensated by the branch when at National and Branch officers are only compensated by Branch when qualified.

- 15-Minute Open Discussion

Don't forget to sign the sign-up sheet for Picnic volunteers. Ryan Bati of Riverside spoke to encourage all cities to come out for friendly competition. 50/50 drawing had \$192 to MDA and \$192 to Mohammad Rahman of Riverside The meeting was adjourned at 8:44 pm in the name of all who have passed on.

June 11, 2024

The meeting was called to order by President Paul Perry at 7:30 p.m. A quorum was declared by Sgt-at-Arms, Terry Campbell. The pledge of allegiance was led by Sgt-at-Arms, Terry Campbell. The Roll Call of Officers taken, and all members were reminded to sign the book, which is the official record for meeting attendance, to establish a quorum, and for convention compensation eligibility. Reading of class names. Minutes of May 2024 branch meetings were read **MSC**. Financials for May 2024 were read (Horace Lewis). **MSC** The Executive Council minutes for June 4, 2024, were read. **Unfinished Business:** A motion was made to spend \$7,790 to book the Vegas Trip, which will be reimbursed through the ticket sales with the remainder going to MDA. **MSC**

Communications and Notices: Linda Steinman wrote a thank you for honoring David Steinman with his 50-year gold card, pin and letter. She thanked the branch for all the hard work done in support of letter carriers and their benefits, as they are much appreciated. There were twenty-seven (27) applications for new members. **MSC** There were two (2) cancellations and fifty (50) separations. **New members in attendance** are from South Gate and Fullerton.

Officer/Committee Reports: **Letter Carrier's Political Fund:** Derek Simpson of Brea thanked the officers for the picnic on Sunday and spoke of two new members who signed up as well as four more interested in increasing their allotment to donate. He thanked the stewards who have given him contacts for new carriers to reach out to. **MDA:** Justin Landrum reports we continue to sell food at our meetings for MDA, the 50/50 Drawing, Jerseys for sale for the convention, the Dunk Tank tickets at the picnic, Basket raffles, Boston pins and buttons to be sold at convention, the July wine trip and the Vegas Turnaround in October.

Wine Trip: Gigi Estrada reports the date is July 21st, 2024, leaving the branch at 9am with a 2nd stop at Corona Citrus. It is \$45 per person with the option of purchasing tastings for Maurice in advance for \$20 rather than \$30 (plus tax) at the door. We also have the Vegas Turnaround tickets for \$225 double occupancy or \$300 single, including the bus, LINQ hotel on the strip with payment due by September 5th, 2024. She reports the money raised for MDA at the picnic is \$1599. **Picnic:** Roxann Gonzalez thanked everyone who came out and all the volunteers who began at 9am setting up through the end of clean up. People grilling, monitoring the jumpers, and all the dunk tank volunteers who made it a fun successful event. It was a lot of work, and it would not have been possible without the volunteers. We had about 800 people there, our largest crowd yet in its 4th year, and a lot of positive feedback. Palos Verdes was the Tug-O-War champs this year, after taking on Cypress and San Pedro. **John Jackson Fishing Trip:** Elias Torres spoke on this for June 19th, \$120 per person with a few spots left, leaving at 5am from Dana Point. Gear and fishing license available for purchase, no coolers, bring cash to tip the deckhands who can assist, or for the galley onboard. **Food Drive:** Erik Mossman reports including cash and food, we collected 727,000 pounds.

Paul Perry Paul reports

- There are no updates on the National Agreement.
- He spoke on the passing of retired

National Director of City Delivery Brian Farris May 25th. Fifty-one years ago he was one of the 20 or so branches that merged to form Branch 1100 and he was elected as vice president, later becoming president, then moving on to national business agent and from there National Director of City Delivery. His daughter states he requested no service.

- Paul reports May 31st TIAREAP expired and after a meeting of the officers we are no longer involved in that process. Our people are going back to their offices.
- Paul reports we are on pace to hit 5000 grievances this year and thanked the stewards for their hard work taking on management. We have been getting some great decisions.

