



THE RED RIVER CARRIER

TT MORRIS BRANCH 1227, WICHITA FALLS, TEXAS

Bowie, Breckenridge, Burkburnett, Electra, Graham, Hedley, Henrietta, Iowa Park, Jacksboro, Megargel, Munday, Mineral Wells, Olney, Quanah, Seymour, and Vernon Merged

September 2025

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If you don't have a seat at the table, you're probably on the menu

Notice of Nominations and Election

NOMINATIONS

Nominations for election of officers and delegates of T. T. Morris Branch 1227 will take place at the regular Branch Meeting on November 13th, 2025, at 7:00 PM at your union hall, 5310 Southwest Pkwy, Wichita Falls TX 76310. Nominations will be the first order of business. Candidates must be present to accept nomination when made of, if absent in writing. All candidates will be required to certify that they have not served as nor applied for a supervisory position in the past twenty-four (24) months and that they are eligible to serve IAW Title V of the Labor Management Disclosure Act of 1959 as amended. Candidates may accept nomination for one officer position only. Nominations will be accepted for the following positions:

President, Vice President, Secretary/Treasurer, Sergeant at Arms, Director of Retirees, and one Trustee position.

All offices are for a two-year term except for the Trustee position which is for three years. Each term begins on January 1st, 2026.

NOMINATIONS WILL ALSO BE ACCEPTED FOR DELEGATES TO THE 74TH BIENNIAL CONVENTION

(The convention is scheduled to be held in Los Angeles CA from August 3rd to August 7th, 2026)

ELECTION

If necessary, an election of officers and delegates will be conducted by secret ballot at the regular branch meeting on December 11th, 2025, at 7:00 PM at your union hall, 5310 Southwest Pkwy, Wichita Falls TX 76310. The election will be the first order of business.

Any member who, for any reason, will be unable to vote on December 11th may obtain an absentee ballot by writing to the election commissioner at: Election Committee, NALC Branch 1227, PO Box 546, Burkburnett TX 76354-0546. Request for absentee ballots must be received by the election committee no later than November 25, 2025. Write in votes are not permitted and will render you ballot invalid.

President's Report

by Chris Snyder, President

I believe May was our last newsletter. Since then, our branch has seen political action, LMOU negotiations in 14 offices, and the implementation of parts of the 2023-2026 National Agreement.

Political and Legislative Advocacy: Battle for Benefits and Safety

Through the spring and early summer, NALC rank-and-file members and NALC HQ were engaged in a multi-front political campaign to protect letter carriers' interests. The primary focus was on the budget reconciliation package proposal in Congress that contained harmful provisions targeting federal and postal employees' retirement benefits.

By the end of May, NALC activism had successfully defeated two of the three attacks aimed at letter carrier retirement benefits in the House's version of the reconciliation package.

This activism continues into June, when the Senate passed its version of the bill, eventually all three attacks on our retirement were stricken from the reconciliation package when it was passed in July.

Also, at the same time another provision that was in the bill was stripping the money away from the Postal Service that congress has given the organization for the purchase of new vehicles for letter carriers.

Don't think for a minute that the fight on these issues or any other to come stops here! As letter carriers for the Postal Service our jobs are federal, and we will always struggle under the whims and wishes of whichever party is in office. As I have always been told "Everything we have in this job, **can be taken away with a simple swipe of a pen.**"

In addition to the retirement battle the fight continues to pass legislation aimed at protecting letter carriers from crime (H.R. 1065), Oppose Postal Privatization (H.R. 70) Federal Retirement Fairness Act (H.R. 1522) (Very important for our CCA members), Improving Access to Workers Compensation for Injured Federal Workers Act

(H.R. 3170), USPS Shipping Equity Act (H.R. 3011) and heat safety.

Regarding the latter, a bill was introduced for heat safety called the "Asunción Valdivia Heat Illness and Fatality Prevention Act of 2025" this bill was also introduced in 2023. When it comes to the heat and heat safety **"WE and everyone that works in an environment that includes extreme heat"** are going to have to be the voice that makes this happen! Those legislators working in their cushy air-conditioned offices don't understand the heat we deal with.

