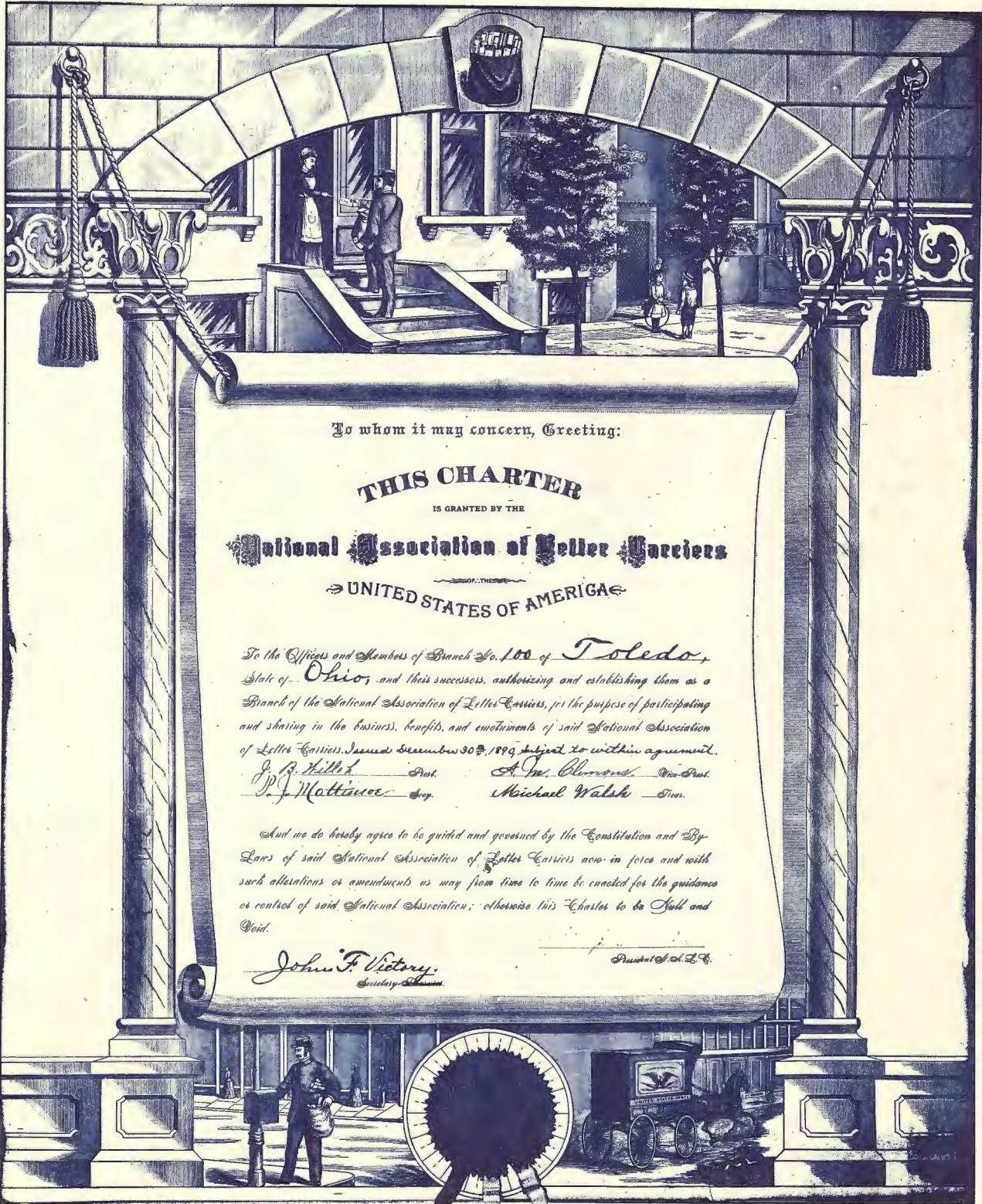


85TH ANNIVERSARY



1890-1975 N.A.L.C. BRANCH 100 TOLEDO, OHIO



To whom it may concern, Greeting:

THIS CHARTER

IS GRANTED BY THE

National Association of Letter Carriers

OF THE
UNITED STATES OF AMERICA

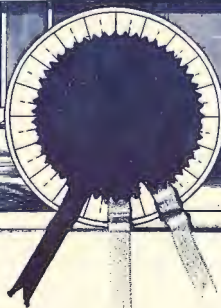
To the Officers and Members of Branch No. 100 of *Toledo*,
State of *Ohio*, and their successors, authorizing and establishing them as a
Branch of the National Association of Letter Carriers, for the purpose of participating
and sharing in the business, benefits, and emoluments of said National Association
of Letter Carriers, issued December 30th, 1899, subject to within agreement.

J. B. Miller — Pres. *A. J. O'Connell* — Vice-Pres.
J. J. Mattiace — Secy. *Michael Walsh* — Treas.

And we do hereby agree to be guided and governed by the Constitution and By-
Laws of said National Association of Letter Carriers now in force and with
such alterations or amendments as may from time to time be enacted for the guidance
or control of said National Association; otherwise this Charter to be Null and
Void.

John F. Victory
Secretary

President of B. L. C.



INTRODUCTION

This is the year of Branch 100's 85th anniversary. We will be 85 years old on December 30. From an organization of 32 men in 1890 we have grown to be one of the largest in the state. Much has happened since those early days. Salaries have increased and working conditions have improved. And the letter carrier force has increased several fold.

We wish to share with you the record of some of the events of these years -- the trials and tribulations, the successes, and some of the lighter moments.

This special issue of the Newsletter was put together through the efforts of many friends and members. Minutes from 1890 to the present day were read; the items selected were those which were judged to be of most interest to the readers. Branch files were dug into. Old convention books, Newsletters, and other literature provided information. Fortunately, some of the old photos used were handed down through the years from older members to younger ones and preserved.

Volunteers spent many hours researching, sorting facts, and checking for accuracy. Articles were written and rewritten, typed, and proofread. Layout took many more days. It's impossible to estimate just how much time was spent in assembling this saga, but the hours were too numerous to count.

We hope you will be pleased with our efforts.



GREETINGS,

No one individual can take sole credit for the growth and achievements of Branch 100. What it has become in 85 years is due to the collective efforts of all the members.

We have had dedicated officers who have led and served the members well. Many times the path was rough, the going slow. It seemed as though we weren't making much headway but we did progress.

Throughout the years we've had good teams, with vision, who weren't afraid to speak out against injustice and to do something about it, who had the spunk to fight for improvements and gains for the letter carrier.

Without dedicated people to lead us and without interested members to work beside them, our Branch could not have come as far as it has in its 85 years.

Sincerely,

Donald D. Bukowski
President, Branch 100 NALC

JAMES H. RADEMACHER
PRESIDENT

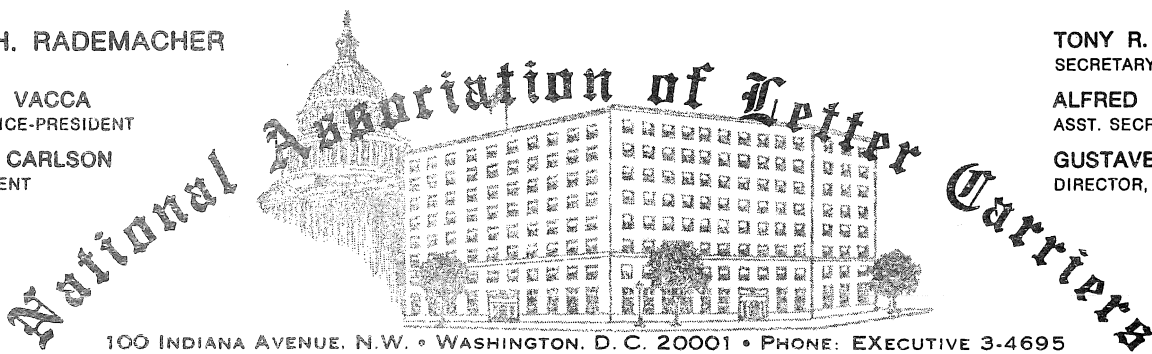
J. JOSEPH VACCA
EXECUTIVE VICE-PRESIDENT

AUSTIN B. CARLSON
VICE-PRESIDENT

TONY R. HUERTA
SECRETARY-TREASURER

ALFRED K. MAY
ASST. SECRETARY-TREASURER

GUSTAVE J. JOHNSON
DIRECTOR, CITY DELIVERY



100 INDIANA AVENUE, N.W. • WASHINGTON, D. C. 20001 • PHONE: EXECUTIVE 3-4695

A MESSAGE FROM THE NATIONAL PRESIDENT

It is a privilege and a great pleasure to participate, even vicariously, in the 85th Anniversary celebration of Branch 100, Toledo, Ohio.


In 1890, when Toledo joined the National Association of Letter Carriers, it was a completely different postal world from that which we inhabit today. There were only 8,257 city delivery carriers in the whole country, 4,600 of whom were members of the NALC. There were no rural carriers at all. The average wage of a city letter carrier was \$843 a year.

In short, Branch 100 and the NALC have come a long way together, and I am happy to say that Toledo has always been in the forefront of every movement that has led to postal reform, higher wages and improved working conditions. You have always been properly aggressive and progressive. You have reason to be proud of your long succession of local leaders over the years, and you have reason to be proud of yourselves, because the quality of your leadership is but a reflection on the quality of those who elect them to office.

It took courage to join the union in 1890. It took courage to survive over the years. And it is going to take courage to survive the next 85 years. But courage is something that Branch 100 has never lacked.

See you at your Centennial in 1990! And congratulations!

Sincerely,


President



BRANCH 100 IN RETROSPECT

1890 - 1975

To write about something spanning as many years as Branch 100 has been in existence is a difficult task. Many records no longer exist and those preserved are fairly vague. But let us sit back and envision the waxed, handle-bar moustached carrier of 1890, riding a horse-drawn two or four-wheeled mail wagon down a Toledo street, running a collection or trudging down some side street in a residential area, his footsteps resounding on a wood sidewalk. And if the image of a handle-bar moustached carrier is difficult to envision, bear in mind that 90 percent of the carriers sported this noble facial hair.

It was in 1890 when, with a carrier force of 37, the nucleus of our Branch was formed, with 32 members adopting a constitution and holding the first regular meeting on December 30th in old Elks Hall. Of course, prior to this many attempts had been made to organize, all ending in failure. Even after organizing, many meetings lapsed with so few in attendance that they were adjourned for a lack of quorum.

In the ensuing years, with financial and internal problems constantly arising, the future of Branch 100 seemed pretty uncertain. The treasury's receipts showed a total of \$35.50 with orders drawn on it being \$47.30 leaving a deficit of \$11.80. Small bank loans were constantly being made. Probably because of the smallness of its membership, a spirit of comradeship and brotherhood grew through these hard times. That was the basis for the Branch's survival in harder times. When a Brother carrier died, not only did as many as possibly could, attend the funeral, but the carrier force wore crepe on its arms throughout the work day.

With a membership of 56 carriers in '98, Branch 100 was even then combatting devious appointment practices on the part of management. Polish carriers were not being placed on the regular eligible list. At this particular time the Branch's membership, as small as it was, and probably because of its size, lacked organization and unity. Constant bickering and lack of interest in improvement of carrier working conditions was evident. Committees were appointed to investigate and determine what inducement could be made for recruitment of members, but no determination was made.

In 1898 Branch 100 initiated a movement to organize a State Convention. All the other Ohio Branches took up the idea and the first Ohio State Convention was held in Columbus on March 10th. As a result of Toledo's initiative in the organization of this State Convention, the Branch received the support of Ohio Branches in its bid to be host city for the National Convention that year. Excitement flowed through the veins of the Branch as plans proceeded for welcoming the 9th annual N.A.L.C. National Convention to Toledo. A drill team was trained, uniforms (double-breasted suits, white gloves and canes) were bought, along with a new flag and white streamer. The convention turned out to be a huge success as a result of all the careful planning. By the end of the year the membership swelled to 64.

BRANCH 100 IN RETROSPECT

In 18 and 99 a special meeting was called by the Branch in regards to a carrier exposing his fellow workers to smallpox. A special committee was appointed to investigate the matter and bring its findings up at the next meeting, withholding such information from the "press and the public". After a few months and some heated discussion at two regular meetings, a vote was taken for the expulsion of the carrier. The motion was defeated. Others were made and defeated and finally, for "knowingly exposing fellow carriers and subsequently the public" to smallpox, the carrier was brought before the Branch, reprimanded and suspended from all benefits for six months.

On the lighter side, in 1900 the matter of 132 pairs of white gloves in the hands of the Trustees was brought up at a regular meeting. The gloves needed laundering and the matter was referred to a committee of one to determine the cost of laundering. When a cost of two cents per pair was estimated, a motion was carried to throw them out.

Times were bad. Going into the 20th Century, Branch 100 was in excess of a \$70. deficit. A Sick Committee, which was initiated with the birth of the Branch and paid \$5. a week to sick members, was dissolved for lack of funds. Delegates to the 12th National Convention had no funding for their expenses and came up with a solution by promoting a vaudeville and minstrel show in town, sponsored by the Toledo carriers. Although the idea had merit, not enough interest was expressed and the promotion was scrapped. Many delegates still went, paying their own expenses.

At a time when any expense could hardly be considered minor, the membership was confronted with a letter from the "Forsyth Relief Corp", billing the Branch for rental of a piano that stood in Memorial Hall, the carriers' meeting place. After considerable discussion, a committee was appointed and it was decided that, since the piano was not being used, rental would not be paid. After all, no one knew how to play it.

During this series of "financial downfalls" the Ladies Auxiliary was lauded for its help and zeal in pulling Branch 100 through the many lean years.

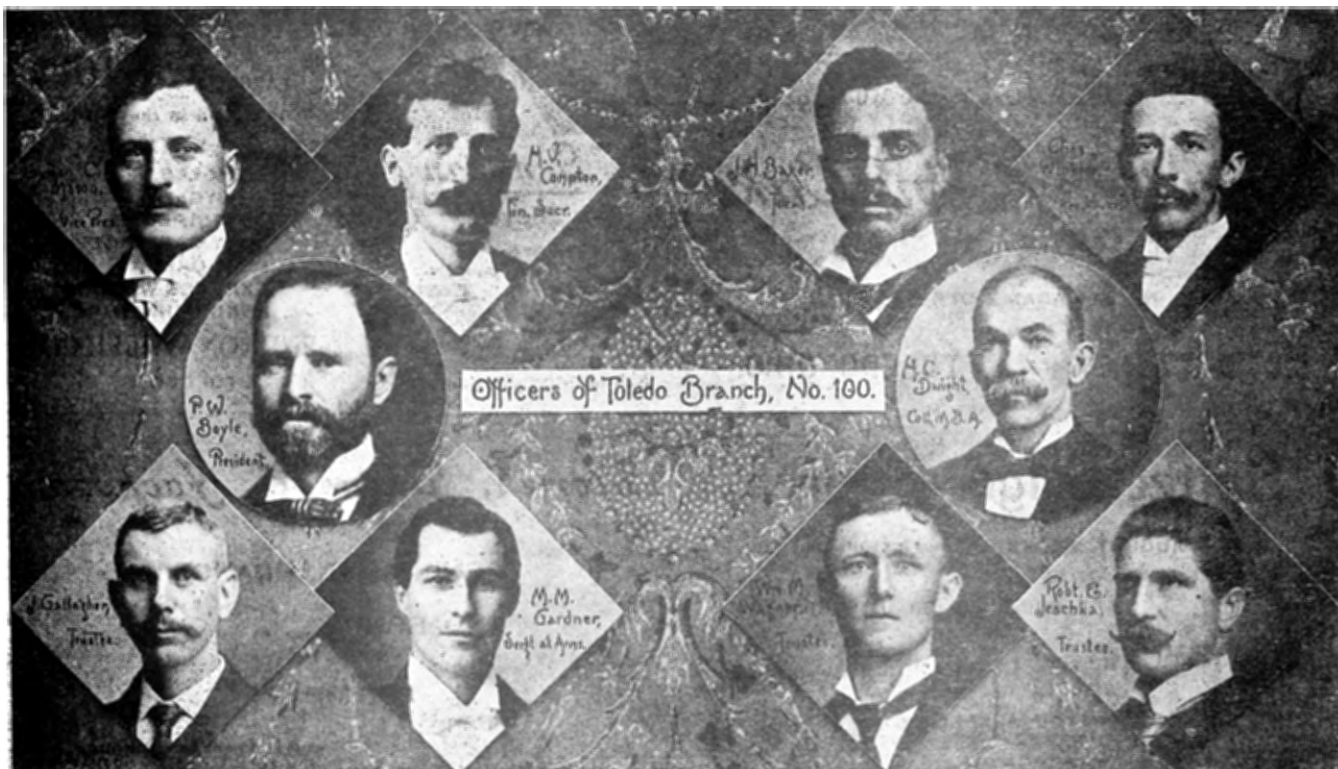
In 1903 the State Convention in Findlay was to be attended by as large a body of Branch delegates as possible. A committee of three was formed to confer with the Postmaster on the feasibility of doing away with the morning delivery on May 30th so that an early departure could be affected. (Can you imagine?) Permission was denied, much to the dismay of the delegation.

Up until the year 1905, N.A.L.C. National Conventions were held annually. This situation, of course, caused hardships to many Branches throughout the country (especially the smaller ones) because of the difficulty in being able to defray the expenses of the delegates. Fund raising wasn't an easy matter with finances what they were in those times. The National Offices finally, in 1905, proposed a vote to the membership as to biennial or annual meetings and the biennial arrangement was accepted.

In going over records of Branch 100 in those early years, a feeling of financial depression prevails. By now the carrier force and membership had expanded to well over 90, but the meeting attendance averaged out to about 16 to 20, reflecting the kind of interest there was in the organization.



Main Post Office 1898



BRANCH 100 IN RETROSPECT

Normally some form of entertainment was provided at each monthly meeting by our Entertainment Committee along with refreshments (ice cream and cake, cider and dough nuts, pretzels and beer, etc.) In the records, descriptions of such entertainment were mentioned as "jollification and love feast" or "trip the light fanatastic in style of ye Olden Tyme". But such phrases started to disappear as the Entertainment Committee was dissolved as an austerity measure. After this, most entertainment and refreshments were provided by the Ladies Auxiliary, although records still showed existence of a Committee for Entertainment.

Letter carriers and their organizations were always an integral part of their community and made their presence felt. In every hamlet, village, town and big city, the letter carrier took an active part in community activities. Branch 100's letter carriers were there, en masse, when the citizens of Toledo enthusiastically viewed a marching Labor Day parade or when wreaths were laid on graves in memory of the war dead. Phrases such as, laid upon beds of affliction were often expressed in records of the Branch, being in vivid contrast with the businesslike manner in which records were kept. And, "corny" as they may sound now, they reflect the tenderness the carrier felt for his afflicted brother.

A thorn in the N.A.L.C.'s side had always been the Post Office being open on Sundays, and although each individual Branch had made numerous attempts at abolishing this practice, it wasn't until 1910 that some progress was made. Branch 100 started corresponding with a minister's union (?) and donating to a Lord's Day Alliance group for assistance in their fight. Branches across the country began winning the fight, with Post Offices sporadically closing on Sunday. On Sunday, January 8th, 1911, as promised by the Postmaster in a speech at a Branch installation dinner, the Toledo Post Office closed. The battle had been won. As a postscript to this key chapter in the Branch's history, a year later a movement started, throughout the country, to re-establish Sunday delivery. Needless to say, it failed to gain momentum and eventually ground to a halt.

One matter that was an annual affair, as ridiculous as it may seem, causing much controversy and taking several months to resolve (each year) was the matter of choice of hats for summer wear. The annual rite began when samples of various summer hats were brought into a meeting for examination, a choice to be voted on. The choice was made, the decision voted on and, as though by ritual, the straw hat was always picked. A break from conformity was made in 1908, when the bamboo (?) hat was chosen. The break was short-lived though, when a "return to straw" torch was picked up the following year.

The wives of the letter carriers, although constantly promoting fund-raising activities and entertainment, received verbal praise and "heartfelt thanks" many times, but it wasn't until 1914 that the carriers began making a serious effort to help organize their wives. A publicity campaign was pushed and a membership drive initiated. The women came through and a group was formed that was to be the foundation for the fine structure we now have.

The carrier has always been a step or two behind the private sector in all phases of work and living conditions, but in those early years all kinds of abuse was showered upon him and his wages didn't exactly keep him and his family in the lap of poverty (they were a level below that). He had to buy all his work uniforms on an annual salary that amounted to about a month's wage of the present-day carrier. A complaint was issued to the Post Office Department stating, in



CARRIERS - DRUM & FIFE CORP



BRANCH 100 IN RETROSPECT

fact, that the government was issuing shoes to employees in another government agency (the Army) and yet carriers weren't extended the same courtesy. This completely logical appeal was merely shrugged off by the Department.

In 1916 the Branch passed on a resolution to the N.A.L.C. asking for a cost-of-living allowance, bringing their annual maximum salary up to \$1,800. Well, it was a step in the right direction.

The banner was picked up in cities throughout the country. Like a tornado, it swept into Washington, picking up support from the public, the press and finally sweeping through the halls of Congress. It was at this point that Postmaster General Burleson made a fatal mistake. In his report to a session of the 65th Congress he stated, in substance, that organizations of Postal employees were a menace to the government and that they were receiving wages more than three times that paid to a serviceman, fighting for his country, and ample compensation for the services they rendered. This and other statements made set off editorials in the papers defending the carriers against the ill treatment they were receiving under the Postmaster General. A bill was finally passed in 1918 which gave the letter carrier an immediate 25% increase.