Awards went to 25-yr pin to Erik Mossman of Long Beach 30-yr pin to Kim Vuong of Huntington Beach 35-yr pin to Julius Cortez of Newport Beach. The Steward of the 1st Quarter went to Starkeisha Jester of Redlands

- 15-Minute Open Discussion:

Horace Lewis spoke on the importance of the Letter Carrier Political Fund and how one of the issues LCPF is lobbying Congress for is the right for CCAs to buy back their non-career time. It takes money to do this. He asked everyone who has ever been a CCA to give even \$1 per pay period. Go see Derek Simpson to sign up and make a difference. It can't be done with dues money, that's why we have the LCPF. Horace states Brian Renfro told him the issues being pushed for on this contract is a single pay table, no more CCAs, restoration of full COLA at all steps of the pay table. He reports they are still at the negotiation table because once arbitration makes a decision it's final, whereas with a negotiated agreement we are able to vote on the agreement. **Jessica Kamae** Riverside retiree reminded carriers with the expiration of the TIAREAP joint process to not forget their safe park points with any route changes. **Paul Perry** updated the members that the count on letters for the parole board has reached over 2100 and have come in from all over California as well as all across the nation. He thanked everyone who has written and helped collect letters. 50/50 drawing: \$177 went to MDA and \$177 to Regina Kent of Venice. **The meeting was adjourned at 8:14 pm in the name of all who have passed on.**

July 9, 2024

The meeting was called to order by President Paul Perry at 7:30 p.m. A quorum was declared by Sgt-at-Arms, Terry Campbell. The pledge of allegiance was led by Sgt-at-Arms, Terry Campbell. The Roll Call of Officers taken, and all members were reminded to sign the book, which is the official record for meeting attendance, to establish a quorum, and for convention compensation eligibility. Minutes of June 2024 branch meetings were read **MSC**. Financials for June 2024 were read. **MSC** Irene Lees Scholarship awards were distributed to: \$500 Honorable Mention to Mathew Galindo son of Carlos Galindo of Anaheim \$1100 scholarship to Sophie Ngyu daughter of Bac Ngyu of Huntington Beach \$1100 scholarship to Wendy Huang daughter of Jack Huang of San Clemente \$1100 scholarship to Malia Rahman daughter of Mohammad Rahman of Riverside

Derek Simpson presented two of CSALC Saxsenmeier Scholarships to two Branch 1100 children including Wendy Huang daughter of Jack Huang of San Clemente and Dorothy Thorton daughter of Tim Thornton of Santa Monica. The Executive Council minutes for July 2024 were read. **Unfinished Business:** A motion was made to spend up to \$3500 to purchase 50 Dodger tickets for Union Night at Dodger stadium September 7th, 2024, to be reimbursed

through the ticket sales. **MSC**

A motion was made to move \$10,000 from Reserve account W to Reserve account E and \$100,000 from our checking account to reserve account L, which is our building fund. **MSC** **Communications and Notices:** none There were forty-two (42) applications for new members. **MSC** There were zero (0) cancellations and fifty-six (56) separations. **New members in attendance** from Yorba Linda. **Officer/Committee Reports:** **Letter Carrier's Political Fund:** Derek Simpson of Brea reinstated with a branch as large as ours it can be difficult to reach new people but we did sign up more at the branch picnic and he reminded carriers to send carriers to him or call him, the branch or Paul directly. **MDA:** Justin Landrum thanked all the volunteers that helped during the picnic with our dunk tank and raffles. We raised over \$1600 that day for MDA. He reminded the members we have the wine trip, and Vegas trip coming up Oct 13 & 14, see our website or call the branch. People have inquired about a Poker Tournament or cornhole tournament and he asked for feedback if we have enough interest we will schedule these. **John Jackson Fishing Trip:** Darrell Jefferies reports it was a great event with the next fishing trip being planned for October 13th of this year. He is looking at Dana Point again, with more information to come at the next meeting. **Motion was made the President have up to \$5000 discretionary funds at the National Convention.** **MSC**

President's Report: Paul Perry reports:

- National reports both parties are locked down in a hotel this week discussing the contract, working towards reaching an agreement on the few economic and noneconomic issues that remain. Hopefully by the end of the week we might have an agreement we can vote on.