Local Memorandum of Understanding Negotiations: Groundwork for NALC Branch 1227 Letter Carriers Future

June also marked a pivotal moment for your Local Union and the others across the county in which based upon the terms of the 2023-2026 National Agreement the local union representatives and management can open and negotiate the 22 subject items listed in Article 30 of the National Agreement.

In my 20 years active and Local President the last few new National Agreements this was the first time I have ever seen management send a letter with their intent to open local negotiations. Management in their letter stated that language was "inconsistent or in conflict" with the new National Agreement. As usual, we were prepared with our understanding of our rights under Article 30 of the National Agreement and successfully negotiated, keeping the same language that has worked for our LMOU's, in 13 of the 14 offices in our branch. The one outlier was wanting drastic changes in four of the 22 items in which your local wasn't buying what they were selling and ultimately the four items were impasse. Ultimately, your local prevailed with the help of the National Business Agent having pre-arb the impasse and the language remaining the same in that office as well.

It is very important if there are any provisions in the LMOU that you would like us to look at to let us know so that we can be prepared for next time. Probably in

February/March of 2026 National NALC will be opening negotiations for our next National Agreement, when we ultimately get a new National Agreement, we will once again be able to open local negotiations.

July, New Article 8 and New Employee Experience, Retention, and Mentoring Program (NEERMP) MOU

The start of July brought the long-awaited implementation of two major contractual changes from the 2023-2026 National Agreement: the new Article 8 provisions and the nationwide rollout of the NEERMP.

Article 8 Changes: The new Article 8, implemented on July 1st, introduced a fundamental shift in how overtime is handled. The most significant change was the splitting of the Overtime Desired List (ODL) into two separate lists. Previously, being on the ODL meant a carrier was available to work up to 12 hours a day, including on their non-scheduled days. The new agreement provides more flexibility, allowing carriers to choose from three options:

The "Regular Overtime Desired" list: This list is now split into two parts. Carriers can sign up for:

Working up to 12 hours on their regularly scheduled day(s).

Working up to 8 hours on their non-scheduled day(s).

The "Work Assignment" list: This list, which remains unchanged, allows carriers to work overtime only on their own assignment on regularly scheduled days.

A carrier can choose to sign both parts of the "Regular Overtime Desired" list to effectively be available for overtime on both their scheduled and non-scheduled days, similar to the old ODL. This change allows letter carriers to manage their schedules while ensuring that management can address staffing requirements.

Another significant change to Article 8 is the penalty overtime provision. While the payroll system is being updated, the parties have agreed to a manual process to ensure carriers are compensated at the rate of two and a half times their base hourly rate for all hours worked in excess of 12 hours in a service day or 60 hours in a service week. The NALC has established a procedure to monitor these adjustments and address any payroll disputes at the national level. With this provision there, of course, have been some hiccups due to district management monitoring

the work over the 12/60 and doing GATs payments until USPS HQ implements an automatic system for payment.

The New Employee Experience, Retention and Mentoring Program (NEERMP): Also, effective July 1st, the NEERMP was implemented nationwide after a successful pilot program. This program is a landmark achievement for the NALC, designed to improve the onboarding, training, and retention of new city letter carriers.

The program contains two main components:

1. **New Employee Experience and Retention:** This section focuses on a defined, moderate work schedule for new CCAs and PTFs during their first eight weeks in the delivery unit. This structured approach, which includes training with an On-the-Job Instructor (OJI) and restricts new employees to their employing office, is intended to reduce the overwhelming workload that often leads to early resignations.
2. **Mentoring Program:** This part of the MOU establishes a formal mentoring relationship between a new employee and an experienced career letter carrier. The goal is to provide a support system, help new employees navigate the challenges of the job, and improve job satisfaction and retention rates. The NALC's foresight in proposing this program in 2019, and the subsequent data from the pilot locations, demonstrated its success in creating a more positive and supportive workplace culture.

The implementation of both the new Article 8 provisions and the NEERMP MOU represents a significant step forward in securing a better work environment for letter carriers.

In conclusion, the period from May to July 2025 was a testament to the power of a proactive and engaged union. Through legislative victories, the commitment to local negotiations, and the successful implementation of key contractual provisions, the NALC has demonstrated its unwavering dedication to the interests of its members. The battles fought and the progress made this summer serve as a powerful reminder that our strength lies in unity and continuous advocacy.