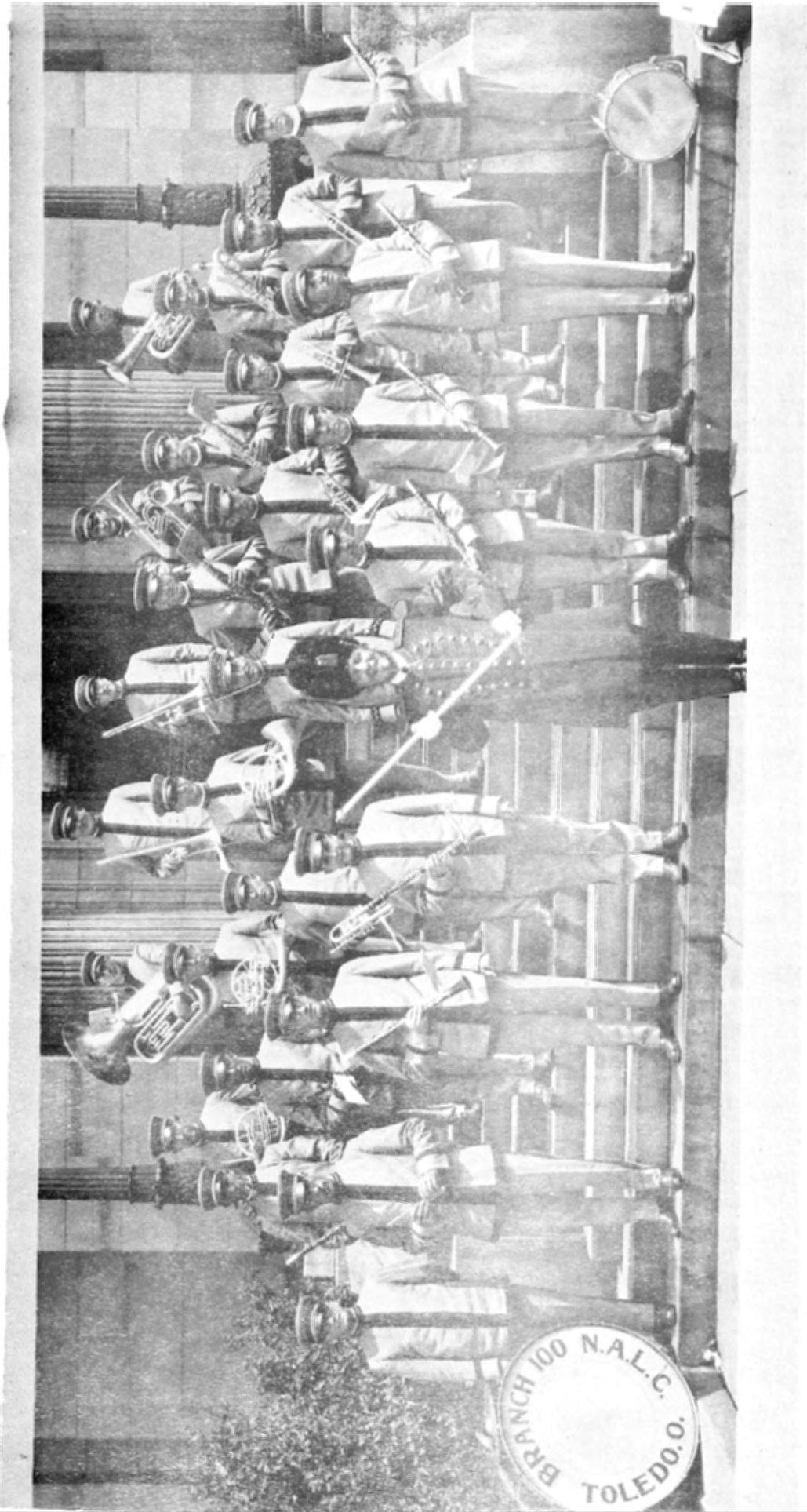
This period was particularly hard in private industry, with strikes for better wages and working conditions cropping up throughout Toledo. The Branch supported all these activities, fully realizing the hardships created, and even assessed each member 50¢ to fund Overland employees, victims of a lockout.

At one meeting an out-of-work laundry worker came to ask for financial assistance for himself and his family, literally passing the hat around. In thanks, he and his son entertained the group on the guitar and banjo.

During the '20s the Post Office Department was undergoing growing pains and policies were undergoing revision and change almost as quickly as the turnover in Postmaster Generals. One radical change that caused a furor in the carrier ranks was a new delivery method. Under the new system, which was to cut down office time (and did) was for carriers to set up their residential mail on the route! All kinds of opposition was voiced and, as amicable as he was, the Toledo Postmaster refused to take any action, feeling that the new system was "adequate and efficient". To put the frosting on the cake he implemented another new Departmental policy compelling all carriers to wear badges. Nothing wrong with that? 15½¢ was collected from each carrier for the new badges!

The so-called "new" system of mail delivery had been used for about eight years, during which time every avenue was taken to revert back to the old way. Appeals were made to N.A.L.C. headquarters, to Congressmen and even to the A.F.L., with which the Branch had recently become affiliated. An investigative committee was finally formed by the Branch. This committee decided to approach the matter from a health aspect. They discovered that sorting of mail while walking may be harmful to the eyes, as well as a safety hazard. Expanding on this, they consulted with the city's leading opticians, receiving documented letters, stating, in fact, that this form of delivery is injurious to the eyes. After this, it didn't take long. In 1923 the Department reverted the delivery system to the old, and present method.

As a result of the Branch's affiliation with the A.F.L., the carriers became in-



BRANCH 100 IN RETROSPECT

involved in a lot of Toledo's labor activities. The Labor Temple being recently built, was rented by Branch 100 for their meetings. Bonds were sold to the membership to raise enough money to pay for the new building. The structure had all the modern conveniences and when the manager of the Temple tried to remove the cuspidors from the meeting hall, the carriers raised enough cane to retain the spittoons.

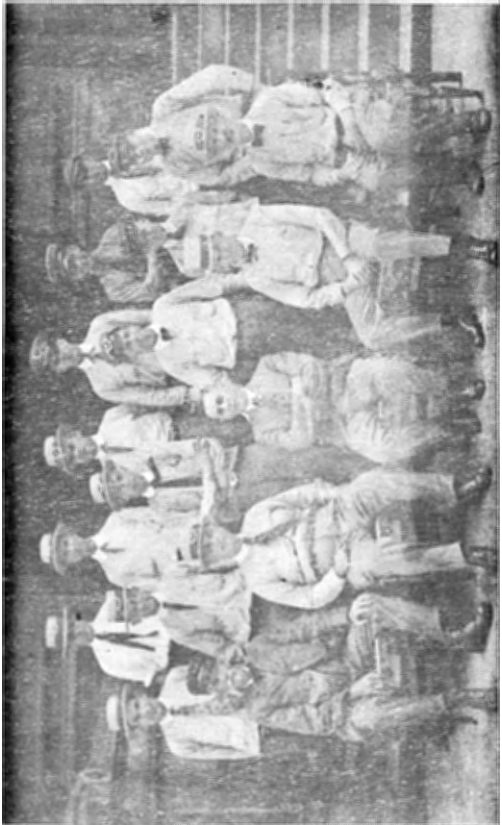
The idea of a carriers' band, which was always in an embryo stage, was finally born in 1922 on a suggestion voted on and passed unanimously. Receiving the moral and financial support of the carriers, the group grew to a sizable and well-organized one. In '23 the membership of Branch 100 managed to raise among themselves \$200. in donations to uniform their band. Credit must be given where it is due and the carriers' band deserved it. They spent a lot of time rehearsing on their own, playing at many carrier functions and expanding into paid public performances. With cold weather setting in, attendance at these performances dwindled and the band was again in dire financial straits. On top of it all, objections were being raised by the musicians' union. In 1925 the band performed at a picnic they held for the carriers at Walbridge Park. This action seemed to antagonize the musicians' union even more. Because of the pressure put to bear on the band, it gradually dissolved and by the end of the year was out of existence.

A reorganization of the band was begun in '26, renaming it The Toledo Post-Office Band. Over the year, the matter of supporting the band again kept constantly coming up, until the Branch had invested almost \$700. While the Band was having concerts on the lawn of the Main Post Office, the Federation of Musicians began again to exert pressure. The Branch, after having started a band for their activities, finally realized that it had gone beyond that and had the band unionized. Many public band concerts followed; that made the Letter Carriers Band a part of the 1920's Toledo.

Even though the wage situation in the 20s hadn't improved much for the carriers (along with the working conditions) they still managed to indulge in activities that sometimes ended on a humorous note. After each meeting, usually, some form of entertainment was provided. To quote from the minutes of a meeting in 1924 : "Following the regular meeting the clerks and carriers indulged quite freely in "cider and doughnuts." As usual the affair ended up in an endurance contest of pinochle and poker, everybody claiming the championship. It was said that some of the boys had to walk home but everybody seemed to be in possession of all his clothing. One of the boys was minus a coat at one time but he won it back again."

An interesting note -- it wasn't until Christmas of 1925 that the carriers weren't required to deliver mail on Christmas Day. Postmaster General New issued the decree.

In 1925 the Branch moved its funds into the newly opened labor bank, the American Bank. Two shares of stock in the American Bank were purchased by the Branch, investing \$250. after a promotion was laid out by the bank, stating that "the new in the banking business in Toledo was, as far as safety was concerned, a safe thing to invest in." By 1927 the bank's resources had grown to the "million dollar mark." In the forthcoming years, officers



BRANCH 100 IN RETROSPECT

from the Branch were called in to attend several board meetings, and finally, in the summer of 1931 the American Bank failed.

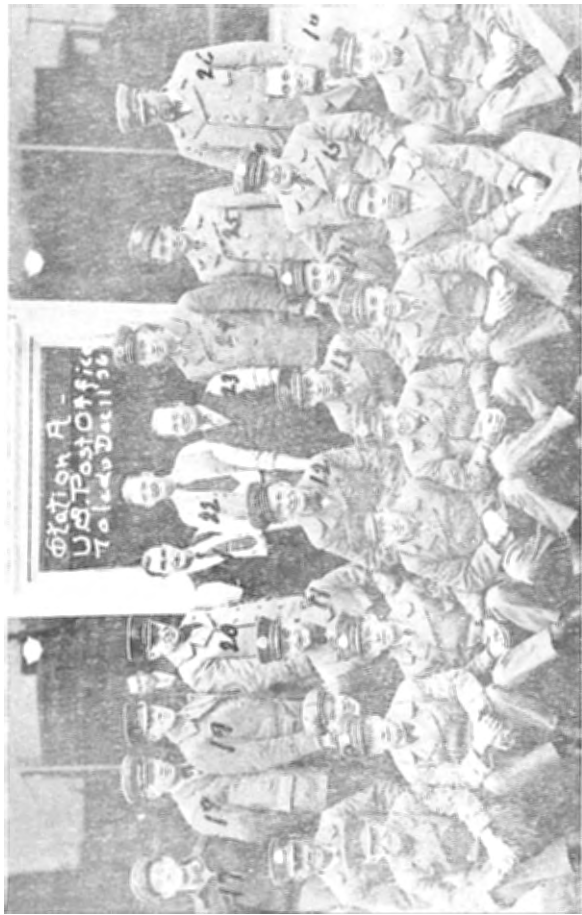
The Labor Temple, where Branch meetings had been held for almost a decade and into which a sizeable investment had been made by the carriers in bond purchases, was in financial trouble. It was anticipated that greater support on the part of Toledo's organized labor would keep it operable. Failure on this projection brought about the sale of the Temple to the Sam Davis Co. The carriers found a new headquarters, holding their meetings at the Forresters Hall for the next four years.

The reading of history can be dry as well as/or fascinating, depending on its chroniclers. Doing the research for this historical leg of Branch 100 has been fascinating, having its dry moments. But, in all sincerity, the records of this Branch far exceeded the word "fascinating" in the two years, 1926 to 1928, when the Reverend George Humberstone was elected as Branch Secretary. In the brief two-year period this man was secretary enough humor, insight, and good old down-to-earth cracker barrel warmth was written to fill an anthology of his works. Some of his timeless remarks have to be entered in Branch 100 history:....."Lord-a-Massy, what red tape! May the Lord deliver us from it." On new members: "The Sergeant-at-Arms, having paid a visit to the ante room, was fortunate in finding three victims to travel the rocky road to full fellowship, and no time was lost in starting them on their journey." In regards to organization of the band: "Must say that the monkey wrench has been extricated from the machinery of the band, that the band is putting in its best licks to get into shape." Meeting attendance: "Brother Healy complained of the smallness of the number who attend Branch meetings. Brother Healy evidently does not attend church. If he did, he would discover that the Branch was not the only organization languishing because the rank and file failed to attend."

Dog bites: "Brother Cline was reported sick, but he returned to work, only to lay off again on account of a too-close connection being made with the teeth of a stray dog. Six stitches were necessary to affect the repairs. No, not on his pants, but his lower lip." Dedication to service: "Your secretary left a sick bed to write these notices. His doctor would swear a blue streak if he knew it. I find pneumonia no joke."

As you can see, the color in his writing should well earn him the title of Branch 100's Will Rogers. Reverend Humberstone died on October 9, 1930, two years in retirement.

The next decade proved to be one of hardship for the letter carrier. Being in most difficult financial straits the carriers of Branch 100 formed a Welfare Committee and started charting a plan for a relief fund. Money was collected at Christmastime to be distributed among the needy and Christmas food baskets were assembled, annually, in the early 30s and passed on to the poor families of Toledo. As always was the case, but even more so during these particularly trying times, the letter carrier was always coming through with donations when pleas were made for financial assistance, some from as far away as Canada and Alaska.



BRANCH 100 IN RETROSPECT

The fact is that 1932 proved to be one of the most difficult in the carriers ranks. An economy bill was passed, cutting the salary of Postal employees and, in another economy measure, carriers' work hours were cut. This situation persisted through 1933 and '34 during which time many substitute carriers and regulars were laid off. The Christmas of 1933 wasn't one of merriment for the destitute letter carrier as he walked his rounds displaying a black armband in protest of his plight and in mourning for his unemployed brothers. In 1934, when the situation worsened, carriers walked the downtown streets on their off-duty hours in full uniform to show the public why all their mail wasn't being delivered. Although the Branch activated all sorts of letter writing campaigns in appeals to our legislators for passage of reform bills, no immediate action occurred. It was almost a year later that a 40-hour work week law was passed. As one can plainly see, the letter carrier was gradually coming to be recognized as a human being and his emotions and ability to perform were being re-evaluated instead of exploited. But there was still a long way to go.

During good times, as well as bad times, Branch 100 always managed to provide activities for the carriers, who participated and enjoyed them with gusto. Softball (or indoor, as the game was called), football, and bowling teams were always being organized. The softball teams always seemed to enjoy the greatest popularity, accepting challenges from carrier teams in Detroit and Cleveland. At one time a challenge was even thrown down by the Trolley Drivers' team and accepted. This type of challenge always gave rise for occasion to throw a picnic and band concert and, consequently a good turnout. The letter carriers, of course, whipped the pants off the trolley boys..

In 1940 the Ladies' Auxiliary had a drill team organized. Needing money for uniforms, they used their feminine wiles to get Vice-President Fred Fox in their corner. When he brought up their financial problem at a Branch meeting (asking for a \$200. donation) the opposition was hot and heavy. When the smoke cleared, a loan of \$150. was offered. The Ladies didn't want a debt hanging over their heads so a \$100. donation was settled on.

As if in competition to the ladies, a few months later, a suggestion by a member at a meeting stirred up positive discussion and unanimous approval was given to organize a carriers' Drum and Bugle Corps. Although this approval had its stipulations (limiting membership to 30, with the Branch purchasing and maintaining all the instruments) the corps proved to be successful. The men couldn't be outdone by the women.

No major issues confronted the Branch's grievance problems during the outset of the 40s and issues involving "Strapping of relay bundles", "proper labelling of periodicals", "getting certain holidays off with pay", to cite a few, seemed to be the biggest problems dealt with and were settled equitably. Normal activity and little dissension with Management made 1940 and '41 an almost "quiet" period --- as if it were a prelude to a storm. And, of course, history bears that out to be true.

1942 began with little heraldry and on a note of immediacy that had never been witnessed before -- or since. The shock of an outbreak of war hadn't as yet wore off when the life style of the American took on an abrupt change.

OFFICERS AND CONVENTION COMMITTEE OF BRANCH 100



MEN'S COMMITTEE

STANDING, LEFT TO RIGHT—Ray Tamlyn, Registration; Cyril Wolfgang, Publicity; I. C. Albright, Housing; Howard Edwards, Banquet; Tom Baker, Transportation; Ed. Wernert, Treasurer; J. U. Gottshall, Advisor.
SITTING, LEFT TO RIGHT—Frank Hoffman, Audit; Elmer Chapman, Parade; Neil Muir, General Chairman; Fred Fox, Entertainment; K. W. Fosnaught, Executive Secretary.

1940

OFFICERS AND CONVENTION COMMITTEE



Aux. #158 Officers and Chairmen, Ohio State Convention, Toledo, 1940. Standing, L. to R.: Nettie Sands, Entertainment Chm.; Ruth Hoffman, Sergeant-at-Arms; Dora Carll, Greetings Chm.; Leah Fosnaught, Publicity Chm.; Adelain Tamlyn, Registration Chm.; Alice Alldaffer, Banquet Chm.; Catherine Grote, Parade Chm. Sitting, L. to R.: Nella Wampler, Housing Chm.; Ada Mae DuShane, Secretary; Ruth Wolfgang, President; Esther Edwards, Vice-President; Maude Gottshall, General Chm.

BRANCH 100 IN RETROSPECT

The carriers of Branch 100 offered their services to perform any duty asked of them on the newly formed Civil Defense Committee. A meeting was called at the Postmaster's office and plans were begun to work out a system by which the carrier was to sell Defense Bonds and stamps on his route.

By 1943 new words and phrases appeared in the vocabulary of the carrier. "War effort," "For the Duration," "Rationing" and "Defense" were just a few that reflected the drastic change that everyone was to adapt to. Letters from fellow carriers in the Armed Forces started to appear and become part of the regular agenda, to be read at Branch meetings. Many were letter of appreciation for cigarettes and gifts. The Branch had established a cigarette fund that provided for the sending of cases of cigarettes to servicemen monthly. During Christmas, provision was made to set aside \$2. for a gift to send to each of our members in the Armed Forces.

Lieutenant Wendel Replogle, a fellow carrier, was the first Branch member to be reported missing in action. Word was later received from the War Department that carrier Replogle had been killed in action.

* * * * *

DIAMOND DICK HAMLIN

Here's still another story about Diamond Dick Hamlin, Toledo mail carrier who wore a diamond in a front tooth: "In 1895 Dick served the Yost Bicycle Co. on his route," recalls Mac M. Gardner, a retired mailman. "The company offered to send Dick to England if he would ride one of its bicycles down the steps of the Post Office Bldg. at Madison Ave. and St. Clair St. and the vehicle stood the test. With a big crowd looking on, Dick rode down the Madison Ave. steps. The bicycle stood the test and he was sent to England for two months to demonstrate it."...Mr. Gardner was the first substitute and took over Dick's route in his absence. "In 1895 Toledo had nine carrier substitutes and we called ourselves the 'snowball 9' because we had tough sledding to make a living," says Mr. Gardner. "But on April 1, 1896, all of us were given regular appointments. Of the nine, only four survive -- Charles Coe, Joseph Gates, Nate Gardner and myself."

From the files of Fred Fox

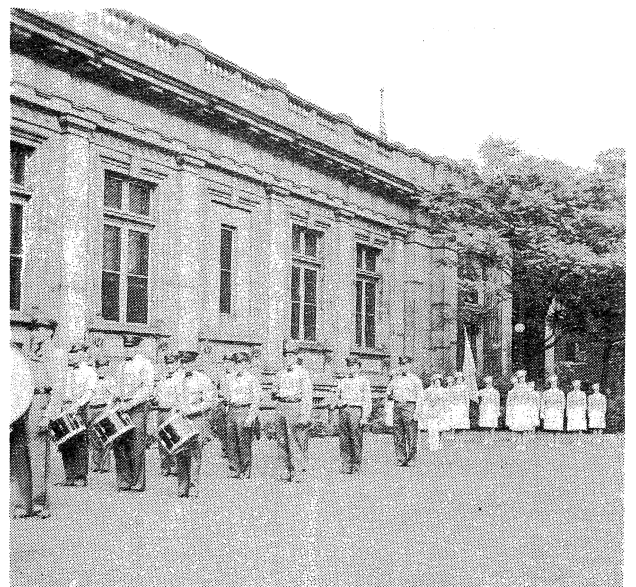
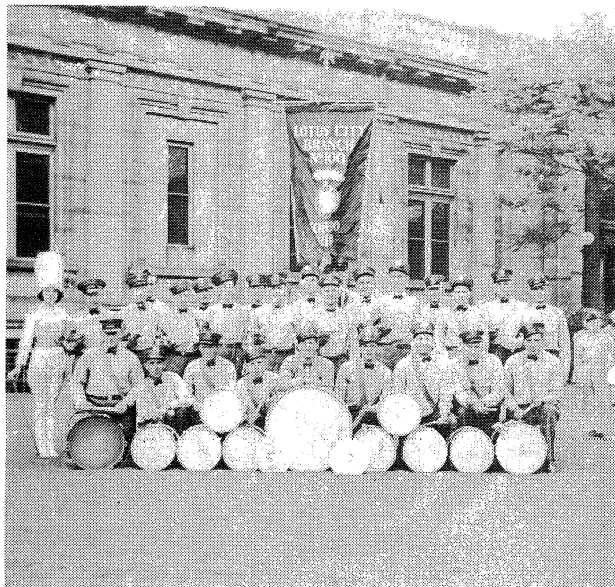
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HEALTH AND RETIREE CLINIC

Branch 100 is affiliated with the Toledo Health and Retiree Clinic. The members are entitled to receive health care at lower costs. The services available include diagnostic tests, optical, dental and hearing departments, therapy, and other services. Many of our members and their families have availed themselves of medical care through the Health and Retiree Clinic.