- He reiterated there is a proposed rule with the goal of protecting millions of workers from the extreme risk of heat. This new rule would require employers to establish a heat illness prevention plan to protect workers from the danger of excessive heat.

- Paul stated there are some outstanding special rule inspections out there. TIAREAP ended May 31st and they should have been completed by June 28th or 29th. He reminded carriers to file the grievances if they have any of these in their offices.

15-Minute Open Discussion: **Roxann Gonzales** gave details on the upcoming Union night at Dodger Stadium with a game time of 6:10; there will be a giveaway, but we don't know yet what that will be. The tickets are first come, first serve. **Scott Davenport** of Placentia asked for more info in the next newsletter on the steps for Veterans to take when on active duty regarding their dues, etc. **Motion was made that the next newsletter give what steps Reservists need to do to have dues waived when on active service.** **MSC** (2nd by Horace Lewis) 50/50 drawing: \$126 went to MDA and \$126 to Starkeisha Jester of Redlands. **The meeting was adjourned at 8:19 pm in the name of all who have passed on.**

Respectfully Submitted,

Sharon Peralta
Executive Secretary/HBR

FINANCIAL REPORT

NALC - Branch 1100 Profit & Loss April thru July 2023

Ordinary Income/Expense	May 24	Jun 24	Jul 24	TOTAL
Income				
3010 · Dues	375,060.00	261,048.77	252,074.04	888,182.81
3020 · Advertising	0.00	0.00	950.00	950.00
3030 · Interest 174.82	194.50	0.00	369.32	563.82
3050 · Rental Income	3,730.00	1,425.00	5,230.00	10,385.00
3060 · Miscellaneous	2,155.00	-29.51	1,178.00	3,303.49
Total Income	381,119.82	262,638.76	259,432.04	903,190.62
Gross Profit				
Expense				
5010 · Assignment Expense	3,606.87	10,985.89	1,860.92	16,453.68
5060 · Building Expense	4,691.11	5,873.11	4,613.11	15,177.33
5065 · Custodial Services	1,455.30	1,041.68	1,098.44	3,595.42
5090 · Convention Fund Expense	4,079.87	5,661.66	20,502.38	30,243.91
5110 · Contributions	0.00	3,800.00	0.00	3,800.00
5210 · Dues & subscriptions	4,153.05	0.00	0.00	4,153.05
5230 · Recreation Expense	1,471.12	4,739.18	353.30	6,563.60
5240 · Equipment Lease	2,642.69	2,605.18	2,642.69	7,890.56
5245 · Equipment Purchase	543.72	771.06	0.00	1,314.78
5250 · Fr Bnfts 74,996.51	46,272.09	49,787.69	171,056.29	267,116.07
5300 · Insurance	33,813.00	2,190.00	0.00	36,003.00
5350 · Legal	1,950.00	0.00	0.00	1,950.00
5360 · Miscellaneous Expense	0.00	0.00	-1,433.92	-1,433.92
5370 · Organization Expense	0.00	150.00	150.00	300.00
5390 · Newsletter Expense	0.00	0.00	13,959.15	13,959.15
5400 · Office & Printing Expense	3,113.45	2,769.67	3,109.91	8,993.03
5450 · Officer Expenses	5,047.65	3,533.16	5,160.80	13,741.61
5530 · Postage	2,348.04	5,255.09	3,216.41	10,819.54
5600 · Retiree Expense	3,303.95	0.00	0.00	3,303.95
5649 · Officers Salaries - FT	110,907.43	73,541.04	74,539.01	258,987.48
5651 · Shop Steward Expense	5,933.84	1,148.33	42,481.66	49,563.83
5652 · Office Staff	7,736.19	5,233.36	5,071.26	18,040.81
5700 · Taxes, Licenses & Permits	872.00	0.00	0.00	872.00
5700.2 · Real Property Taxes	231.22	231.22	231.22	693.66
5750 · Taxes - Payroll	15,161.11	10,950.96	15,262.14	41,374.21
5770 · Training & Education	0.00	580.20	750.00	1,330.20
5790 · Telephone	1,377.33	1,190.85	1,496.75	4,064.93
5800 · Utilities 1,827.71	61.71	4,083.65	5,973.07	10,118.43
6560 · Payroll Withholding	46,428.76	33,842.82	33,596.21	113,867.79
6600 · Reconciliation Discrepancies	0.00	0.00	100.00	100.00
Total Expense	337,691.92	222,428.26	282,632.78	842,752.96
Net Ordinary Income	43,427.90	40,210.50	-23,200.74	60,437.66
Net Income	43,427.90	40,210.50	-23,200.74	60,437.66