Union Thinking: They Can't Do That!

Management Thinking: They Can Do Anything They Want To

By Eric Ben, Vice President, Oklahoma City Branch 458, with editorial privilege taken

In all my years representing city carriers, I have heard the phrase, "They can't do that!" or a variation of that more times than I can count. My response is usually one of agreement, followed by an explanation of why management is wrong and what I will do to show them the error of their ways.

However, explaining to fellow carrier how management is incorrect and trying to convince a supervisor or postmaster they are incorrect are very different things. In some cases, management does not care what they can and cannot do; they only care about making the numbers or staying off the radar, or some such ridiculousness. Management that focuses on such things rather than the morale of their stations is not good at all. USPS does not train its managers to manage people; they train them to "make the numbers," period!

When management makes a mistake, they cannot accept this, even with all the evidence shoved in their face. Unfortunately, during the grievance process, other management representatives are unlikely to overrule their counterparts, and a resolution does not come as quickly as it should. Justice delayed is justice denied. This becomes frustrating for the affected carrier(s) And, believe it or not, it's frustrating for me and other union representatives as well. I would love nothing more than to be able to force management to do the right thing for our carriers, but the days of being able to wave a baseball bat around like Jimmy Hoffa are behind us.

Another phrase I hear or read is that management is allowed to do it, or the union does not do anything about it. Nothing could be further from the truth, I will file grievances against management all day long if it is warranted. Sometimes, it may suck what they are doing but it isn't grievance-worthy, and I am also one to tell a carrier when they were the one who was in the wrong.

Unfortunately, the grievance process takes time. Today it seems many people want instant gratification and are unwilling to wait for the grievance process to reach its conclusion. But when a resolution does come, it feels good to prove to management that they were wrong. Even then, they will make lame excuses, "I did my part," or "They are wrong, I am right." But it doesn't matter what they say because in the end, management can't do whatever they want, and we, the carriers and the union, showed them the error of their ways, just as we explained to them that we would.

Stay safe out there!



This photograph shows a postal carrier delivering mail to rural Maine in 1930.

The origins of the United States Postal Service (USPS) date to July 26, 1775, when the Continental Congress created the United States Postal Office and selected Benjamin Franklin as the first Postmaster General. Two and a half centuries later the mission remains remarkably similar: provide the nation with reliable, affordable, and universal mail service.

The photographer who took this photo, George W. Ackerman, was also a federal employee. During his nearly 40-year career with the Department of Agriculture, Ackerman took over 50,000 photographs. He began working as a photographer for the Bureau of Plant Industry in 1910. In 1917, he moved to the Federal Extension Service, where he traveled around the country photographing rural life.

Help your NALC family affected by natural disasters

The **NALC Disaster Relief Foundation** provides hands-on relief for carriers affected by natural disasters, such as wildfires, hurricanes, floods and tornados. It receives donations to be used to assist regular NALC members affected by natural disasters.

NALC response teams throughout the country are activated to go to disaster locations and offer assistance to NALC members and their families who live in the same household. Basic supplies, including uniforms and food, are available for those who need assistance.

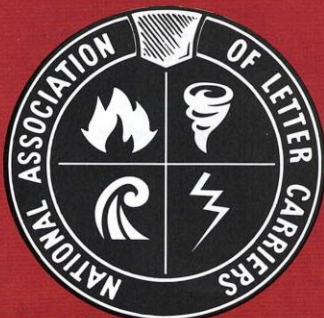
Financial support may be available depending on the availability of funding and qualifying criterias. Any regular member of NALC who has faced hardship as a result of a natural disaster will be able to apply for assistance.



**Make a donation by sending a
check or money order to:**

**NALC Disaster Relief Foundation
100 Indiana Ave. NW
Washington, DC 20001-2144**

The foundation is a 501(c)(3). Your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is recommended you seek further advice from your tax advisor.



NALC Disaster Relief Foundation

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BRANCH MEETING SCHEDULE

2025

**SEPTEMBER 11th, OCTOBER 9th,
NOVEMBER 13th, DECEMBER 11th**

MEETINGS BEGIN AT 7 PM

ALL MEETINGS TAKE PLACE AT YOUR UNION HALL

5310 SOUTHWEST PKWY, WICHITA FALLS TX 76310