Memorial Day 1941



The Drum and Bugle Corps was organized in 1940. It was in existence during World War II and many of its members are still active in Br. 100. The Corps and Drill Team took an active part in U.S. Savings Bond Drives, civic affairs and parades.

BRANCH 100 IN RETROSPECT

During 1945 Branch 100 business turned toward the status of the returning servicemen. Would the G.I. letter carrier retain his original position, that he had before going to war? Would leave continue to be accrued while these carriers were in service? And what was the status of the war-time appointed substitute letter carrier?

As the wartime period finally came to an end, the union organizers trained their sights on better working conditions for carriers. Items such as more readable labels on magazines, safety conditions at all the stations in Toledo, proper scheduling for substitutes, and a guarantee of minimum hours for these substitutes.

During the late forties Branch 100 became heavily involved with legislation for the betterment of active and retired letter carriers. Motions were adopted at union meetings for delegations to personally buttonhole the Senators or Representatives to ask for support of these pieces of legislation.

Summer-type uniforms and better-made uniforms were also battled for during these years. On the lighter side, a softball league and a bowling league were formed for the sports-minded and athletically inclined.

Branch 100 presidents during the 40s were Ed Wernert, Howard Edwards, Les Christian. During 1950 Branch 100 fought diligently against Postmaster Donaldson's curtailment order. In April, a special meeting was held to discuss the manner in which this order could be struck down. It was voted that three members go to Washington. Brothers Christian, Elliot, and Wernert were elected to be the delegates. Brother Luettker was in charge of publicity and contacted radio stations and the newspapers with information favorable to the letter carrier and the public's right to the same delivery process. Later on in the year the Branch invited Congressman Thomas H. Burke to give a speech and hold a question and answer session.

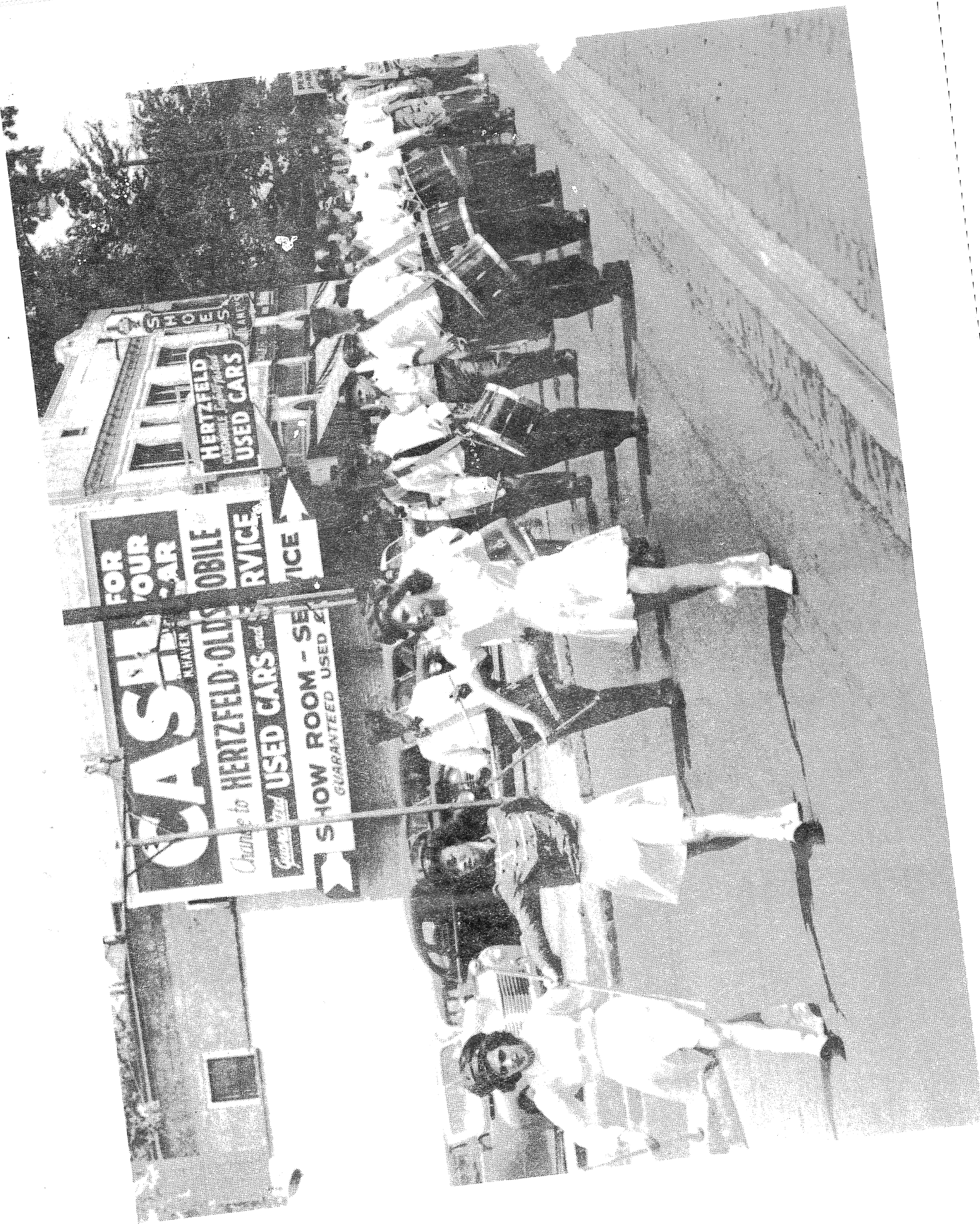
In 1951, the new building committee was formed with Ed Wernert as chairman. Brother Wernert asked that all carriers report to him if any real estate was up for sale on their routes. Buildings on So. St. Clair St. and Erie St. were looked into but were voted down by the membership.

The Branch became involved in civic affairs and extended invitations to local officials to speak on items such as levy increases.

During 1952 the Branch instituted a bank night for the regular meeting. The feasibility of purchasing a building in the 1800 block of Summit St. was also in the works. The union had Congressman Frazier Reams address the membership about salary retirement, and the transfer of the Post Office to a private enterprise.

1953 brought the state convention to Toledo and the crew from Branch 100 brought off a fine convention. The letter carriers participated in such civic activities as a Postal-sponsored night for baseball at good old Swayne Field. The Mud Hens were the Glass Sox, or Sox, in those days.

In the middle 1950s the union had to battle such proposals as Local Post-



CASSELL
KNIVES

FOR FOUR CAR MOBILE SERVICE

HERTZFIELD USED CARS

SHOW ROOM - SE

BRANCH 100 IN RETROSPECT

master's reclassifying letter carriers at will. A legislative fund was set up for use whenever the need would arise. A delegation was sent to Washington during 1954 as an emergency measure for a discharge petition. Poor attendance at Labor Day parades was on the agenda. Letter carriers using private cars going out on the routes became a problem. Carriers were asked to deliver certain pamphlets to their patrons on their own time.

Interest was generated in what type of uniform could be worn by the letter carrier. The Branch became involved in helping the carrier force with Count and Inspection Week.

During the late 1950s the Branch attempted to keep good service to the public by restoring more trips to the people. The National office requested that Branch 100 take an economic survey of its members to be used in the legislative campaigns in Washington. Career employees called to six months military duty were guaranteed an identical position upon return. A continuing controversy on whether Auxiliary should be given on office or street time existed. Saturdays caused inefficient conditions due to the amount of raw mail and shortage of clerical help to work it. Union leaders cleared up this situation. Presidents during the 50s were Paul Freeman, Les Luettker, Dave Wampler, Ray Tamlyn, Wayne Jimison, and Fred Lesueur.

During 1960 the Branch investigated the advantages of joining Willys Unit Local 12 Diagnostic Clinic. Fred Fox and Charles Boellner, Sr. were appointed chairmen to conduct the study. Field Director Nelson Sundermeier addressed the membership about sick leave and the chances of a pay increase. Brothers Jim Scobie and Fred LeSueur reported on their march on Congress at Washington, D.C. Health Benefits for retirees was high on the agenda of things to accomplish. The Branch went on record to send telegrams of thank you to Congressman Ashley, and to Jimmy Morrison and Senator Lyndon Johnson for helping override a veto of our salary bill.

The question of regular substitutes being placed on call was battled by the union leaders. A pay raise celebration was held during the meeting night in October. The Branch appointed Bob Hochnadel chairman to the newly created post of publicity director.

In 1961 we investigated a program to have the Letter Carrier Retirees participate in the Toledo area AFL-CIO Council pensioners' social and counseling program. Jim Scobie was nominated as Branch 100 NALC Health Benefits Plan representative. The union leadership, directed by President Henry Metzger, had to fight management on an 80 hour limit for a pay period for substitutes. Safety and health conditions at Station C and at Reynolds Corners became a battle ground for the union during much of the first half of the year.

Brothers Les Christian, Vic Barth, Henry Metzger were appointed to look into a building site on Alexis Road. Zoning laws eventually shot down this proposed site. Vacation hold mail was piling up at several stations due to lack of equipment, but the problem was ironed out by the Branch.



First negotiations on local contract under Executive Order 10988, April 5, 1963 in Postmaster's office. L to R: A. M. Zapiecki, President Local 170, UFPOC; H. A. Metzger, President Branch 100, NALC; J. A. Jones, President, Toledo Branch, NPA (Mail Handlers); David Parker, President, Local 303, NAPOME; E. D. DeMars, President, Local 51, NFPOMVE; J. M. Tertel, Postmaster.

BRANCH 100 IN RETROSPECT

It was announced that WTOL-TV would film a special program entitled "Letter Carriers." Chairman Charles Boellner gave a detailed report on an operating and remodeling cost of a proposed building at 2044 Genessee St. It was reported that public was phoning in complaints about untidy conditions of carrier uniforms. President Metzger and Recording Secretary Hochnadel were appointed delegates to the National Legislative Program. The Building Fund balance went over the \$12,000. mark.

Following the January, 1962 meeting Branch officers were installed by National Officer Martin Kalbow. Members of Branch 100 totaled 520. In February President Metzger and Secretary Hochanadel attended a Legislative Conference in Washington, D.C. At the July meeting driving contracts were thoroughly discussed. Branch 100 delegates attended the National Convention in Denver.

In October the motion carriers to obtain an option to buy a building at 2044 Genessee St. The Building Fund was now over \$12,000. The December meeting was held at 6 P.M., two hours early, due to counting ballots. Officers elected were: President - Henry Metzger, Vice-President, Berwyn Gugger, Recording-Secretary - Robert Hochanadel, Financial-Secretary - James Scobie, Treasurer - Edwin Ehrman. Membership in December, 1965 was 533.

The building at 2044 Genessee St. was not purchased, as the price was too high. A vote against buying it passed. A new building committee was formed. The joint installation of officers followed the December meeting and also a party.

In March, 1963 Branch Officers attended a Training Conference in Columbus. In April the trustees were appointed to a committee to study the Officers' expense allowances and make recommendations. A proposed By-laws change concerning the duration of Officers' terms was defeated. In October a proposed By-laws change (to stop putting 20¢ per member per month into the Building Fund) passed. The Building Fund stood at \$13,821. At the November meeting there was a discussion of route inspections and President Barth reported on the Salary Conference he attended in Washington, D.C.

A motion was approved to publish a Branch newspaper on a 4-month trial basis, at a cost of \$35. Officers attended a Leadership Training Program in Columbus in April and made an effort to get Professor Zellers to instruct station representatives. The 1964 vacation scheduling was held up due to not hiring summer replacements. At every meeting there was a discussion of P.O.M.S.I.P. In May '64 a motion was passed to continue the newspaper indefinitely at whatever cost. Station D was the first station to receive a plaque for being 100% in membership. (Been so for 20 years.)

A new station, Heatherdowns, was dedicated June 27, 1964. A Pay Bill was held up in Congress and there was discussion of writing immediately. The sack relay system was introduced in Toledo and was disliked by most carriers.

Toledo's first woman letter carrier, Dorothy Morris, was the first woman delegate from Branch 100 to attend a convention. It was the National Con-



VIPs Ed Taft, Rollie Nusbaum, Ron Coughenour and Don Bukowski with Congressman Ashley



Retirees Navarre, Zolman, Miscikowski and Baranoski recount experiences with President Don Bukowski.



Retirees Bob Navarre, Leo Miscikowski, Dale Zolman and Stanley Baranoski pose proudly before the two banners they gave devoted service to.

BRANCH 100 IN RETROSPECT

vention in Miami, Florida in August, 1964. A Pay Bill was passed through Congress in August and was signed into law. In October, local negotiations took place. On December 5th the Branch voted to change the By-laws to increase the dues to \$3. per month. Form 1187 was discussed and soon union dues would be deducted from pay. Branch election results: President - Vic Barth, Vice-President - Lester Christian, Recording -Secretary - Steve Borowicz, Financial Secretary - Jim Scobie, Treasurer - Jim Marsh.

Meeting and installation ceremonies were held January 9, 1965. John Tertel retired as Postmaster of Toledo and Francis Szollosi was appointed. Planning began for a retirement party to be held in May, with Fred Fox as chairman. In April, 1965 the Branch Newsletter was one year old. Also in April, Donald Bukowski made a motion to reactivate the Building Fund. It was approved.

On May 22, 1965 a retirement party was held at the Oil Workers Hall on Con-saul St. In attendance was James Rademacher, National Vice-President. Branch statistics: August, 1965 - 515 active members, 69 retired and 5 Gold Card members.

The first station representatives' meeting is a success. More were to follow. The Branch Building Fund totaled over \$15,000. In August, Branch 100 delegates attended the State Convention in Youngstown, Ohio. At the October meeting a discussion was held to purchase a building for the Branch; it was inconclusive. Officers of Branch 100 elected in December, 1965 were: President - Vic Barth, Vice-President - Lester Christian, Recording-Secretary - Steve Borowicz, Financial-Secretary - James Scobie, Treasurer - Jim Marsh.

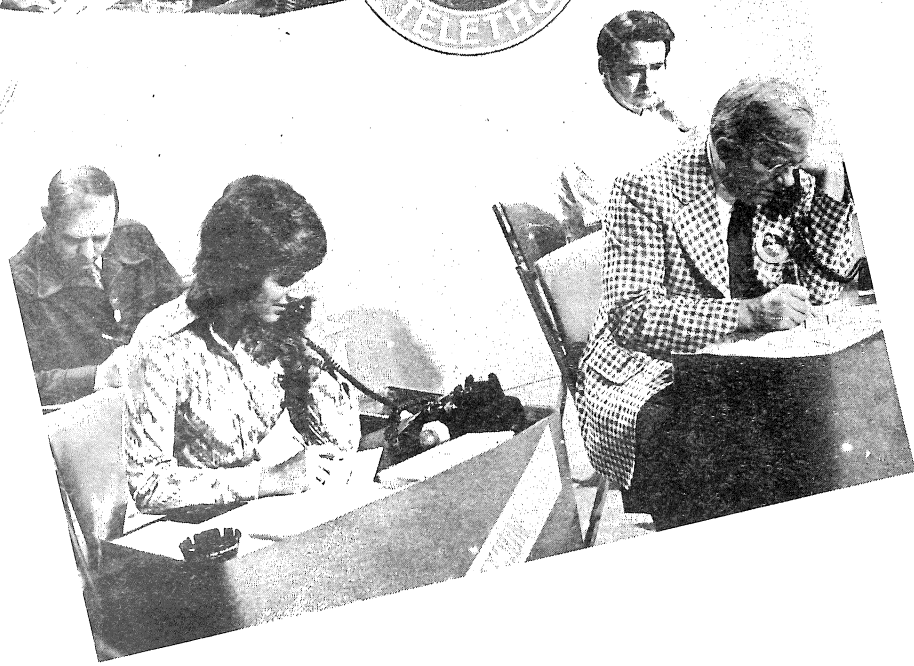
At the January, 1966 meeting a motion passed for a retainer fee to have a lawyer explain incorporating the Branch. This was regarding buying a building. A motion also passed to deposit a \$1,000. bond into the Building Fund. The Building Fund grew to \$17,175.

The Lucas County Recreation Center in Maumee was rented for the installation party. Jack Rich was the installing officer. At the March meeting the Building Committee was authorized to bid on a building at 136 Erie St. At the same meeting a lawyer, Joseph Sheehy, explained to the body the advantages of incorporating. Rollin Nusbaum was appointed to assist the Financial and Recording Secretaries after the "Special Recommendations Committee" headed by Donald Bukowski recommended the same.

In April the Building Committee reported that someone had bid higher on the building at 136 Erie St. A heated discussion ensued regarding a Branch building. A motion passed to appoint a "Building Board" of five members, plus officers to have authority to go into purchase agreements. Delegates from Branch 100 attended the National Convention in Detroit, Michigan in August, 1966. The main theme at the Convention was "Come Alive With Level 5."

In October the Building Committee made a decision to purchase the building at 602 Dearborn St. A vote was taken and then put off. Arrangements were made to have the building open for inspection by members on October 7th. A motion to hold a special meeting for voting on the building passed and the vote to purchase the building at 602 Dearborn, passed.

VOLUNTARY CARRIERS AT THE MUSCULAR DYSTROPHY TELETHON



BRANCH 100 IN RETROSPECT

In November, Congressman Ludlow Ashley attended the Branch meeting. Elected officers: President - Victor Barth, Vice-President - Donald Bukowski, Recording-Secretary - Steve Borowicz, Treasurer - James Marsh, Financial-Secretary M.B.A. N.S.B.A. - Rollin Nusbaum. Membership in December, 1966 was 688.

Now that Branch 100 had a building of its own, a Branch Building Trustee Committee was formed. Fred Fox was appointed manager, Les Christian, ass't manager, Bert Gugger, secretary, and Ed Taft, treasurer. A poll was taken by station representatives to see what night of the week would be suitable for Branch meetings. The meeting night had been Saturday for many years.

President Barth revised the By-laws Committee, members being: Don Bukowski, Steve Borowicz, Ron Coughenour, Joe Kwiatkowski, and Ray Tamlyn. In February, 1967 we held the first meeting of Branch 100 in our own building at 602 Dearborn. A motion passed to send a ballot to the stations to let the membership vote on one of two days (Saturday or Wednesday) on which to hold the regular monthly meetings. Wednesday was the winner. A motion passed to try the first Wednesday of each month on a six-month trial basis.

In February Vic Barth resigned as President of Branch 100 due to his promotion to Management and Donald Bukowski accepted the gavel of the president. In April Ron Coughenour was voted as Vice-President. In May an Open House was held at 602 Dearborn for all members to look over their new home. Ed Taft was appointed to the Ohio State Executive Board.

Elected into office in December were: President - Donald Bukowski, Vice-President - Ron Coughenour, Recording-Secretary - Steve Borowicz, Financial-Secretary - Rollin Nusbaum, Treasurer - Ed Taft. The membership stood at 705.

Regional Director John Swanson installed Officers for 1968 at Sylvan Hall on Sylvania Ave. near Lewis Ave. Attending the party were Mayor Ensign, Post Office Director Frank Goldie and State Association Secretary Harold Loewe of Cleveland. In May a By-laws change passed, to raise the dues by \$1. a month, effective the first pay period in July. A negotiation team was working to build a new local agreement and spent many hours in early 1968 preparing for this. The Branch 100 Newsletter contained an article by President Bukowski entitled "Creeping Tentacles of Non-negotiability Reach Toledo, Too." Branch 100 attended the National Convention in Boston in August and the local negotiations fiasco was an important topic. A new slate of National Officers was elected in 1968, Jim Rademacher being elected National President.

This year the Branch voted to change the term of office for elected officers from one-year to two-year terms. The December meeting was spirited, with delegates being elected for the Ohio State Convention to be held in Cleveland in August, 1969. There was a discussion of By-laws to change the Convention Fund and Officers' expense allowances. 79 were in attendance.



SEMINAR ON ROUTE INSPECTIONS



BRANCH 100 IN RETROSPECT

The January, 1969 meeting of Branch 100 was a lively one due to voting on a By-laws change. In attendance were 68 carriers and Steve Borowicz declared his intentions to resign as Secretary three months hence. The February meeting was attended by more members, 77, and the By-laws change was re-read to be voted on at the March meeting. Steve Borowicz was persuaded to remain in the Secretary's position.

The By-laws change (to raise Officers' expense allowance) passed at the March meeting. President Bukowski commented on a visit by Jack Rich, National Field Director. Mr. Rich discussed the "Comparability Bills" being introduced into Congress. By mid-year 1969 Steve Borowicz had resigned as Recording Secretary and Ed Taft moved over from Treasurer to fill the office. Jerry Street was voted in to fill the Treasurer's office.

Earlier in 1969, Washington, D.C. was full of letter carriers and talk of pay raise legislation filled the air. Branch 100's Newsletter had just passed its Fifth birthday. The State Convention was held in Cleveland and Branch 100 was successful in bidding for the 1971 State Convention to be held in Toledo. Much heavy talk of Postal Reform ended the year 1969. Branch 100 held election of officers.

Officers elected to serve two years were: President - Donald Bukowski, Vice-President - Ron Coughenour, Recording-Secretary - Jerry Street, Financial Secretary - Charles Nusbaum, Treasurer - Harold Galloway. The installation was held at the Fun Spot on January 24 and National President James Rademacher was present. This was the only time that a National President of the N.A.L.C. attended an installation of Branch 100 Officers. Also, Mayor Ensign, Postmaster Francis Szollosi, and Frank Goldie were present at the ceremonies.

March of 1970 was the most involved for Branch 100. The Postal Reorganization and Salary Act of 1970 was all-important. The strike in New York caused much concern. On March 22 the Branch held a special meeting to vote to support the National Office. After much discussion Branch 100 voted to support President Rademacher. A strike was averted.

1970 was the year during which the carrier's uniform was changed, to dark blue hat, tie, and piping. Branch 100 carriers Jim Scobie and Ed Armstrong appeared on June Miller's T.V. Report to show off the new image. In August, 1970 the National Convention was held in Hawaii and Branch 100 delegates were there. In October a committee was formed to look into the feasibility of Branch 100 having a full-time president.