Jul 31, 24

ASSETS

Current Assets

Checking/Savings

1020.55 Convention Savings C106	194,330.01
1020.44 · Checking Acct (SCP 8215#O) 1	13,233.71
1020.42 · Reserve Account (#A)	248,740.30
1020.43 · Reserve-Emergency-8215-E	52,813.33
1020.46 · Convention Sav. Acct(#B)	248,512.68
1020.47 · Scholar Sav. Acct(#F)	15,632.80
1020.48 · Scholarship CD(SCPCU #)07/11	13,855.54
1020.50 · Building Fund (SCPCU 8215.L)	239,534.78
1020.52 · Reserve Account (#W)	250,118.94
1020.54 · Bank of Labor	246,244.04
1020.6 · MDA(Post City)	137.21
1020.7 · Petty Cash	215.00
1020.8 · Branch Dinner Fund	275.00
Total Checking/Savings	1,623,643.34

Total Current Assets

1,623,643.34

Fixed Assets

Garden Grove Building

1,243,521.00

Total Fixed Assets

1,243,521.00

TOTAL ASSETS

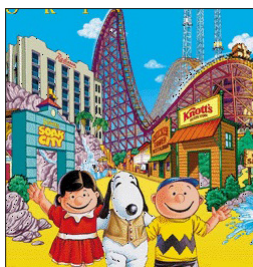
2,867,164.34

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 Moreno Valley 16
 Chino Hills 18
 Mountain Grove 16



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We're sorry, Gold and Silver Experience tickets are no longer accepted in theatres as of July 1, 2018. If you have an AMC Gold or Silver ticket(s), please send legible pictures of front and back of your ticket(s) to goldsilver@amctheatres.com. Please include your mailing address and a member of our team will reissue a comparable Black or Yellow ticket for use in one of our theatres.



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- \$10 Member \$15 N-member

- \$10 Member \$15 N-member



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Branch 1100 Office Hours:

Monday through Friday - 8:00 a.m. to 5:00 p.m.
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National Association of Letter Carriers - Branch 1100

“Union Carrier”

YESENIA ROBLES, *Editor*

TINA BUSHEE, *Editor*

The Union Carrier is published quarterly by Branch 1100, National Association of Letter Carriers, AFL-CIO. The opinions expressed in this publication are not necessarily those of the Union Carrier staff or of the officers of the Branch.

We invite all members to contribute articles for publication. Copy must be typed, double-spaced, and signed by the contributor. Copy must be received five weeks prior to the month of issue. The Editor retains the right to edit, delete, or reject the article for the good of the Branch.

In the hope that material contained herein may be of benefit to the goals of the NALC, permission is hereby granted to copy or use material in this publication verbatim with our best wishes.

NOVEMBER MEETINGS

All Meetings will be at:
 NALC Branch 1100
 Charlie Miller Hall
 13252 Garden Grove Blvd.
 Garden Grove, CA

EXECUTIVE COUNCIL MEETING

November 5, 2024
 7:30 p.m.

BRANCH MEETING

November 12, 2024
 7:30 p.m.

SHOP STEWARD MEETING

November 12, 2024
 Immediate following the
 Branch Meeting

DECEMBER MEETINGS

All Meetings will be at:
 NALC Branch 1100
 Charlie Miller Hall
 13252 Garden Grove Blvd.
 Garden Grove, CA

EXECUTIVE COUNCIL MEETING

December 3, 2024
 7:30 p.m.