At the February 1971 meeting, the committee read the By-laws change required to effect a full-time president for the first time. In March the second reading was passed, with a separation of one article being deferred until April. The full-time president was a reality to Branch 100.

In March, 1971 a Blood Bank feasibility was investigated. Also, the leased vehicles were starting to be a real topic of discussion. In May the Branch voted to purchase its own equipment to print the Newsletter. Branch 100's Newsletter was seven years old. And a party was being planned for the 80th year of Branch 100.



VOLUNTARY CARRIERS AT THE MUSCULAR DYSTROPHY TELETHON AT WDHO 24 STUDIO

IN BEHALF OF THE RED CROSS BLOOD BANK PRES. BUKOWSKI IS PRESENTING A "GALLON CLUB CERTIFICATE" TO CARRIER CHESTER DYKO

STEWARD BUD SHERMAN AND FIN. SEC. CHUCK NUSBAUM ARE ALL SMILES ABOUT WORKING IN THE SPACES NEW STATION



BRANCH 100 IN RETROSPECT

Much preparation was taking place for the State Convention to be held at the Commodore Hotel. Donald Bukowski and Berwyn Gugger were to be co-chairment of the convention. President Bukowski became the first full-time president in July, 1971. A very successful State Convention was held in Toledo in August, the 45th Biennial Convention. Four national officers were guests: James H. Rademacher, President of the N.A.L.C.; J. Joseph Vacca, National Ass't Secretary-Treasurer; Louis J. Tulino, National Field Director; and Joseph H. Johnson, Executive Board. Jerry Street, a member of Br. 100, was elected to the Ohio State Executive Board. Branch 100 took part in the Labor Day Jerry Lewis Muscular Dystrophy Telethon on Channel 24. The Muscular Dystrophy people contacted Branch 100 and many members took part, answering phones, accepting pledges and contributing. This was the first of many years they assisted in this fine cause.

In December, men elected as officers were: Donald Bukowski, President; Ron Coughenour, Vice-President; Howard Bumcrots, Recording Secretary; Charles Nusbaum, Financial Secretary; and Harold Galloway, Treasurer. Branch 100 voted to start a contingency fund as President Bukowski had suggested.

The installation of Officers party in January, 1972 was at St. Clement's Recreational Center. National Business Agent Louis J. Tulino installed the Officers of Branch 100 and of the Ladies Auxiliary. The party, with Ron Coughenour again in charge, was a huge success.

Local negotiations took place in March. And all officers and stewards attended a Training Seminar in Cleveland. Walbridge became the first Branch to merge with Branch 100. Pre-route inspection meetings were being held and most carriers thought they were very informative. Local negotiations were completed and the Newsletter contained many reports on the event. All said the same thing: "Frustrating."

One unsuccessful unfair labor practice charge was filed against Management. Branch 100 hosted a meeting of union leaders of all the local crafts, and formed the Toledo Council of Postal Employees. Branch 100 delegates attended the National Convention in New Orleans in July. The Blood Bank Committee was again on the move and optimistic. Many of our carriers again participated in the Muscular Dystrophy Telethon on Labor Day.

Waterville and Rossford merged with us in September. Branch 100 was host to a seminar on route inspections for all of Northwestern Ohio and more than fifteen Branches attended.

In 1973 President Bukowski attended the first meeting of full-time presidents in Washington, D.C. Five officers of Branch 100 attended an arbitration seminar at Bowling Green University. In April, 1973 the Blood Bank was a reality. The other crafts could not get enough donors so we decided to try it alone. -Success- A telephone-answering machine was voted on and passed, to aid the President in getting all messages while out of the office on business.

OFFICERS AND CONVENTION COMMITTEE
OF BRANCH 100

1971



Officers: top right, front row, left to right—Jerry Street, Recording Secretary; Ronald Coughenour, Vice-President; Donald Bukowski, President; Charles Nusbaum, Financial Secretary; Harold Galloway, Treasurer; back row—Steve Polesovsky, Trustee; Robert Michalak, Health Benefits, Repr.; Harry Hester, Sergeant-at-Arms; John Osinski, Trustee; Robert Wirtz, Trustee.



Committee Chairmen: bottom right—back row, left to right—Ulysses Grant, Dale Zolman, Carl Piotraschke, Donald Busdicker, John Shuff; front row:—Daye Wampler, John Gage, Lester Luettke, Fred Fox.

BRANCH 100 IN RETROSPECT

A seminar in May was hosted by Branch 100 and everyone was impressed by our building. 13 Branches from the area participated. In June, 1973 a National Contract was negotiated and for the first time, all members were to vote on ratification. At a Branch meeting, the new contract was discussed thoroughly. Delegates attended the 46th Ohio State Association Convention in Cincinnati in August and most agreed it wasn't informative enough to be worth the money. Many carriers again helped on the Muscular Dystrophy Telethon, for the third year.

The month-long local negotiations were concluded, two items were impasse-wash-up and holiday scheduling. Holiday scheduling was won. President Bukowski attended the Branch Presidents' meeting in Cleveland. Attendance at the December meeting was 92. Election of officers was held in December. Elected were: President, Don Bukowski; Vice-President, Ron Coughenour; Recording-Secretary, John Gage; Treasurer, Walter Kocinski; and Financial Secretary, Charles Nusbaum.

The Retail Clerks Hall on Summit St. near Cherry was chosen for the Installation Party. Installing Officer was John Morrow, National Executive Board, President of Baltimore, officiating.

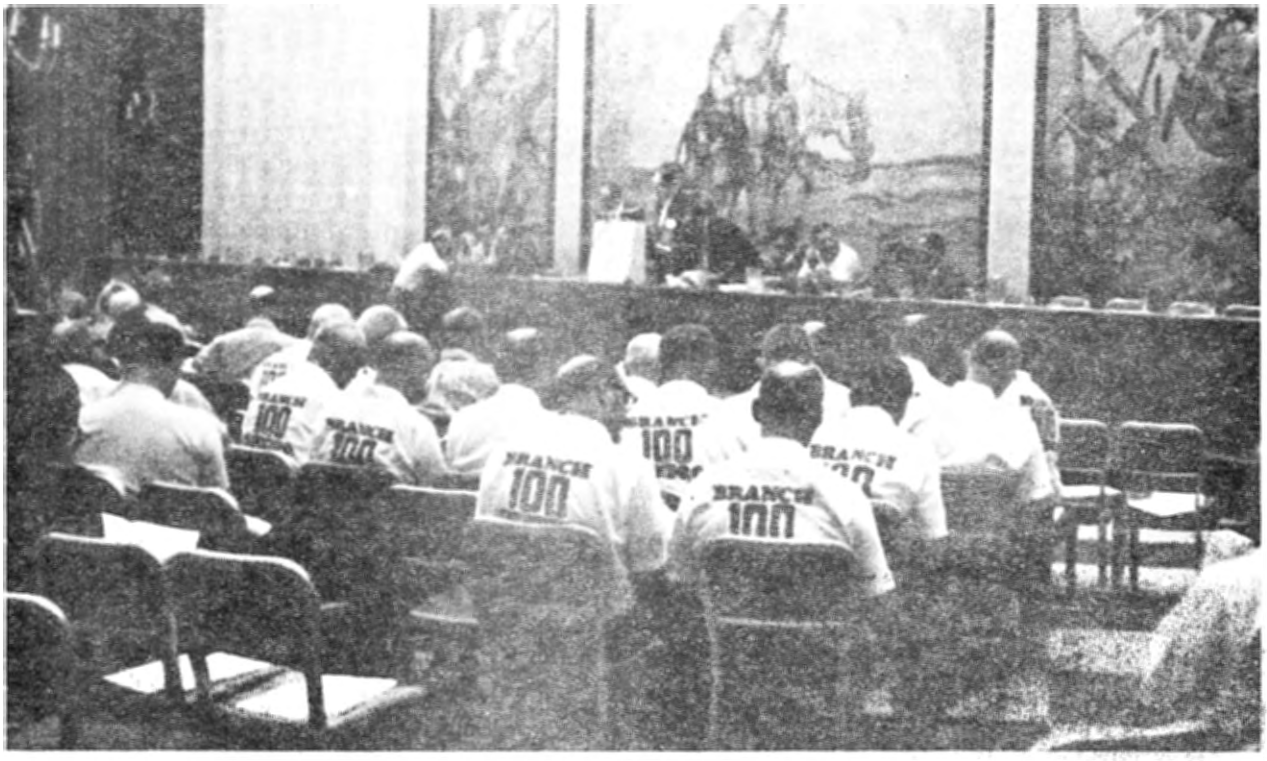
President Bukowski attended a Presidents' Meeting in Atlanta, Georgia, along with Presidents from 134 other Branches from across the country. Local management notified Branch 100 that the Central Markup System was to be implemented in Toledo by July 1, 1974.

The Carriers Blood Bank was one year old and very successful. In June, 1974 the Newsletter was 10 years old. The Newsletter is sent to approximately 200 Retirees. About 950 are printed monthly at our building. At the June meeting a resolution was passed to name the main room at 602 Dearborn "Fred Fox Hall." Over the years Fred had been working to make Branch 100 a great Branch and he stated, in thanking the Branch for this honor, "Everything I have ever done was meant to better the letter carrier." "One is supposed to get his house in order when his time is short, otherwise I would still give 'em hell."

Branch 100 delegates attended the National Convention in Seattle in August and made thorough reports at the September meeting. Many Branch carriers once again took part in the Jerry Lewis Telethon to fight Muscular Dystrophy (the fourth year). The United Appeal Campaign was a huge success. For the first time the combined Postal unions headed up the program for the entire Post Office, with President Don Bukowski as chairman.

In early 1975 Branch President Bukowski was elected to the Executive Board of the Area AFL-CIO Council. The Council consists of all unions in Northwest Ohio. In March, 1975 a Political Action Committee was formed to start a fund for Congressional Action with Jerry Street as chairman.

Fred Fox passed away in February. He became a member of Branch 100 in 1927, was a Past-President, the founder and editor of the Newsletter, and spent hundreds of hours helping to put the Branch Building in order after working so hard to acquire it. When the main hall was named "Fred Fox Hall" shortly before his death, he was surprised and deeply moved. He was recognized by many State and National leaders for his dedication to the NALC Organization. Six carriers in uniform carried his casket to its final resting place. Branch 100 will miss him.



DELEGATES - BRANCH 100 WORKING ON RESOLUTIONS
OHIO STATE CONVENTION TOLEDO, OHIO



CLEVELAND BAND WELCOMING PRES. RADEMACHER
OHIO STATE CONVENTION TOLEDO, OHIO

BRANCH 100 IN RETROSPECT

Along with Branch 100 carriers, more than a dozen area Branches participated in a seminar on the Methods Handbook Series M-41. Gus Johnson, National Officer-in-Charge of City Delivery Division, put on the program at Branch 100's Fred Fox Hall. In July, a By-laws change was passed to increase dues. The National Agreement was finally signed and many Branches, including Branch 100, debated the merits of it.

Branch 100 delegates attended the 47th Biennial Convention of the Ohio State Association in Dayton and there also the main topic was the National Contract. Port Clinton Branch merged with Branch 100 in October, 1975. Also in October, local negotiations commenced and were held on Mondays, Wednesdays, and Fridays from 6:00 to 8:00 P.M. at the Main Post Office.

October 26th is the day Branch 100 celebrates its 85 years as a Branch, at the Letter Carriers Hall at 602 Dearborn. At this time, six retired members will receive their Gold Cards from National Executive Vice-President J. Joseph Vacca: Thomas P. Andrews, Fred Holmes, Frank McKinney, Raymond Tamlyn, Gerald Chappius, and Merle Thayer. Other honored guests invited: Louis J. Tulino from Ashtabula, National Business Agent, and Mrs. Tulino, and Harold Loewe, Cleveland, Ohio State Association Secretary, and Mrs. Loewe.

From the middle sixties to the present, Branch 100 leaders turned their attention toward innovative programs, to assist the letter carriers in all facets of their jobs. Prior to the Postal Reorganization Act, union representatives made the annual trek up to the Hill in order to do battle with Congress on salary increases. Letter writing rallies were held in our newly purchased Hall at 602 Dearborn. A network was set up between the Ladies Auxiliary, the Retirees, and the active union leaders. Files of names and addresses were created and key people were contacted whenever the word to go ahead came along.

After the Reorganization Act, National leadership held off on the big letter-writing campaigns. However, the way things are going, it seems as if they had better crank up the machine and make it come alive again. Swift changes took place in National labor contracts and union representation took forward strides by leaps and bounds.

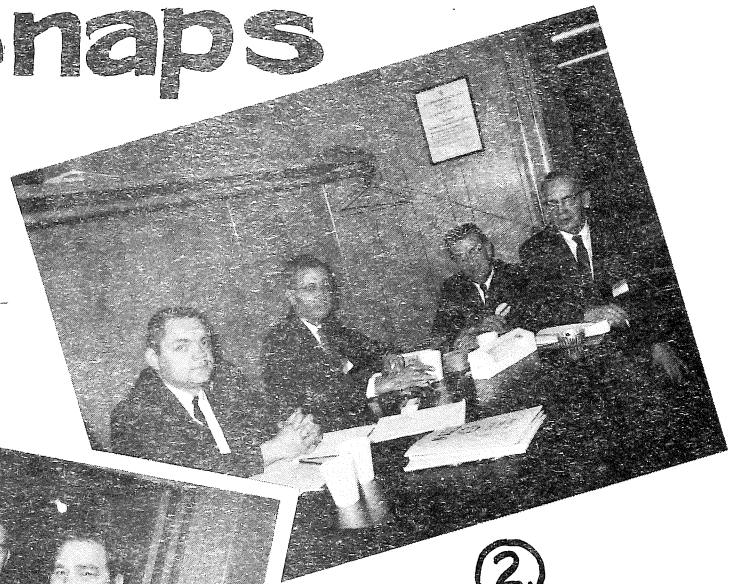
In order to make that representation as effective as humanly possible, the Branch decided to send the Officers and Stewards to educational seminars. Schools for these leaders were held all over Ohio, Indiana, and other States. After attending many of these sessions, the Branch decided to innovate yet another program. A decision was made to have our own seminar program right here at 602 Dearborn. Local stewards were given educational courses on union representation. Then Branch 100 conducted training sessions for Branches in the surrounding area, and later for any local that wanted to make the trip to East Toledo.

Local negotiations became more intense and the winds of the National scene shifted. Officers on the negotiating team again set out to combat management and do their utmost to gain as much as possible for the letter carriers in Toledo.

Seminar Snaps



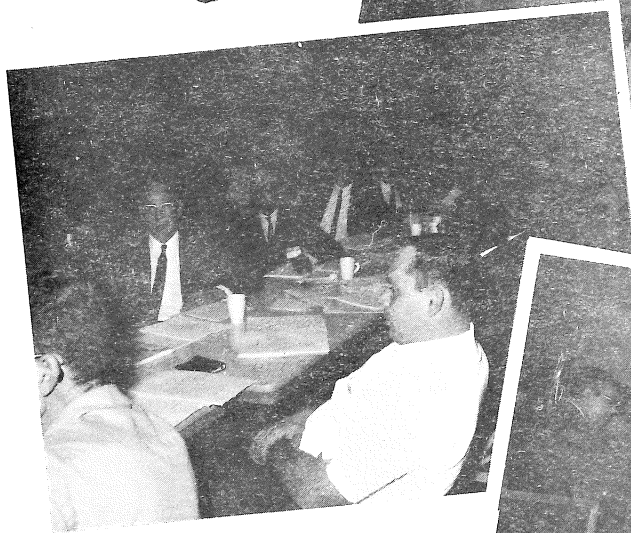
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1. Lou Tulino, Pres. Bukowski, Jack Rich and Dr. Joseph Smolen.
2. Registrars Coughenour, Street, Nusbaum, and Piotraschke taking a break.
3. L. Tulino, Congressman Lukens and Vacca.
4. Br. 100 Station Reps. in avid attendance.
5. Ed Taft, Pres. Bukowski bidding Congressman "Buzz" Lukens goodbye.
6. President Bukowski introducing Congressman Lukens to the membership.
7. An engrossed group in attendance.

BRANCH 100 IN RETROSPECT

Many a midnight-oil lamp was burned as local leaders pored over proposals and strategy in pre-negotiation meetings. When the National Contract cramped locals by limiting them to a few articles, the situation became more intense. New language, such as non-negotiable, impasse items, and arbitration stuck their ugly heads over contract talks. Negotiating teams must now be very careful in wording each proposal. Thus far the negotiations have been successful in their endeavors.

Branch 100 took on the State Convention in 1971 for the first time in twenty years. Planning for this large undertaking went on for a whole year. The result was the convention came off like clock work and those in attendance stated it was the best one ever. As a matter of fact, at the past State Convention in Dayton in August, 1975, many delegates still said that Toledo's was the best ever.

The union became more deeply involved in civic affairs, members were attending community relations classes in order to be more aware of the various social programs available to our people. Branch leaders took on the responsibility of heading up charitable drives, such as Muscular Dystrophy, and the United Appeal campaigns. First-aid training was made available to some of the members in case of an emergency at the stations.

There was never a lull in the past ten years. Everything moved quickly at the National level and it affected all the NALC Organizations. Branch 100 moved right along with the changes and initiated many new programs which were picked up by others; it constantly strove to improve the mechanics of the Branch to enable it to work more effectively for its members. These were demanding and productive years.

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BLOOD BANK

After several attempts, a successful Blood Bank for letter carriers was established in 1973. Carriers from all stations, and many members of their families, have contributed. Branch members and their immediate families may draw upon the supply whenever it's needed. Our contributions also help the community. Several of our members are gallon donors and we have many who give blood on a regular basis.

* * * * *

FIRST - AIR-MAIL

Although the first official Airmail was flown in the U.S. in 1919, the Milwaukee Post Office boasted that one of its employees flew the first Airmail in 1919. John Kaminski, a dispatcher at the Post Office Garage, flew the mail from Colon to Panama City many times, the first flight being made in December, 1918. Important mail arrived at the Army Base at Colon and was to be dispatched to Panama City, 54 miles away. Major Winn ordered Kaminski to fly the mail there. The trip took 20 minutes. Thereafter, all important mail from the Base to Panama City went by air. Dispatcher Kaminski, the world's youngest aviator and licensed pilot at the time, came in contact with the Post Office and Airmail many times during his early barnstorming years.

(From the Minneapolis Convention Program, September, 1939)

RADEMACHER ATTENDS BRANCH 100 INSTALLATION

An Installation Dinner held at the Funspot on January 24, turned out to be a huge success, with over 500 carriers and their wives in attendance. President James H. Rademacher was installing officer with State President, Louis Tulina assisting in the swearing in of all our newly elected Officers. Among other guests attending the function were Mayor William Ensign, Postmaster, Francis Szollosi and Installation Director, Frank Goldie and their wives.

Fred Fox opened the ceremonies with an invocation. He then spoke in praise of the retirees' organized efforts to work along with the Branch. Naming all the present 50-year Gold Card members, he introduced President Bukowski who presented a Gold Card to Brother Charles Boellner our ninth 50-year member. Mayor Ensign spoke briefly, naming the letter carrier an integral part of the community. Postmaster Szollosi discussed the improved Labor-Management relations we've enjoyed here, with the Toledo Department.

President Bukowski then introduced President Rademacher, who brought to light facts concerning the new postal authority plan he personally negotiated with President Nixon. The plan, long sought by the Postal Unions, will have a binding arbitration clause. Many other postal unions, he stated, felt they had been "sold down the river" by his acceptance of this bill, which would give a new carrier an increase of \$5,000 over a period of 8 years. "Show me any union that has accomplished that, even with the right to strike. No one has sold you down the river," he said. "We're building the image and the bankroll of the underpaid letter carrier." He predicted that a bill with these provisions and many more, will be on President Nixon's desk by March 1st.

After all the Branch officers were installed by Rademacher, President Phyllis Coughenour, of the Ladies Auxilliary gave a short speech encouraging enrollment in the Ladies Auxilliary. Glen Busdieker, President of the Maumee Branch also spoke briefly.

With all the ceremony and speech-making over, everyone turned to the next item on the agenda: pleasure and enjoyment. Dancing to the excellent music of Ted Knapik and the Commanders and getting those joints well-oiled with a pitcher of beer seemed to be what everybody was concerned with for the next two hours.

I might add that the Funspot Arena was an excellent choice for holding all the festivities we had that night, with plenty of room for all to sit and great atmosphere and floor for dancing, as I'm sure everyone who was there will agree.

Gratitude and praise should be handed out to all those involved in putting the whole thing together. It's only too bad that we have but one such opportunity every two years to get all the carriers together

Steve Boonvitz
Associate Editor

January 1970



FRED FOX RECEIVING PRAISE FROM JIM RADEMACHER.



CHARLIE BOELLNER GRINNING, ON RECEIPT OF HIS GOLD CARD FROM DON.



MAYOR ENSIGN IN A SERIOUS MOMENT.



JIM RADEMACHER, DELIVERING FIERY ORATORY TO THE BODY.



OUR NEW OFFICERS, SOLEMNLY RECEIVING THEIR OATH OF OFFICE.

PRESIDENTS OF BRANCH 100

NATIONAL ASSOCIATION OF LETTER CARRIERS

Under the leadership of these capable and determined men, Branch 100 grew and earned a position of respect.

Thirty-five men have guided it since 1890. Their foresight, their courage in the face of adversity, their dedication and self-denial, their sweat and tears have all been for the good of the letter carrier.

We salute these men who have led Branch 100 so ably and served it so well.

1890-91	J. B. Willloh	1931-32	Elmer Chapman
1892	A. M. Clemons	1933	Frank Hoffman
1893-95	M. Walsh	1934-38	Erv Albright
1896-97	E. B. Langel	1939-40	Neal Muir
1898-99	P. W. Boyle	1941-42	Fred Fox
1900-01	L. C. Mason	1943-44	Cyril Wolfgang
1902-04	H. C. Rake	1945	Ed Wernert
1905-07	C. J. Winkler	1946-47	Howard Edwards
1908-09	O. W. Sage	1948-49	Les Christian
1910-11	H. M. Goldberg	1950	Paul Freeman
1912-13	D. McGinnis	1951	Dave Wampler
1914-15	L. C. Mason	1952-53	Les Luettker
1916-17	Walter Guntrup	1954	Dave Wampler
1918-19	Elmer Chapman	1955-56	Ray Tamlyn
1920	Gus Kramp	1957-58	Wayne Jimison
1921	Charles Winkler	1959-60	Fred Leseur
1922-23	Ed Healy	1961-64	Henry Metzger
1924-25	Joe Meyer	1965-66	Vic Barth
1926-28	Godfrey Meyer	1967-75	Donald Bukowski
1929-30	Jake Gottchal		

LADIES AUXILIARY

National
Association



Letter
Carriers

To All Whom it May Concern:

We, the National Ladies Auxiliary, National Association of Letter Carriers, issue and proclaim this our

CHARTER

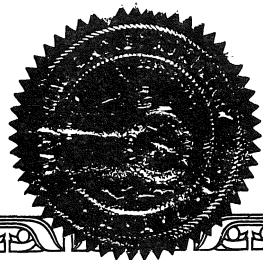
AUTHORIZING

Mrs. Betty Jackman,	Mrs. Elizabeth Meyer,	Mrs. Dorothy Johnson,
Mrs. Rose E. Post,	Mrs. Abbie Elliott,	Mrs. M. Mountain,
Mrs. Rachel Mae Arthur,	Mrs. Cora Jotel,	Mrs. Laura Meyer,
Mrs. Cecelia Slawski,	Mrs. Agnes Miller,	Mrs. Helen Kumsich,
Mrs. Lizzie Alpert,	Mrs. Eva Steels,	

To form and institute an Auxiliary of the Letter Carriers Association to be known and hailed as Ladies Auxiliary No. 158 located in Toledo State of Ohio under the government of, and holding true allegiance to, the National Ladies Auxiliary, N. A. L. C. And we do further authorize the above named members of said Auxiliary to make and admit members and exercise all other rights and privileges which by law or usage are vested in a Subordinate Auxiliary of the National Association of Letter Carriers.

PROVIDED ALWAYS, and it is hereby expressly enjoined, that said Auxiliary shall in all things observe and obey the Laws, Rules and Usages of the National Auxiliary of the Order, and conduct its work in full agreement throughout.

Given under our hands and the seal of the National Auxiliary this 8th day of November 1922



National President.

Attest:

Elizabeth Johnson

National Secretary.



1898



Officers of Ladies' Auxiliary at State Convention in Toledo, 1971. L. to R., seated: Millie Polesovsky, V. Pres.; Florence Baranowski, Secretary; Phyllis Coughenour, Pres.; Rita Busdieker, Treasurer; Elsie Zolman, Fin. Sec'y; Rose Lewandowski, Mistress-at-Arms. Standing: Helen Luettkke, Chaplain; Ruth Wolfgang, Chm. Memorial Service; Adele Piotraschke, Helen Christian and Maxine Hester, Trustees; Nella Wampler, Chm. of Breakfast; Adelain Tamlyn, Registration Chairman.



Children's Christmas Party, sponsored by the Ladies' Auxiliary, at the Letter Carriers Hall



Ladies Aux. #158 N.A.L.C. Christmas Party. Ron Wuwert, at mike. Les Luettker grand-son and the Busdieker girls and guess who?



Auxiliary 158 Drill Team at the National Convention in Detroit, 1946

AUXILIARY #158

Prior to our becoming, officially, an auxiliary we were known as the Ladies Auxiliary Committee and then the Postal Employees' Ladies Aid. One of our local sisters served as National President from 1907 to 1909; some may recall Dora Carll.

During 1922 the ladies were becoming more interested and in September of that year decided to make application for a Charter, which was granted on November 8, 1922, with 14 mothers and wives of letter carriers in good standing.

In 1927 money was scarce and the auxiliary did not feel able to send a delegate to the National Convention, but contributed \$50. toward the expenses for the Branch's delegates. In 1928 the dues were placed at \$1.25 a year. Under the leadership of Maude Gottshall the meetings became more business-like and the auxiliary began selling many items to raise funds. Some welfare was given to members in need; and perhaps the most amusing thing was a flower fund taken up at each meeting with a stipulation of not less than 2¢ nor more than 5¢. Mrs. Gottshall attended the Minneapolis Convention that year. Mr. Jake Gottshall, President of Branch 100, installed the officers in 1930 and explained the Postal Credit Union, after which the auxiliary bought five shares of stock.

During depression days no appointments were being made and many of the substitute carriers were receiving very small pay checks. So, with Mrs. Lurline Hoffman as President, the auxiliary members contacted all postal stations asking donations in order to help them supply baskets of groceries for those substitutes in need. Seven baskets were given for Thanksgiving and \$5. grocery gift certificates were given to several families at Christmas. Due to the economy, our Postal employees had to take a reduction in pay. A great letter-writing campaign was put on urging Senators and Representatives to have carriers' wages restored. Fortunately we were able to get much publicity from the Blade, Union leaders, Federation of Women's Clubs, and radio.

The auxiliary began meeting in a hall the same night as the Branch, which was the first Saturday night of each month. During 1934 the membership increased by 69. All members were placed on committees and for several years we had two or three contestants for each office.

In 1940 a Drill Team of 18 members was organized by the auxiliary, with Myron DuShane (Duke) as drill master, Ruth Wolfgang was captain, and Catherine Grote was parade chairman. We were happily surprised and most grateful when Branch 100 made us a donation of \$100. to apply towards our uniforms, which were white skirts, blouses, shoes and gloves, with Lotus Blue jackets and caps trimmed in gold braid. Our first public appearance was in the Labor Day parade following Branch 100's Drum and Bugle Corps.

We hosted the Ohio State Convention at that time and for several years afterward we participated in nearly all local parades and at State and National Conventions. During World War II our Drill Master was called

ARBITRATION SEMINAR

Secretary Bumcrots, Treasurer Galloway, Steward John Gage & President Bukowski from Br. 100 attended an all day Arbitration Seminar sponsored by the Ohio AFL-CIO in cooperation with the American Arbitration Association and the Ohio State University.

Three arbitrators spoke on such topics as, arbitration procedures and problems, seniority and ability, discipline and discharge, employee and management rights, among other issues brought up by those attending.

Total charge for arbitrator is \$575, from request to hearing averages four months, arbitrator only interprets contract, he cannot negotiate anything, hearings are kept informal, and arbitration works because the parties choose the judge, if an arbitrator is not fair and impartial neither party will choose him anymore. The day was very informative because the speakers were active arbitrators, not someone just talking about it.



AUXILIARY 158 OFFICERS

The Officers installed for 1973 were: Front row, Trustees; Mildred Polesovsky & Rita Busdieker. Chaplain; Helen Luettke. Treasurer; Adele Piotraschke. Mistress-at-Arms; Elsie Zolman. (Nella Wampler standing in for Elsie Zolman.) Back row, Financial Secretary; Mary Street, Secretary; Phyllis Coughenour. Vice President; Peg Bumcrots. President; Maxine Hester. (Florence Baranoski standing in for Maxine Hester.)

All the new Officers are looking forward to a very prosperous year.

AUXILIARY #158

into service and Paul Freeman took over the duties as Drill Master until 1951 when he passed away. The Drill Team continued under the leadership of Ruth Wolfgang.

During 1940 the auxiliary realized it was a big job to earn money enough to put on a convention and we worked to help our men by having card parties, rummage sales and dances, we visited funeral homes, Ottawa Hill Memorial Park and many demonstrations where we received some amount of money for each in attendance. The largest function of the year was helping the men at the dance held at the Naval Armory on March 30th, where we had Russ Morgan's Orchestra.

During World War II many of our ladies took on war jobs, while others were selling War Bonds and Stamps at LaSalles one day a month, sewing and making bandages for the Red Cross, baking cookies and meeting soldiers at the Union Station, giving them cookies and magazines, helping at the U.S.O. at the Willard Hotel, giving blood and anything to help with the war effort.

The certificate hanging in our meeting hall from the Ohio Federation of Women's Clubs was awarded us in commemoration of the donation Auxiliary #158 gave to the Mohican Memorial Park, near Loudenville, Ohio, an 800 acre park dedicated to all who lost their lives in WWII. This donation was in memory of Howard A. Wampler, who along with all but one of his crew, was killed near Paris while on his 11th mission. Auxiliary members Pearl Fisher and Mae Jokel had sons missing but fortunately they returned home.

In 1944 we were contacted by Mr. Byron Hoffman, a former letter carrier, who was in charge of the Kennel Club. He offered us the opportunity of taking over the food concessions at the Civic Auditorium for the annual dog show. We contacted our husbands who were willing to help with the project and went ahead under the leadership of the Wolfgangs. It turned out to be a great success and the first year our profit was \$515.50. These profitable projects continued until 1964 at which time the Civic Auditorium was taken over by the City of Toledo for storage. We always cleared \$500. to \$850. and gave the Branch half, or more, in appreciation of their help. One year we served refreshments at Waite High School for their football games and cleared \$700. We gave this, plus \$400. to the Branch to help defray expenses for their delegates. On several occasions the auxiliary chartered a bus to take all who desired to the State Conventions. For many years we had food concessions for the mink show, hot-rod show, purchasing agents, and many local dances, exhibitions, conventions, prize fights, and Stan Kentons Orchestra. The Pentecostal Religious Group held a revival at the Civic Auditorium and we realized a profit of \$1468.99 for serving sandwiches, coffee and soft drinks.

Mr. Chambers, a disabled carrier of Anderson, Indiana, made jewelry which we sold for him for a few years and realized a nice profit. Marjorie LeSeuer, as chairman, entered a tablesetting contest at LaSalles and won a beautiful set of dishes which we later raffled off for \$140.

In 1953 Toledo held its Sesquecentennial at Walbridge Park under a large tent where several ladies' organizations had booths. The supervisors and



INSTALLATION PARTY

From Left to Right:

Harold Loewe, State Sec.
 Donald Bukowski, Pres.
 John Morrow, Nat. Officer
 Catherine Scobie, Pres.
 Ladies Auxiliary

Pres. Bukowski, V.P. Coughenour, Sec. Gage, Fin. Sc. Nusbaum, Trea. Kocinski, H.B.R. Michalak, Sgt. at Arms Armstrong, Trustees Don Smith, Don Allan, Mike Shriver



Trustee Rose Lewandowski, Mary Street, Maxine Hester, Pres. Scobie, V.P. Bumcrots, Sec. Baranoski, Fin. Treas. Coughenour, Chaplain Nella Wampler, Mistress at Arms Helen Wichowski

Retirees: Tamlym, Baranoski
 Luettker, Wolfgang, Wampers



AUXILIARY #158

carriers auxiliaries joined together for the week. Several things were gotten in consignment, we took items to sell, and cards, stamps and maps. A desk and scales were supplied by the Main Post Office so we were equipped for mailing; thus we became the "United States Post Office." We were always ready to help carriers' families when in need. We have provided food baskets, payed gas and electric bills, grocery, insurance and doctor bills, took care of members' dues, and supplied children's clothing. One time in particular we gave each of a large family a nice article of clothing wrapped for Christmas.

Money was contributed to Post Office flood victims in Columbus, Ohio and in Kansas City. A call came from the National organization for help for tragedy victims in Bowling Green, Kentucky, New York City, and Dallas, Texas. We responded with a cash donation to each. For many years we held a Christmas party for members' children and grandchildren, with a gift for each child and always plenty of home-made cookies. The crowd of children became so large that the age limit was lowered and grandchildren eliminated. As we had less younger members, there were fewer children, so we served sandwiches, chips, pickles, and kool-aid also. We entertain the Happy Times Club, which is the blind ladies, once a year with a nice lunch and something for their enjoyment. They seem to always look forward to it.

For several years Auxiliary #158 was the largest Postal Auxiliary in the world. We earned quite a sizeable amount of money from 1962 to 1966 from the Donnelly Corporation, which sent us names of streets and requested house numbers for advertising purposes. At first we received 2¢ a number but later they paid 5¢ for each number.

We have donated to the Y.W.C.A., the Child Study Institute, and several hospital building funds, as well as our National Building Fund. On several occasions we have made donations to the Wm. C. Doherty Scholarship Fund. Our members have taken an active part in letter writing campaigns, sent telegrams, and night letters to Washington. We have sent ladies to Washington to assist the men in contacting members of Congress to support our causes, namely vacations, widows' annuity, uniform allowance, and many pay raises. Several times we have made sure that every member of the Civil Service and Post Office Committee would receive a letter from Toledo. And on one occasion Congressman Ashley had one of our letters inserted in the Congressional Record.

In 1967 we were asked that the Auxiliary have one or two members on the Building Committee. President Margaret Wuwert and Helen Christian were appointed. When our present hall was completed the auxiliary helped with the furnishing of the new building.

November 2, 1972 marked the 50th anniversary of our auxiliary and with the help of Branch 100 we were extremely proud to celebrate the occasion in our new building the following January.

The word "auxiliary" means assist and we are proud to say that we have enjoyed a special relationship with Branch 100. Without the cooperation of

AUXILIARY #158

our men, we never could have attained the success we have enjoyed. The latest thing we have done was at our May, 1975 meeting when we contributed \$25. to the Branch's Political Action Fund.

Besides Dora Carll as a National President, we are proud to recognize the following members who have held State Office: Maude Gottshall, Nettie Sands, Leah Fosnaught, Ruth Wolfgang, Norma Barth, Sandra Fonner, Jean Longnecker, Maxine Hester, Mary Street, and at present, Phyllis Coughenour.

PRESIDENTS OF AUXILIARY #158

Elizabeth Jackman	1922-23	Hazel King	1947-48
Cora Colander	1924	Helen Christian	1949-50
Rose Eikost	1925	Daisy Inhelder	1951-52
* Maude Gottshall	1928-29	Nella Wampler	1953-54
Lurlene Hoffman	1930	Florence Baranoski	1955-56
Lou Hirschey	1931	Helen Luettke	1957-58
Eva Harris	1932-33	Helen Arnold	1959-61
Lurlene Hoffman	1934-35	Norma Barth	1962-63
Nettie Sands	1936	Sandra Fonner	1964
Catherine Grote	1937	Margaret Wuwert	1965-67
Ruth Wolfgang	1938-40	Jean Longnecker	1968-69
AdaMae DuShane	1941-42	Phyllis Coughenour	1970-72
Pearl Imes	1943-44	Maxine Hester	1973
Fern Muir	1945-46	Catherine Scobie	1974
*Elizabeth Coombs	1926-27	Mary Street	1975



Introduction of Retirees



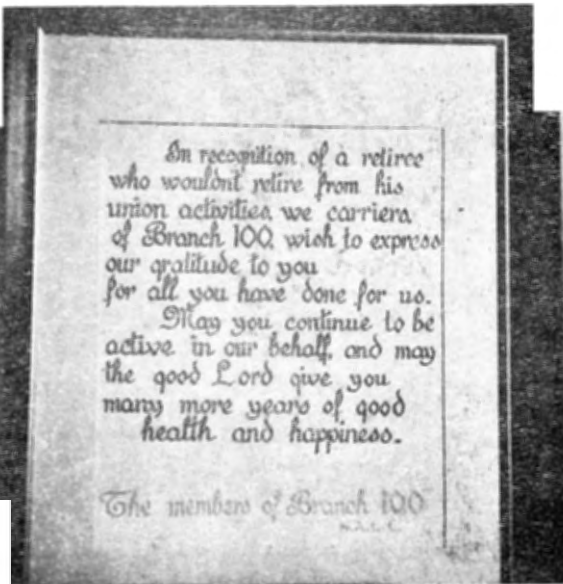
"Mother pin a rose on me" Cal Fisher



Bert Gugger presenting the
Plaque to The Editor



Asst. P.M. Kenny Fosnaught



In recognition of a retiree
who wouldn't retire from his
union activities we carriers
of Branch 100 wish to express
our gratitude to you
for all you have done for us.
May you continue to be
active in our behalf, and may
the good Lord give you
many more years of good
health and happiness.

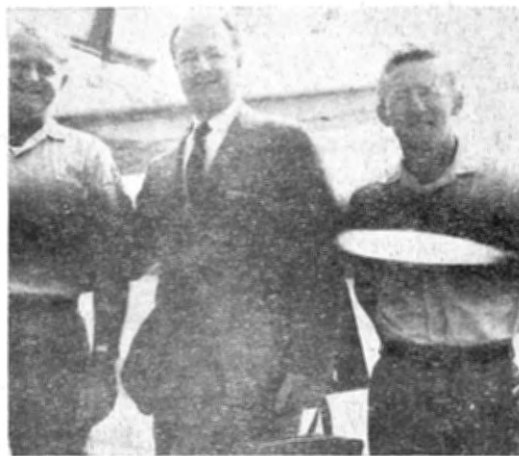
The members of Branch 100
N.L.C.



Josephine Fox, Editor's wife



Fred Fox, Norma Barth, Dick Comers &
Ron Coughenour



Two lads who showed up in UNIFORM at the Airport
to meet the V.P., Jim Rowe & Bill Cook



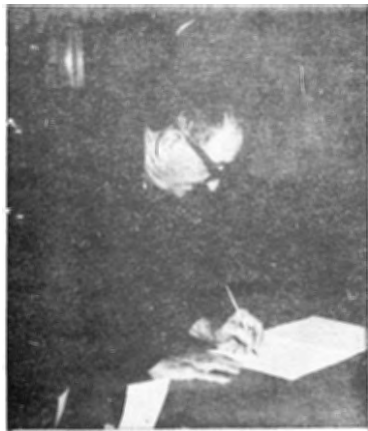
"Getting the low down"



Nat'l Vice Pres. Jim Rademacher



Gold Card Members Charley Koch, Fred Fox, Emil Knopka & Dan Thompson



Ray Tamlyn & Dan Thompson



THE NEWSLETTER

There was a need for a Newsletter to serve the carriers. Several attempts were made to publish a paper but they fizzled out. Finally, in May 1964 the first successful Newsletter was printed and it has been published regularly since its inception. The first editor was Fred Fox and he remained in that position till his death in February, 1975.

In the early days, the Newsletter was printed at letter carrier Les Christian's. There were many active participants who gave many hours to writing, typing, assembling, and distributing the paper. It was their dedication which made it succeed.

After the Branch bought its home, the putting together of the Newsletter was concentrated there. For a more efficient operation, the Branch began printing the Newsletter and doing all the work in its own building -- the typing, the printing, the assembling, the preparation for mailing.

The Newsletter reports on anything which concerns the letter carrier -- contracts, seminars, training programs, conventions, Labor-Management, work rules, union meetings. And it inserts human interest stories, cartoons, and pictures to add interest. Due to the efforts of many volunteers, our Newsletter is able to keep our letter carriers abreast of news concerning their jobs.

* * * * *

COMMUNITY AFFAIRS

In recent years Branch 100 has taken a more active part in Civic Affairs.

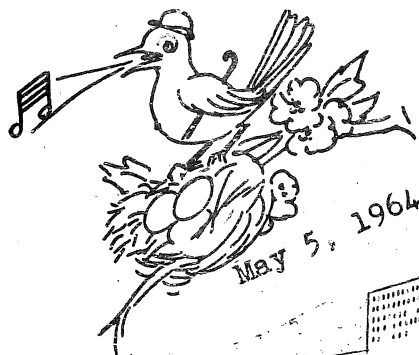
We have committed ourselves to work on the Muscular Dystrophy Telethon which raises funds to fight the dread disease muscular dystrophy. For five years Branch 100 has taken an active part in the Jerry Lewis Labor Day Telethon and the results have been good. The carriers who give up that weekend to work at TV24 know it is for a deserving cause and the monetary contributions of all carriers are substantial.

The carriers have always supported the Community Chest and other charities. The drives are now combined and known as United Appeal. Last year through the combined efforts of all Postal employees the United Appeal campaign was a success.

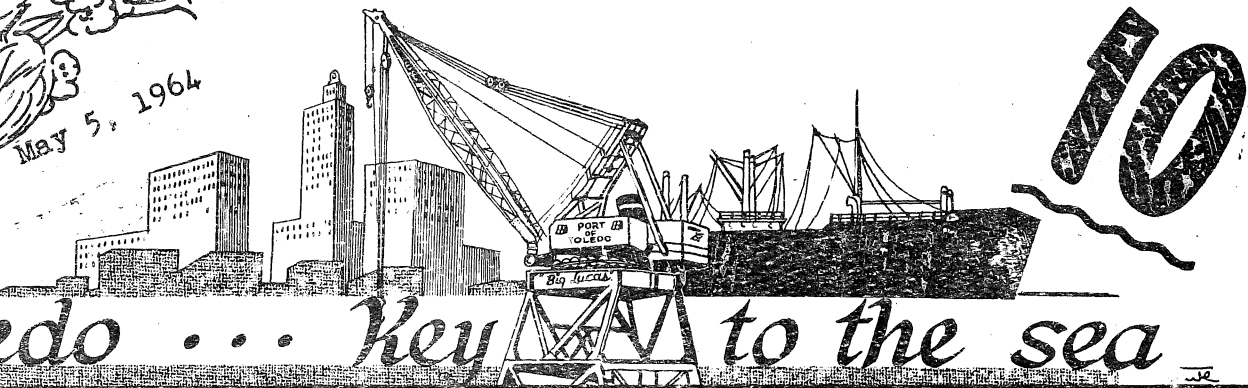
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AFL-CIO COUNCIL

The Branch is affiliated with the Toledo Area AFL-CIO Council. The Branch President serves on the Executive Board of the Council. He carries news of the plight of the letter carrier to the leaders of other unions, asks their support, and in turn reports to our members the activities and problems of our brother union members. The Branch also sends delegates to the Council meetings.