BRANCH MEETING

December 10, 2024
 7:30 p.m.

SHOP STEWARD MEETING

December 10, 2024
 Immediate following the
 Branch Meeting

JANUARY MEETINGS

All Meetings will be at:
 NALC Branch 1100
 Charlie Miller Hall
 13252 Garden Grove Blvd.
 Garden Grove, CA

EXECUTIVE COUNCIL MEETING

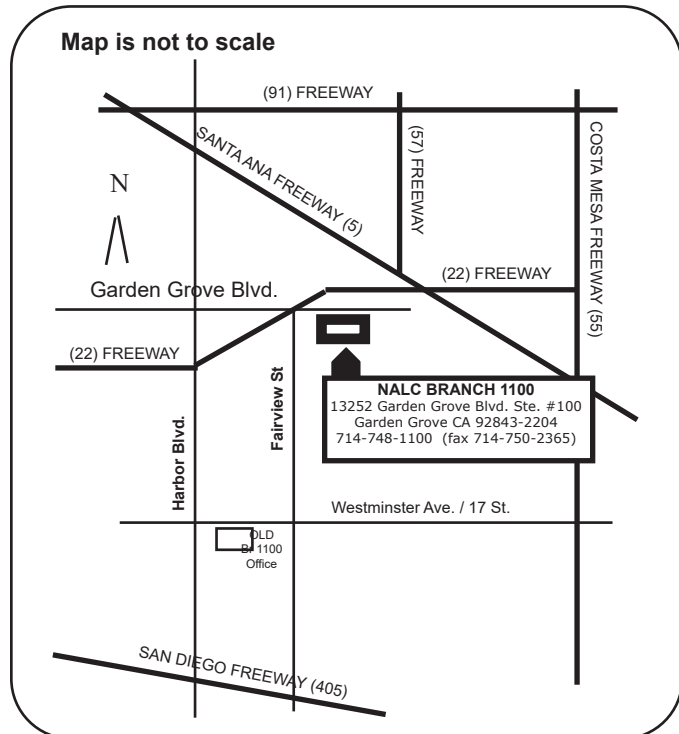
January 7, 2025
 7:30 p.m.

BRANCH MEETING

January 14, 2025
 7:30 p.m.

SHOP STEWARD MEETING

January 14, 2025
 Immediate following the
 Branch Meeting



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**OFFICIAL NOTICE OF NOMINATION AND ELECTION
OF 2025 DELEGATES
GARDEN GROVE, CALIFORNIA**

This is official notice to all Branch 1100 members that nominations for delegates to the 2025 State Convention will take place at the November 12, 2024, regular Branch meeting. Election of delegates, if necessary, will take place at the December 10, 2024, meeting. The meetings are at 7:30 p.m., at the Charlie Miller Hall, 13252 Garden Grove Blvd, Garden Grove, California.

Article 5, Section 2 of the National Constitution reads:

“All qualified regular members shall be eligible to be a delegate or alternate delegate to the National Association Convention or State Convention, except that any regular member who voluntarily or otherwise, holds, accepts, or applies for a supervisory position in the postal career service for any period of time, whether one (1) day or fraction thereof, either detailed, acting, probationary or permanently, shall immediately vacate any office held, and shall be ineligible to run for any office or to be a delegate to any convention for a period of two (2) years after termination of such supervisory status. Upon nomination, the candidate must certify that he/she has not served in a supervisory capacity for the 24 months prior to the nomination.”

Article 5, Section 6, of Branch 1100's bylaws reads:

“Any elected delegate to any convention must be eligible under the provisions of Article 5, Section 2, of the National Constitution of the NALC, and must have attended a minimum of 70% of the regular meetings during the period of time between delegate elections, in order to be eligible to receive branch funds for expenses, with the exception of new members, who must have attended 70% of the branch meetings since becoming a member.”

You cannot be a delegate if you are not nominated. Come to the November meeting or if you are unable to attend give the branch notice, in writing, of your desire to be a delegate and you will be entered into nomination.

Sharon Peralta
NALC Branch 1100
Executive Secretary/ HBR