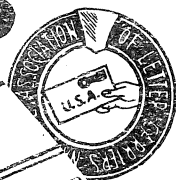


May 5, 1964



Toledo ... Key to the sea

branch 100 NEWS Letter



No. 13

May, 1965

Fred Fox, Editor

ANNIVERSARY ISSUE

With this, the 25th issue of the NEWSLETTER

9 YEARS

OF 6 YEARS IN PRINT

NOW I'M 3 YEARS OLD

10

10

VII YEARS OLD

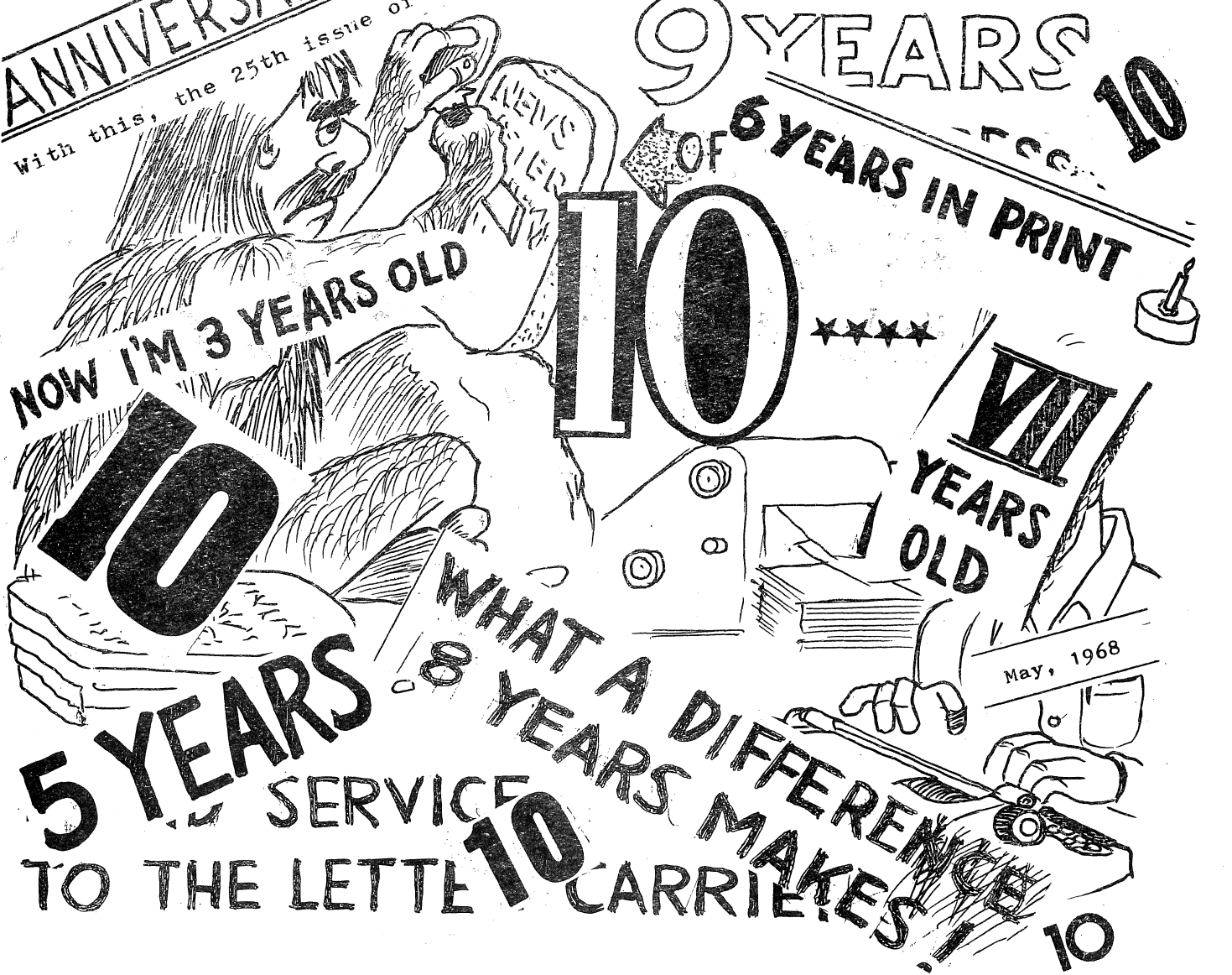
5 YEARS

WHAT A DIFFERENCE 8 YEARS SERVICE TO THE LETTER

10

MAKES! CARRIES!

10



THE LETTER CARRIERS BUILDING

From brief meetings in the swing-room at the stations to regular monthly meetings in our own building was a long road. The letter carriers who saw the need for an organization to improve their lot first met in the swing-room at their stations. They went on to hold meetings at rented halls. For many years the members dreamed of holding meetings in a home of their own. Serious talk began in the early forties and a Building Fund was established.

A certain percentage of the dues collected was set aside for the purchase of a building. As the years went by and the fund grew, committees were formed to be on the lookout for a suitable site or building. Serious consideration was given to some of them but they were rejected because of unsuitable features. The search continued and the Fund grew.

Then came a stalemate. The percentage of dues earmarked for the Building Fund was rechannelled into the General Fund. In 1964 an ad hoc committee was formed to look into the purchase of a certain building. The membership turned it down.

Next, another committee was appointed to make a concentrated effort to find a suitable building to house Branch 100. This committee went into action, for many months combed the city, picked out buildings and lots. The selection was narrowed down to four or five which the Branch could afford. In October, 1966 Branch 100 began negotiating for the purchase of the building at 602 Dearborn and in November, 1966 it had its own home.

Under the direction of several carriers who had experience in the building field, remodeling began. An area was converted to a smaller meeting room, which is used by the Auxiliary. The large hall is Branch 100's meeting hall. The Branch began to rent the hall for meetings, parties and weddings, and other social affairs.

More space was needed for Branch 100 activities, therefore the remodeling of and partitioning of the largest room began. Storage areas were built in, utilities were enclosed, a section was closed off for extra office space, and the entire area modernized.

Our headquarters are located in our building. The Branch and Auxiliary meetings are held in it. The Newsletter is published here. Training sessions for stewards and members are held here. Most Branch activities are centered in the building and also retirement parties and Retiree meetings.

National and State dignitaries have been entertained here. State seminars have been held here. All Postal Craft Unions hold their regular meetings at the Letter Carriers Building. Other unions, fraternal organizations, and clubs meet here.

The purchase of a home of our own has been proven to be a wise move. The dream of many older carriers has come true and, too, the younger ones are benefitting.



THE RETIREES

The Retirees began meeting socially in January, 1967. At their monthly meetings at the Letter Carrier Hall they serve a potluck luncheon, have a business session concerning legislation and other important matters which affect the retired letter carrier, followed by a social hour.



BRANCH 100
LETTER CARRIERS HALL





RETIREE RECEPTION

A get together was held September 22nd at Branch 100 Union Hall for the Retirees that took the optional retirement in July. The Vending Committee sponsored this event for all crafts and Postmaster Frank Goldie presented each retiree with a Watch. It turned out to be a good time as refreshments and eats were available also. There was a little card playing and alot of shop talk also. The Vending Committee should be commended for coming up with such a nice idea sincemost of those in attendance felt that it was a nice conclusion to a lot of years for the Postoffice. Those in attendance were:

Charlie Stahl, Jim Byers, Tim Thompson, Postmaster Goldie, Alex Torda, Rolland Snyder, Ollie Beczyniski, Ed Hogan, C. Payne, Lou Guillinger, Len Rossler, Don Schlagheck, Mory Abdo, Cliff Mears, Steve Walkowiak, Glenn Firebaugh, Bob Sutherland, Carl Holtgrieve, Harlow Jimison and Mike Oleksiak.

A HISTORY OF THE TOLEDO POST OFFICE

The first Post Office established in the Toledo area was in the year of 1823. The office was located in Tremainsville, now of course the West Toledo section of town. It was a junction of sorts, mail being delivered on horseback between Detroit and Fremont.

The first Toledo Post Office bore the name of Port Lawrence. This particular office was located for some time on the southeast side of Summit Street near Jackson. The post office was then moved to the lot where the old Fair Store stood at Summit and Adams. Then a few years later it was removed to the Blade Building near Summit and Madison. There it remained till the completion of the first government building on the corner of Madison and St. Clair Streets in the year 1853. In 1911, a new structure was built on Madison and 13th Streets.

An interesting bit from historic records shows that in 1912, daily nixies throughout the post office averaged 731 nixies for letters and 147 for papers. Rosters of the letter carriers showed that Station A had one 4-trip carrier and twelve 2-trip carriers. Four trips a day? Bring back those days. Station B had two 4-trip carriers, one 3-trip carrier and five 2-trip carriers. By the year 1916 the seniority list included one hundred forty letter carriers and one hundred fifty-five clerks. I wonder if they had wash-up time coming in those early tough years.

1922 Postal receipts were \$1,622,686. In addition to the Main Post Office and Central Station, there were eight classified stations. These sub-stations were : West Toledo and Stations A, B, C, D, E, F & G. The letter carriers were now reaching out to all parts of town.

In those days the daily records would show, in a pencilled-in work sheet, the performing letter carrier's duties, such as what route he was training on, casing letters or learning the street terrain, or if he was sick (without any pay in those days). A strict and detailed report was sketched in after each name. After one certain carrier's name, the word "disappeared" was pencilled in. And you think your route is tough!

That was the early beginning of the Postal development in Toledo. Now, however, instead of the carrier disappearing, it is the mail boxes on the corners.

(Thanks to Leo Drziewiecki, Director of Support, for furnishing the history of the Toledo Post Office and to Ron Coughenour for this interesting version.)



Postmaster
Frank C. Goldie
and
President
Don Bukowski
enjoying a few
lighter moments
at
Branch 100 Hall
during ceremonies
honoring
Postal Retirees
in
September, 1972





Lou Tulino, National Business Agent, presented the Heroism Award from the N.A.L.C. to Letter Carrier Romey Hooks in the presence of his family and letter carriers at the Letter Carrier Hall. At the left, Mr. Hooks, his wife Charlene, and son Rodney, center row; daughters Crystal and Veronica, back row; and nephew David Durrett, lower right.

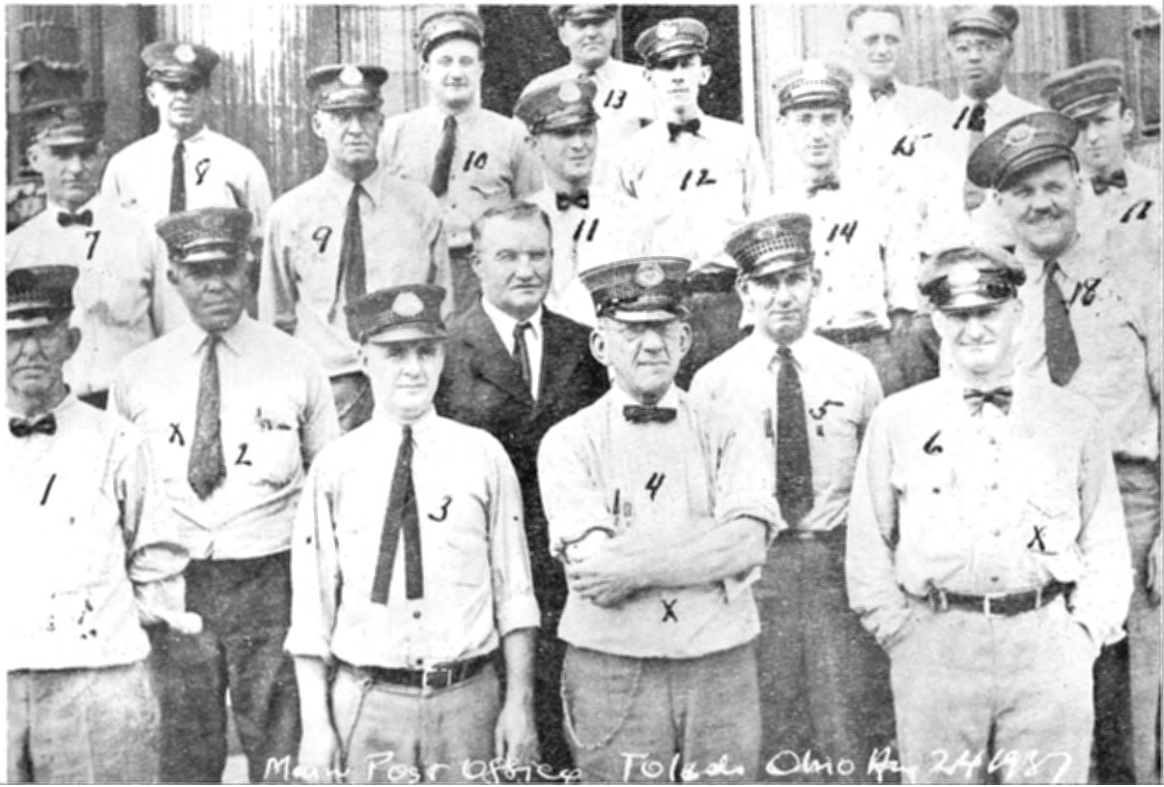


President Don Bukowski presenting a 50 year Gold Card to Retiree Vincent Boellner. His brother Charley received his Gold Card several years ago.

Steward Jim Lisiakowski and Brother Romey Hooks, both of the Parcel Post section.



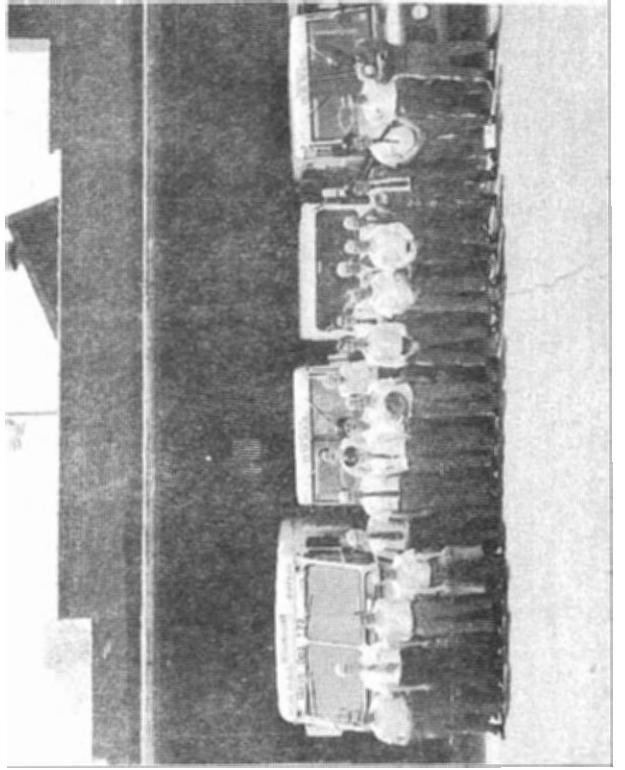
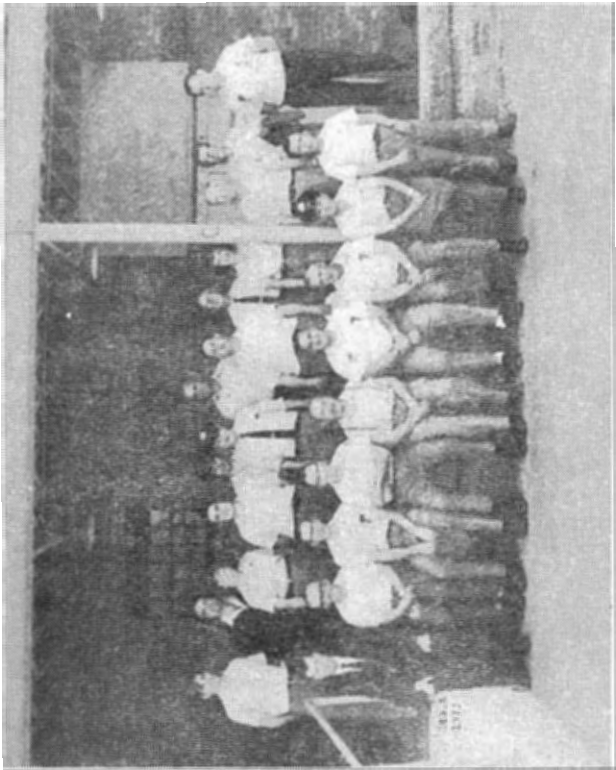
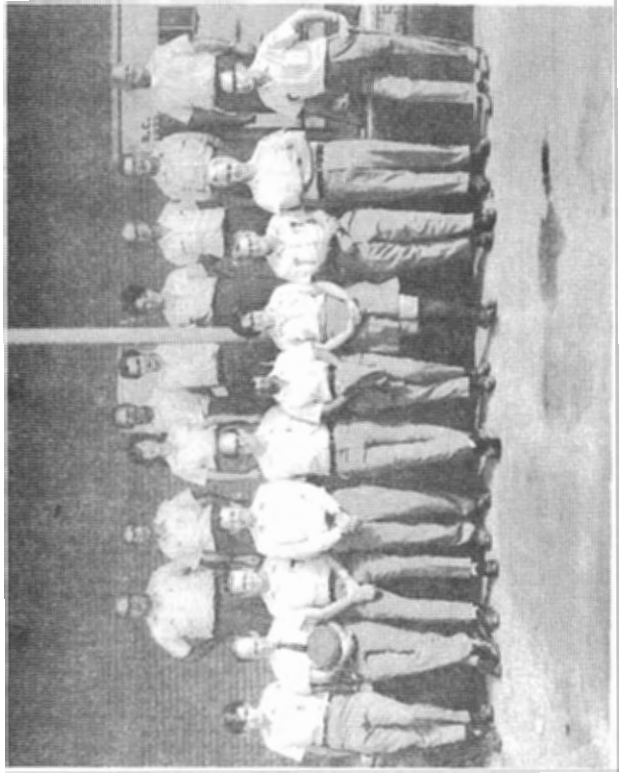
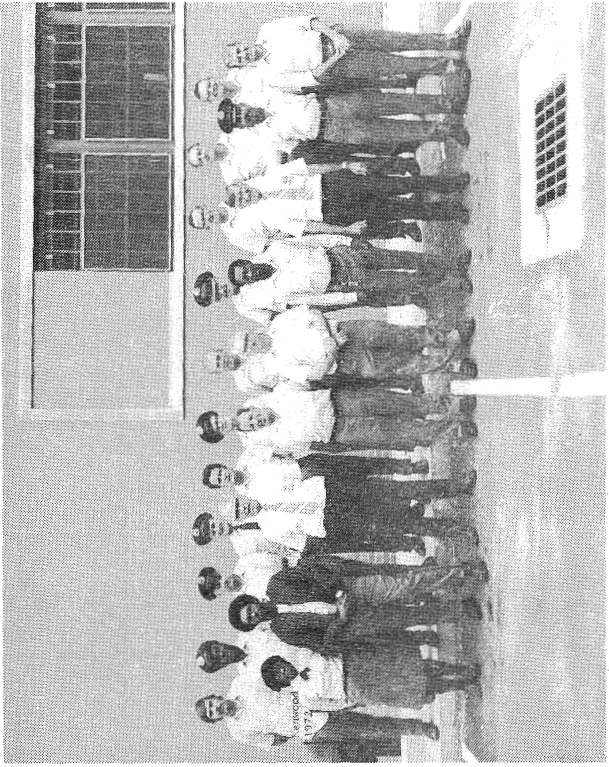














OFFICERS 1973

Top left to right: Ron Coughenour, vice-president; Howard Bumcrots, recording secretary; Charles Nusbaum, financial secretary; Harold Galloway, treasurer; Robert Michalak, Health Benefits Representative.

Down: Harry Hester, sergeant-at-arms; John Osinski, trustee; Berwyn Gugger, trustee; Lester Christian, trustee.



* * * * *

HEALTH BENEFITS PLAN

All members of the National Association of Letter Carriers may avail themselves of the services of the Health Benefits Plan. It helps pay hospital and doctor bills and other medical expenses. The Plan is one of the largest of any of those sponsored by employees' organizations and only members can participate in this program.



MUTUAL BENEFIT ASSOCIATION

Membership in the Mutual Benefit Association is available to all NALC members. In the event of illness or disability, they are protected. Life insurance may be purchased at reasonable rates so that in the event of death, the family of the deceased carrier receives protection.



NATIONAL SICK BENEFIT ASSOCIATION

The purpose of the National Sick Benefit Association is to insure letter carriers against a total loss of salary resulting from injury or illness. The cost of membership is low. The NSBA pays no dividends and is operated at cost. Over the years our members have taken advantage of this low-cost protection.



STEWARDS 1973

Top row left to right: Jim Lisiakowski, Parcel Post; Charles Cohen, Central Sta.; Gilbert Burns, Sta. A; Walter Kocinski, Kenwood Sta.; U.S. Grant, Sta. C; David Bukowski, Sta. D.

Left row, top to bottom: Steve Polesovsky, Sta. E; Dave Lapointe, O.W.E.; John Jakeway, Pt. Place; Charles Neuser, West Toledo; Virgil Kalas, Wernert Sta.; Art Dennis, Heatherdowns.

Right row, top to bottom: John Gage, Reynolds.; Paul Edler, Oregon; Forrest Sherman, Wernert Sta.; Bob Szorady, Rossford; Bob Horn, Walbridge; Charles Smith, watterville.

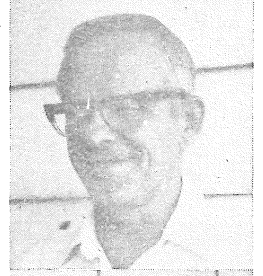
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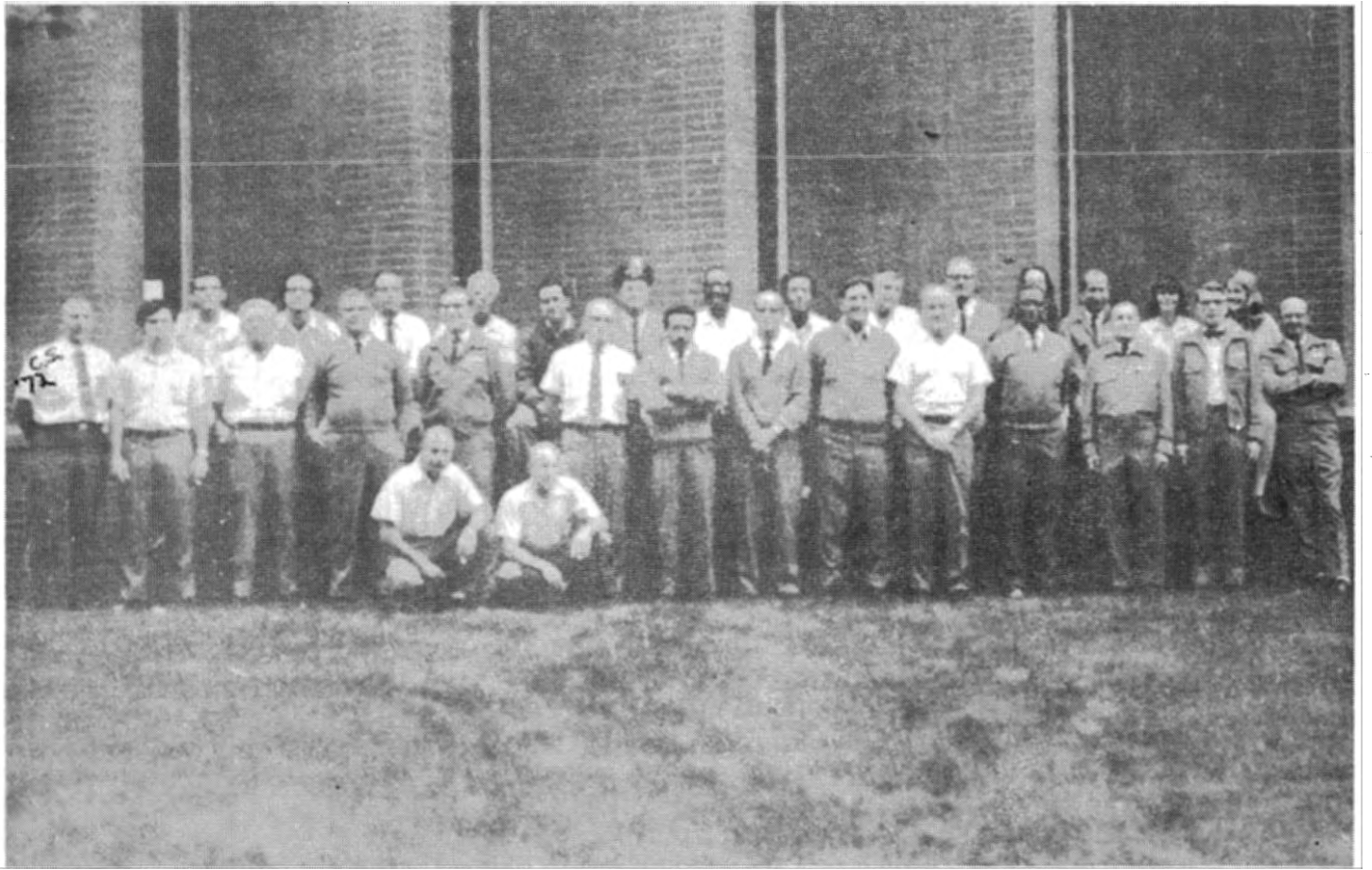
CREDIT UNION

Every letter carrier has the opportunity to invest in the Credit Union, to collect dividends, and to borrow money at a low interest rate. Many letter carriers have done so. The Credit Union was established for the benefit of all Postal employees.

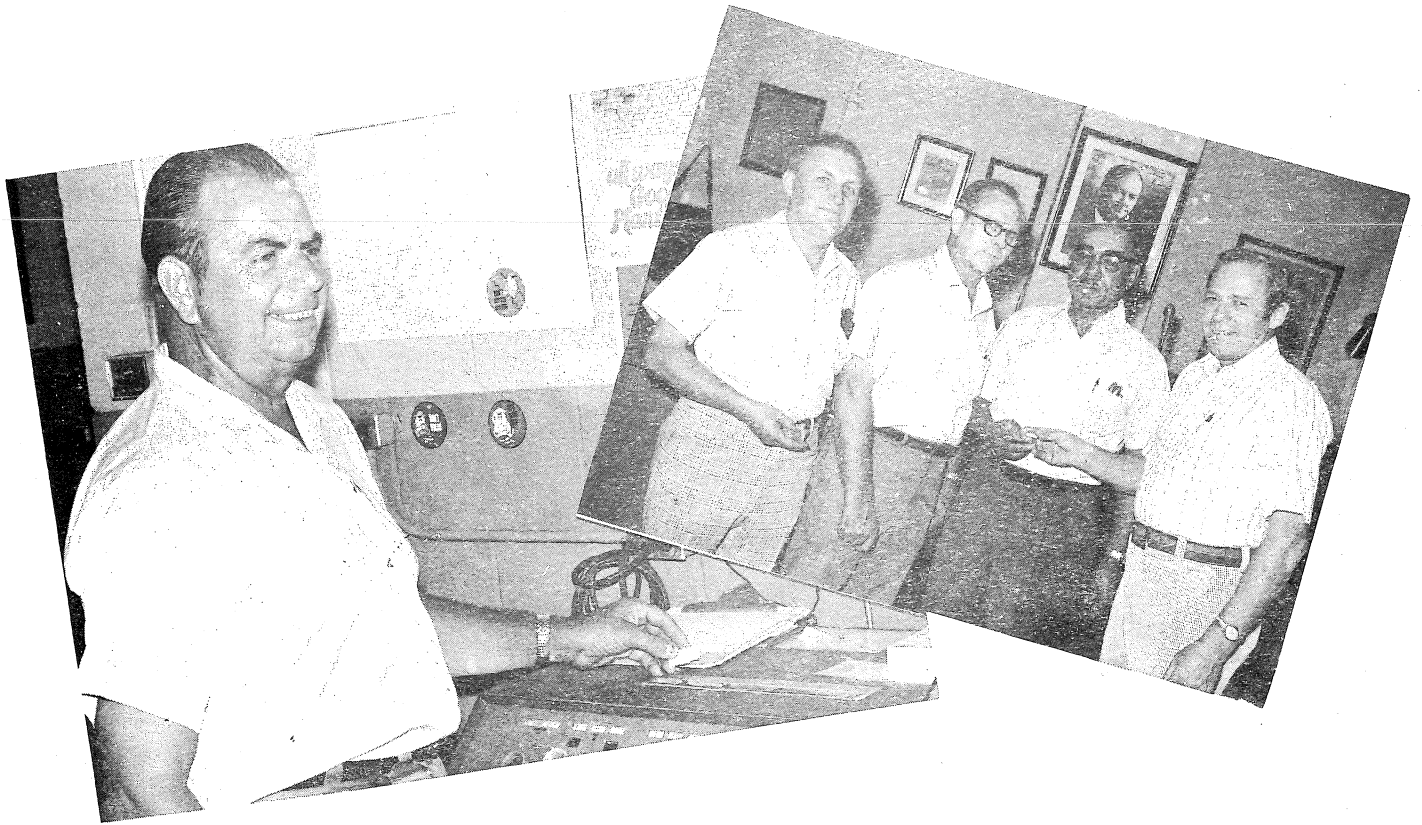
TOLEDO POSTAL EMPLOYEES M.B.A.

Letter carriers may join in the Toledo Postal Employees Mutual Benefit Association. It pays \$300. to the beneficiary within 24 hours after the Secretary is notified of the member's death.









Carrier Glovan Brown Punching out for the last time at West Toledo Station. Dan Klawitter, Jim Marsh and Harold Galloway receiving Retirement Pins from President Don Bukowski.



Station Stewards: Seated, U. S. Grant, Chuck Neuser, John Duwve, Paul Edler. Standing: Don Allan, Bob Horn, Robert Dick, Dave Bukowski, Virgil Kalas, Art Dennis, Dale Baughman, Murel Harpel, & John Shuff.

PRESENTATION



GOLD CARDS

Luettker, Alldaffer, Everitt, Sec. Tony Huerta



Maloney, Luettker, Alldaffer,
Boellner, Koepfler, Everitt, Fisher



Wampler, Tamlyn, Christain, Fox, Luettker, Wolfgang



FOX, O'DOWD, TONY HUERTA, BUKOWSKI, LOU TULINO



Photos by: Bumcrots



Street, Loewe, O'Dowd, Bukowski, Fox, Huerta, Tulino



Lisiakowski, Shuff, Dennis, Coughenour, Jakway, Burns



Kalas, Bukowski, Willoughby Ohio Carriers



Fred Fox at Gugger Retirement Party



Signing the papers for the purchase of our new home. L. to R. Fred Fox, Joseph Sheehy, Bert Gugger, Vic Barth, Don Bukowski, Les Christian and Jim Marsh.



Wampler, Tamlyn, Christian, Fox, Luettker, Wolfgang



FRED HONORED BY HALL BEARING HIS NAME
Pres. Don Bukowski, Fred Fox, J.Shuff





LAPOINTE LISIAKOWSKI ALLAN OSINSKI BURNS MICHALAK



MICHALAK COHEN SHRIVER SHERMAN KALAS

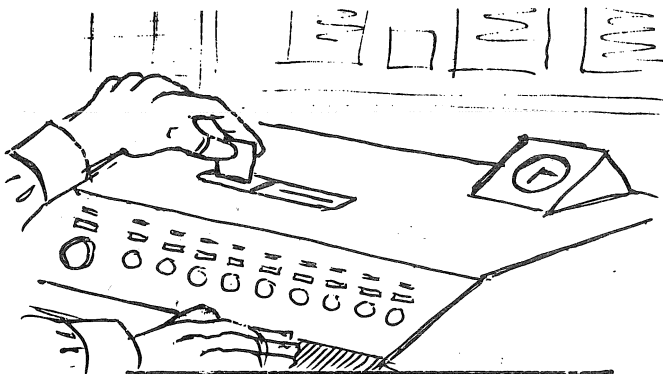


SZORADY COUGHENOUR GRANT



BUKOWSKI NUSBAUM EDLER PHIFER
OFFICERS & STEWARDS MEETING

MAIL COUNTS AND ROUTE INSPECTIONS



EX. A	15	B	6:15	4
		E	6:19	

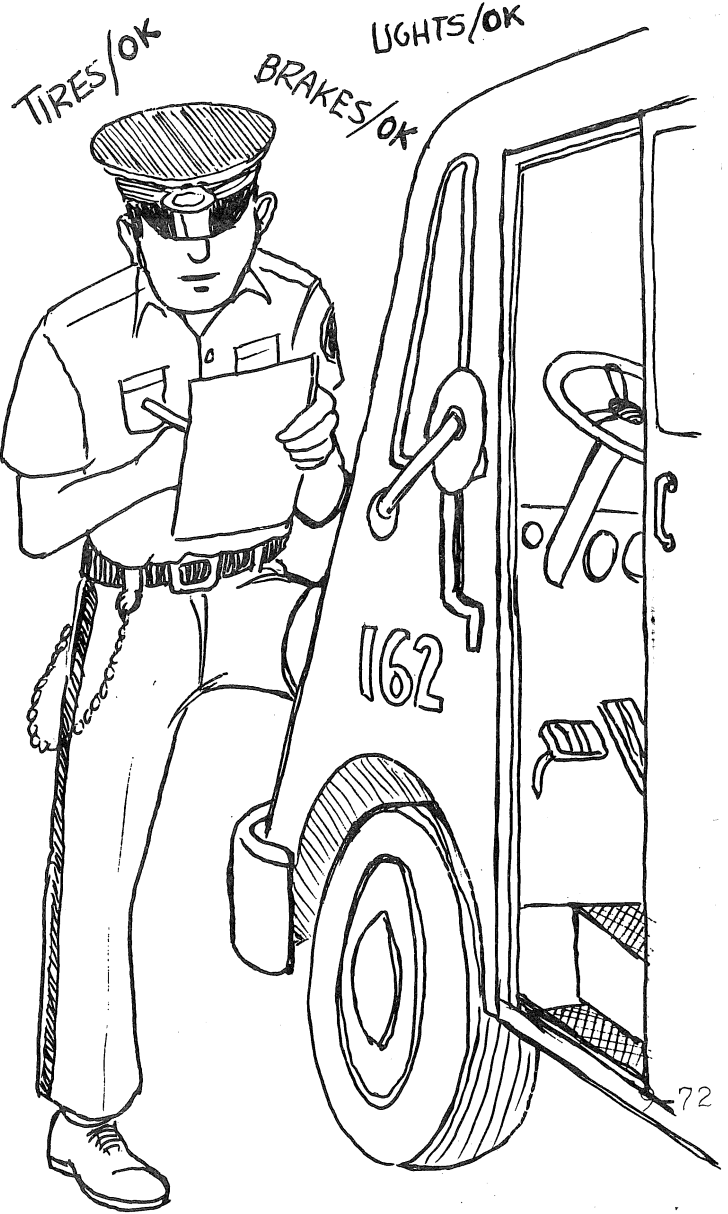


EX. B	24	B	6:19	9
		E	6:28	



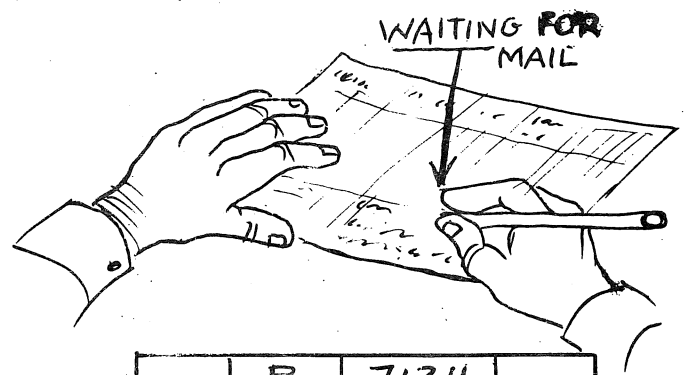
EX. C	15	B	7:29	1
		E	7:30	
	24	B	7:30	4
		E	7:34	

EX. J	15	B	3:49	5
		E	3:54	

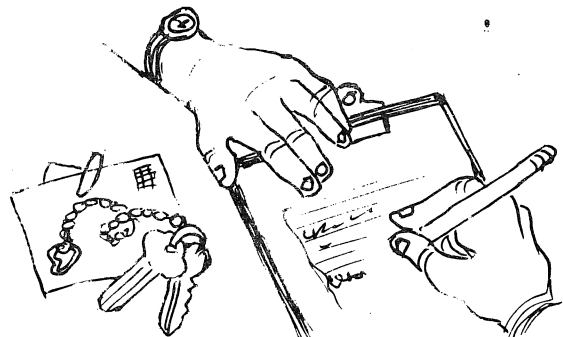


BRANCH 100 S. Borawicz

S. Borawicz



ex.D	16	B	7:34	4
		E	7:38	
ex.E	22	B	8:58	1
		E	8:59	
ex.F	23	B	7:52	8
		E	8:00	



ex.G	14	B	8:30	4
		E	8:34	



ex.H	19	B	10:03	6
		E	10:09	
	18	B	10:09	9
		E	10:18	

BRANCH 100 S. Browning

BRANCH 100 undertook to train carriers in the proper method of filling out the 1838 during Count and Inspection Week. The training was given to carriers in facilities (libraries, banks, churches) near the stations in the afternoon and at the Branch Building during the afternoon and evenings. The majority of the carriers attended these training sessions which were of great assistance to them during Count and Inspection Week.

N.A.L.C. BRANCH 100 MEMBERSHIP

Gino Abaldo	Benjamin Brown	Gerald Davenport	Léonard Gadus
Marjorie c. Adams	Dee J. Brown	Lloyd G. Davis	John Gage
Steven J. Abraham	Finish Brown	Richard G. Day	Harold Galloway
Richard J. Adamski	James A. Brown	Richard W. Dearmond	Patrick Garver
Francis L. Ailstock	James T. Brown	Robert Delventhal	R. L. Garza
Donald B. Allan	W. J. Brown	Arthur J. Dennis, Jr.	Robert E. Genung
Charles R. Allen	Johnnie M. Bryson	Thomas K. Dickerson	Charles Gibson, Jr.
Fred R. Almaguer	James E. Buckenmeyer	William Dodson	Gerald Giles
Jack W. Anderson	Jerry C. Buehrer	Marilyn L. Doner	Fred Goldyn
Leroy Andrews	Aubrey Bufkin	Joyce Dowdy	Richard Gonsowski
Edward J. Armstrong	Dave D. Bukowski	Michael Draheim	Sandra P. Gordon
Robert R. Armstrong	Donald D. Bukowski	Dale H. Drouillard	Donald Gorsuch
Duane M. Arquette	Howard E. Bumcrots	Eugene Drozd, Jr.	James Gosciniak
Richard O. Asmussen	E. A. Burks	Francis J. Dubielak	Willard Gott
Harold S. Bachtel	Daniel W. Burmeister	Delbert J. Duckins	Kenneth Gozdowski
Ronald G. Badyna	Gilbert L. Burns	Mike Dunaway	Raymond Grajczyk
Donald R. Baker	Lawrence J. Burok	Coleen Duncan	Daniel Gralak
Donald c. Bakies	Donald O. Busdieker	Ralph Durco	Ullysses S. Grant
Richard F. Balduf	Hillard Byrd	John F. Duwve	John Graves, Jr.
Lynn Ball	Roy A. Calabrese	Chester J. Dyko	Deo Grose
Linda S. Balthrop	Linda Calcamuggio	Thomas W. Dyko	Ernest Gross, Sr.
Heinz C. Baltz	Victor I. Caldwell	A. Easterly	Patrick Grzybowski
Robert V. Barney	John E. Calmes	Richard G. Easton	Robert Gugger
Robert H. Barton, Jr.	Russell R. Carr	Donald E. Eaton	Robert Guhl
Dale B. Baughman	Richard Chancy, Jr.	Brand L. Ebner	Edward Gut
Charles R. Beavers	William E. Chandler	R. A. Deinger	Orville Guyer
Gary L. Beilstein	Mc Kinney Chapman	Paul G. Elder	Robert Haas
Dave C. Beisel	Robert G. Charvat	Norman C. Edwards	Donald Haight
Donald K. Belote	Charles A. Childers	Willis C. Edwards	Robert Hall
Andrew Benson, Jr.	William D. Chinni	Eugene E. Ehrbright	Broner Halley, Jr.
Frank R. Beyer	Donald P. Christ	Ralph Eiseman	W. E. Halt
Richard Bigelow	Tony D. Clymer	Walter T. Ellis	Murel Harpel
Richard L. Bigelow	Charles E. Coder	S. B. Essig	John Harpst
Alvin Blachowski	Judy A. Coger	Roy C. Estez, Jr.	G. M. Hart
Forrest A. Black	Charles F. Cohen	James P. Etue	James Hart
Thomas J. Blair	Betty J. Coley	Roger L. Everett	Hal Hatton
Fred Blanton	Richard A. Comers	Glenn M. Eversole	Ruth Haugh
Charles Blasingame	William F. Cook	K. F. Fallon	Elbert Heffner
Russell J. Blasius	M. D. Cortland	Harold W. Facker	Robert Heint
Thomas J. Bobak	Charles G. Cox	Kenneth F. Fallon	Lalyne Helmke
Bernard J. Boda	Ronald E. Coughenour	Lenny D. Fetterman	Ralph Henry
Charles Boellner, Jr.	John Courtwright	Robert L. Fink	Eugene Hernes
Ronald Boerst	Alfred P. Couterier	Dennis W. Finke	Robert Herwat
Richard E. Bogart	Charles J. Cowell	Duane R. Fish	Harry Hester
Michael Bohland	Bob Cox	G. D. Fizer	Vern Hiller
James Bolton	Sharon C. Cox	Phyllis J. Fleitz	Frank Hinkle
Beverly Bonnell	Charles W. Cross	Gerald G. Foote	Kenneth Hodnicki
Luther Bonnough	Donald J. Cukierski	Gerald P. Forbes	William Hoffman
Steve S. Borowicz	Idell Cummings	John J. Ford	James Holmes
Robert Boudreaux, Jr.	Richard W. Curtis	Donald T. Foster	Donald Holt
Carl Boyd	Richard J. Czech	Frederick Foster	Romey Hooks
Roger W. Brandle	Arthur R. Czerniak	Gerald Foster	Carmack Hopson, Jr.
Thomas L. Braun	Coleman Czimer	N. H. Foster	Robert Horn
Norman Breniser	Thomas Czubachowski	Angela Fox	Gordon Howard
Ray A. Bricker	Robert J. Daniels	Donald R. Fredrick	Merrill Howard
Dennis L. Brock	R. J. Darmofal	Joseph J. Frankowski	Emil Hricovsky

(Continued)

N.A.L.C. BRANCH 100 MEMBERSHIP

Roscoe I. Huffer
 Ernestine Huston
 Charles Ignatowski
 Stanley Ignatowski
 Raymond T. Imbery
 Holly Ingram, Jr.
 P. L. Jackson
 W. G. Jackson
 Rex Jaco
 John W. Jakeway
 M. D. Jankowski
 Edward F. Jasinski
 Armstead Jasper
 J. N. Jeffries
 Felix J. Jezewski
 Willie B. Johnson
 G. S. Johnson
 Terry B. Johnston
 Dana W. Jones
 Leon Jones, Jr.
 Thomas A. Jones
 W. A. Jordan
 Donald E. Jorris
 Kenneth Kaczala
 Virgil J. Kalas
 Edwin S. Kawczynski
 Thomas V. Kemski
 Louis Kerekgyarto
 John J. Kiefer
 Richard J. Kina
 Carl H. King, Jr.
 Phillip T. King
 Kenneth P. Kirsch
 Richard V. Klinger
 Daniel B. Klocinski
 Robert C. Klotz
 Joseph J. Knapik, Jr.
 Walter S. Kocinski
 Gerald J. Koehle
 Patricia A. Koehle
 F. L. Konoz
 Lester A. Korb
 Kenneth Kozlowski
 Teddy A. Kozlok
 Robert C. Kreft
 R. Kreger
 Bernard J. Kubiak
 John F. Kubiak
 W. A. Kunisch
 Edward A. Kuron
 Thaddeus Kwiatkowski
 Joseph A. Lada
 Lewis E. Ladd
 Kenneth F. Lafferty
 D. F. Lancaster

Peter S. Lang
 David L. Lapointe
 Lottie S. Lashley
 P. D. Lawson
 Verna O. Layman, Jr.
 Geraldine R. Leach
 Charles E. Leckway
 Gerald H. Lessentin
 Norman Lewandowski
 Ray W. Lewandowski
 Donald A. Lewis
 James Lisiakowski
 James E. Loshbough
 Mary E. Louy
 Dennis Madrzykowski
 Chester Malaczewski
 Earl G. Mann
 Richard R. Mann
 Elmer M. Marohn
 Herman Martin, Jr.
 Frank D. Marzec
 Adam J. Marzec
 Ronald N. Matheny
 Daniel J. Mathews
 Jack E. Mauk
 A. G. May
 Major C. McCormick
 Theodore McCullough
 James E. McCully
 Edward J. McDonough
 Richard McFarland
 Edward C. McMahan
 B. J. McNairy
 T. F. Meagher, Jr.
 Thomas E. Meek
 Daniel R. Meminger
 Henry A. Metzger
 Don A. Meyer
 Robert D. Michalak
 Eugene S. Michalski
 Frank Milek
 Cordell M. Miller
 Daniel J. Miller
 Jesse L. Miller, Jr.
 Clayton C. Miller
 Paul C. Miller
 Samuel R. Mills
 Troy M. Minor
 Robert J. Miscikowski
 Michael Miskiel
 J. F. Mitchell, Jr.
 S. J. Mitro
 Kenneth A. Mocniak
 Thadeus J. Mocniak
 G. W. Moore

William L. Moore
 William P. Moore
 J. M. Morgenstern
 Dorothy H. Morris
 Richard H. Morris
 Gerald R. Mowka
 John S. Mull
 James M. Murphy, Jr.
 Arthur J. Muszynski
 Ernest W. Nagy
 Ronald R. Napierala
 James W. Nauden
 Gordon W. Navarre
 Charles A. Neuser
 Edward J. Neuser
 Robert T. Newbold
 Robert Nozwood, Jr.
 Steve Novak, Jr.
 Charles M. Nusbaum
 J. D. Nusbaum, Jr.
 Nadine F. Nyari
 Michael J. Nyitray
 Leo L. Ogradowski
 Raymond A. Okorski
 Harold E. O'Neill
 Frank M. Orr
 John D. Osinski, Jr.
 Harry Osmond
 Edward J. Pakulski
 Edwin Z. Palicki
 Vivian L. Palmer
 Sharon A. Parker
 Ronald J. Parkins
 Edgar C. Parks
 James L. Pasternak
 Richard C. Patterson
 Burton E. Paulson
 Joseph J. Perlaky
 Kenneth J. Pesa
 Norbert F. Peters
 Ronald S. Petersen
 Donna M. Pettit
 R. L. Pierce
 Edward Pilcher
 Bernard Pilewski
 Harold E. Pinniger
 Edwin Pioterek
 Michael R. Plicinski
 Charles M. Poag
 Carlos J. Pohl
 Robert C. Pohlman
 Ronnie L. Poindexter
 Alex Polakovic
 Steve Polesovski, Jr.
 Dorothy J. Polk

James C. Pollauf
 Ronald Przybylski
 Susan T. Przybylski
 G. L. Quick
 Vendell Rabara
 Edward W. Radebaugh
 Edmund Radwanski
 Louis J. Radwanski
 William T. Rafferty
 Larry E. Ramsey
 Roy L. Ramsey
 C. R. Rankin
 Donald S. Raszka
 Vernon R. Ray
 Sandra S. Reardon
 Leland J. Redman
 Jos. A. Reeves
 J. M. Reinhart
 Margaret R. Reiter
 James Repka
 John Repka
 Steven L. Richard
 R. M. Riddle
 Leighanne E. Ridge
 Etta M. Riley
 Feno J. Rinna
 Sandra L. Ritchey
 James N. Rober
 John M. Roberts
 Donald J. Rogers
 Fred L. Rogers
 Robert L. Rollins
 Stephen Rolowski
 James T. Rowe
 Zenon J. Rowicki
 Clifford W. Rudolph
 Paul D. Ruhl
 Gregg F. Rumer
 Jesse D. Russell
 John J. Ruszkowski
 Henry Rybaczewski
 Edward J. Sagan
 Mary E. Sancrant
 Glenn G. Sauer
 Benjamin H. Saunders
 Raymond Schmiel
 Vera Schofield
 W.G. Schoonover
 Elmer L. Schroeder
 Karen J. Schroeder
 Jack F. Schultz
 Lester F. Schultz
 James E. Schuster
 David J. Schwind
 James H. Scobie

(Continued)

N.A.L.C. BRANCH 100 MEMBERSHIP

Joseph W. Scott	E. L. Szyskowski	G. E. Young	Harold Facker
Charles W. Seibert	Edward A. Taft	Samuel J. Young	Glenn Firebaugh
Alvin M. Sepanski	JoAnne M. Takacs	Walter R. Young	Donald Fosnaught
Elwin Sharp	G. E. Takats	Melvin L. Zaborski	Harold Galloway
J. S. Sharp	C. L. Thebeau	Robert A. Zapiecki	Ronald Gilford
James F. Sheets	Phillip D. Thomas	Edward S. Zaremba	Elwood Gray
Forrest R. Sherman	William P. Thomas	Joseph A. Zaremski	Ed Greaves
Charles E. Shoecraft	Joseph G. Thompson	C. S. Zielinski	Ronald Gruenwald
Joseph T. Shonebarger	Rowland E. Thompson	Melvin F. Ziemann	Berwyn Gugger
Eva M. Shope	Harold L. Tibbits	Leo H. Zientowski	Louis Guilinger
S. M. Short	Margaret Tippin	Theodore D. Zuch	Joseph Hammel
Michael B. Shriver	D. L. Tucker	Dave A. Trumbull	Richard J. Harley
John T. Shuff	John P. Tucker		Welby Harris
David L. Siedlecki	Wilbert L. Turner		Blair Hertzsch
Kenneth J. Sikorski	Albert Turner, Jr.		Edwin Hogan
J. C. Simpson	Perry G. Tussing, Jr.		Therman Hollis
William F. Simrell	Noel C. Tyson	Ray Babka	Paul Huffman
Virgil A. Siwa	Shirley A. Uhrman	Don Natal	Walter Jackowski
Martin A. Skeldon	Victor A. Urbanski	Shirley Murphy	Joseph Kandik
Joseph S. Skowron	Frank P. Van Deusen	Don Tibbits	Daniel Klawitter
Edward P. Slane	Nancy L. Van Deusen	L. Matthews	M. L. Kramer
A. R. Smith	David E. Venzke		C. Krumeich
Charles N. Smith	Harold A. Vernier		Earl O. Landry
David M. Smith	John Veronie		Jos Langenderfer
Donald R. Smith	Arturo A. Villarreal	Charles Abbott	Oliver Langenderfer
Joseph A. Smith	Terry A. Waldron	Robert Albright	Arthur Lehman
Marvin R. Smith	R. L. Walton	Earl Allen	James Lester
Lawrence Smolenski	James L. Ward	X (Bill) Arnold	W. Lewandowski
Leonard Smolka	Vincent C. Ward	Floyd Ashley	Raymond Lindsay
Carl J. Sniadecki	Charles E. Warman	Howard Askam	James Loehrke
Mark W. Snyder	Randy N. Warner	Frederick Ball	Minrod Ludlow
Leonard F. Sobczak	Rosetta Washington	Stanley Baronoski	Ralph Lugibihl
Melvin J. Sobecki	Robert Washington, Jr.	L. Barrett	Robert Malkmus
Lodona M. Soldner	Bonnie J. Welch	Alfred Beach	Andrew Masney
Robert E. Soncrant, Jr.	James H. Wharton	Roy Beavers	B. McLeod
William South, Jr.	Robert D. White	Henry Black	Clifford Mears
John C. Southward	M. D. Whittaker	J. Bodi	Henry Metzger
Darl W. Spitler	D. V. Wiczorek	Ralph E. Boerst	Henry Meyers
Helen M. Spitulski	Candy Lee Williams	Henry Bowers	Thomas Montgomery
Preston L. Stallings	Edward F. Williams	Clarence Bristow	B. Moyer
Willis D. Stanley	James K. Williams	G. J. Brown	A. Murray
C. A. Stiles	A. Williams, Jr.	Otto Bunce	Thomas Osborn
Keith E. Stotler	I. Williams, Jr.	Lester Burns	Elmer Osten
Margaret A. Stratton	Ralph C. Winand	Phillip C. Bush	John Palmer
George V. Strausbaugh	W. E. Wineland	Richard Bush	Raymond Patterson
Shirley A. Strauss	Robert J. Wirtz	Roy Campbell	Charles H. Peoples
Jerry N. Street	Henry C. Wolf	George Chaney	Henry Perkins
Stephen J. Strugarek	Chester Wolniewicz	Lester Christian	Raymond Perrin
Rudolph A. Sturtz	Floyd Wolniewicz	W. J. Churchill	Gale Peters
William M. Sullivan	Robert L. Wood	Harold Cogger	William Phifer
Delores J. Sutton	Clark L. Woods	Robert Corcoran	Carl Piotraschke
R. C. Swanson	Walter J. Wozniak	Marcus Dickey	James J. Poad
C. K. Szepesi	H. L. Wright	Robert Dick	Arthur Ramlow
Ralph A. Szmania	Vincent A. Wuwert	C. Ehman	Jasper Rankin
Robert E. Szorady	Joseph F. Yonke	Leonard Eldridge	Howard Reber
F. J. Szumigala	Glenn A. Young	Robert Eley	Willard Robison
JoAnn Swartz	Walter Tkaczyk		(Continued)

ASSOCIATE

RETIRED

N.A.L.C. BRANCH 100 MEMBERSHIP

Leonard Roesler
 Al Ross
 Willis Ryan
 Wilbur Schwanzel
 Art Semler
 George Sheldrick
 Paul Simon
 Edgell Smallwood
 Roland Snyder
 Charles Stahl
 Harold Striggow
 Horace Striggow
 D. Surowicz
 Robert Sutherland
 Alexander Szydlowski
 J. Tanaszi
 Henry Tanner, Jr.
 James Thompson
 Alexander Torda

J. Updegraff
 Stanley Waite
 S. Walkowiak
 J. Wall
 David Wampler
 Ray Warfel
 Edward Welch
 Leo Wichowski
 William Wilder
 Guy Wilson
 Cyril Wolfgang
 Harry Wright, Sr.
 A. C. Zollars
 Dale Zolman
 Howard Cornell
 Robert L. Navarre
 Thomas Parsons

ASSOCIATE RETIRED
 Irvin Albright
 Chester Banasiak
 Ed Feeney
 Henry Fullerton
 J. F. Haas
 Clifford King
 James W. Marsh
 James Mason
 Harry Miller
 Leo Miscikowski
 Myron Morgan
 Donald Schlagheck
 A. Skowron

GOLD CARD LIFE
 William Alldaffer
 Thomas P. Andrews
 Walter Bergman
 Norman Beck
 Charles Boellner
 Vincent Boellner
 William Carr
 Gerald Chappius
 Carroll Fisher
 A.A. Gildenmeister
 Fred Holmes
 Harold Holtz
 E. Koepfler
 Emil Konopka
 Millard Lake
 Lester Luettker
 Stuart Maloney
 Frank McKinney
 Russell Meyers
 Neil Muir
 Clarence Reihing
 Raymond Tamlyn
 Merle Thayer
 Nelson Tiell
 Ben Weisman

AUXILIARY #158 MEMBERSHIP

Alice Albert
 Sylvia Albright
 Alice Aldaffer
 Florence Baranoski
 Therone Barczak
 Mary Barth
 Norma Barth
 Donna Baumgartner
 Nellie Boellner
 Florence Baltz
 Cecil Black
 Rita Bukowski
 Margaret Bumcrot
 Jesse Burns
 Helen Christian
 Elizabeth Cory
 Phyllis Coughenour
 Helen Deck

Margaret Eaton
 Esther Edwards
 Pearl Fisher
 Madeline Fosnaught
 Josephine Fox
 Magdeline Gaynor
 Catherine Grote
 Mary Jane Gugger
 Loretta Guilinger
 Irene Haight
 Susan Harley
 Bessie Harris
 Maxine Hester
 Aleda Hague
 Faye Jaynes
 Ruby Jones
 Hazel King
 Mary Koepfler

Peg Kocinski
 Beatrice Langenderfer
 Joyce Lester
 Rose Lewandowski
 Helen Luettker
 Magdalene McCullough
 Patricia Michalak
 Mary Ann Miller
 Florence Navarre
 Dorothea Novak
 Phoebe Obriest
 Frances Nusbaum
 Arletta Osten
 Anita Perrin
 Edith Roach
 Janè Robinson
 Delores Roesler
 Melba Ryan

Catherine Scobie
 Frances Sharp
 Mary Lou Shuff
 Evelyn Simon
 Ella Smith
 Mary Street
 Adelain Tamlyn
 Lucy Tanner
 Lillian Thayer
 Mildred Wall
 Nella Wampler
 Helen Wichowski
 Helen Wiczynski
 Ruth Wolfgang
 Margaret Wuwert
 Dorothy Reihing
 Elsie Zolman
 Ruth Hoffman

The Letter Carriers and Their Union

by Dr. Joseph S. Smolen

Free city delivery was instituted by the Post Office Department in 49 cities in the United States on July 1, 1863. Even in those days there were local mutual benefit organizations among letter carriers. During the second half of the 19th century, the "spoils system" made effective organization of postal employees virtually impossible. Men were hired and fired on a purely political basis, regardless of merit, and every change of administration meant a shakeup in every major post office in the land. Employees were at the personal mercy of the postmaster. Tours of duty averaged 10 to 12 hours a day, not necessarily consecutive. Until about 1875, letter carriers' salaries varied from \$200 to \$1,000 a year, averaging about \$460. Variations gave the politician postmaster a lever to reward or punish the political faithful. Postmaster General Jewell tried in 1875 to adjust the inequities by raising the minimum salaries and reducing the maximums, but Congress answered this plea by reducing appropriations for city delivery forcing the Department to make cuts in all carriers' salaries. Even though letter carriers were not organized nationally they were able to call the attention of a sympathetic public to their plight by explaining their case to their patrons as they delivered the mail.

In 1877, Representative Samuel Cox of New York introduced a bill in Congress to set a fixed rate of pay for all letter carriers and in 1879 Congress passed legislation setting carriers' salaries at \$800 and \$1,000 per year, with the pay of carriers in smaller cities set at \$850. A third grade, called "auxiliaries" was created with a salary of \$400 per year. Unfortunately, the Department delayed interminably in classifying its employees and putting the law into effect. In many places, postmasters saw no reason why they should pay a letter carrier \$1,000 a year when they could get an auxiliary to do the same for less than half that amount.

A major move to eliminate the spoils system occurred in 1883, during the administration of President Chester Arthur, who supported the passage of the Pendleton Civil Service Act which went a long way toward the establishment of a civil service system in Federal employment that awarded jobs on the basis of merit rather than politics. However, when Congress lost its power of patronage over postal employees and other government employees, it also lost interest in their welfare. This fact gave a great impetus to eventual organization of postal employees, particularly letter carriers.

The Noble Order of the Knights of Labor was founded by Uriah Stephens in 1869 as a small local union of Philadelphia garment workers. It expanded slowly as various other groups of workers joined until, by 1886, it claimed over 700,000 members, both skilled and unskilled workers, through the country in about 6,000 local unions. The Knights' program called for the 8-hour day, equal pay for equal work by women, and the abolition of convict and child labor. The way for the adoption of the 8-hour day had been paved by Congress in 1869, when, under the leadership of President Ulysses S. Grant, it established such a workday for Federal employees — excluding Post Office employees. When letter carriers asked for the same consideration they were turned down. Carriers' groups in New York City, Brooklyn, Chicago, Omaha, and Buffalo, among others, secretly (and independently of each other) joined the Knights, which in 1886, secured the introduction of an 8-hour day bill for letter carriers. The Postmaster of New York City immediately fired 150 carriers who had joined the Knights of Labor but the

political power of the Knights was great enough at that time to force him to reinstate them. Repercussions took place against letter carriers in other cities and towns.

Letter carriers, in league with the Knights, participated in the Congressional elections of 1886, and the fact that a surprisingly large number of 8-hour day advocates were elected and reelected created great respect for the labor movement and the letter carriers. A bill providing for an 8-hour day for postal employees was passed in 1888 and was signed by President Grover Cleveland.

While this struggle was going on, many letter carriers learned the need for concerted, organized action. As early as 1887, an organization called the Letter Carriers' National Association petitioned the Congress for an 8-hour day law. However, there is no evidence that this organization labeled "national" had any membership outside Pennsylvania and Ohio.

In 1889, the carriers of Milwaukee, Wisconsin, sent out a call for U.S. letter carriers to meet in that city during the annual encampment of the Grand Army of the Republic. This was the annual meeting of Union army veterans of the Civil War, corresponding to present-day annual conventions of the American Legion. Since many letter carriers had served in the Union forces during the Civil War it was felt that a meeting held under these circumstances would attract less attention from Post Office Department spies.

COST-OF-LIVING ALLOWANCE

Rising living costs in August forced the Consumer Price Index to 162.8, according to the Bureau of Labor Statistics. Combined with the advance reported for July, the CPI now stands 2.2 points above the base month of June 1975 (160.6). This means an increase of five cents hourly in wages of bargaining unit employees with one month remaining to determine increases in cost-of-living adjustments which will occur in November 1975. The recent increases in the CPI also closed the gap between the next automatic increase for annuitants and survivors, all of whom will receive a four percent increase following the third month after the CPI reaches 164.1.

A handful of carriers met during the GAR encampment in Milwaukee, announced formation of the National Association of Letter Carriers, elected William H. Wood, of Detroit, its first president, drew up a bill of grievances, and sent out a call for a national convention to be held in 1890, in Boston. At the Boston convention, John J. Goodwin, of Providence, Rhode Island, became president and John F. Victory, of New York, national secretary. Victory was a talented writer who became the first editor of THE POSTAL RECORD, which, in 1893,

became the official organ of the National Association of Letter Carriers.

As a result of the first successful NALC convention in 1890, 53 cities asked for, and received, charters in this new, independent union. But it was the Post Office Department which unwittingly drove letter carriers into the NALC. The Department decided to interpret the 8-hour day law of 1888 to mean that an 8-hour workday really meant a 56-hour work week! The NALC fought a test case all the way up to the Supreme Court of the United States and won in an 1893 decision which resulted in the Department having to pay \$3,500,000 in overtime claims. This victory brought great prestige to the new organization and membership grew.

Under the administration of Theodore Roosevelt a "gag" rule on all Federal employees was issued by Executive Order. This forbade all Federal employees "either directly or indirectly, individually or through associations, to solicit an increase of pay or to influence or attempt to influence in their own interest any other legislation whatever, either before Congress or its Committees, or in any way save through the heads of the Departments in or under which they serve, on penalty of dismissal from the Government service." At that time, the average salary of a letter carrier was \$903, and that of a clerk was \$818 a year. (Incidentally, clerks were still being refused protection under the 8-hour day law in 1902.) When James C. Keller, president of the Letter Carriers, fought the "gag" rule, Postmaster General Bristow fired him as a letter carrier.

The "gag" rule issued by President Theodore Roosevelt lasted from 1902 to 1912. It was wiped out by the Lloyd-LaFollette Act of 1912, which was attached as a rider to the Post Office Department appropriation bill. This law guaranteed "the right of persons employed in the civil service of the United States, either individually or collectively, to petition Congress, or any Member thereof," and went on to state that membership in any organization of postal employees having for its objects improvements in the "condition of labor of its members, including hours of labor and compensation. . . shall not constitute or be cause for reduction in rank or removal of such person or groups of persons from said service." Up to the issuance of Executive Order 10988, in January, 1962, this Act of Congress was the sole legal basis on which the right to form and join labor organizations rested for postal employees or any other Federal employees.

It was under the administration of Albert S. Burleson, an anti-labor, repressive Postmaster General appointed by President Woodrow Wilson, that the NALC affiliated with the American Federation of Labor. With the help of organized labor and over the objections of Burleson, Congress passed the Classification Act of 1920, which raised letter carriers' and clerks' salaries to \$1,440 a year on entrance, to a maximum of \$1,800 a year. During World War I, in fact during Burleson's entire 8-year regime, moral and service fell to a new low. He was succeeded by Postmaster General Will H. Hays, of Indiana, who later became more famous as head of the Hays' Office, the voluntary censorship arm of the motion picture industry. Hays operated on the principle that whatever Burleson had done was wrong and conscientiously attempted to overturn all the evils that had occurred during the previous eight years. Hays attempted to operate the Post Office Department on the principle that it was a service, not a business out to make a profit, a point of view that few Postmasters General before or since have adopted. Unfortunately, Hays remained in office only one year.

For more than 30 years, the NALC had worked for the passage of retirement legislation for postal employees and for the principle of sick leave in the postal service. Both these proposals were enacted into law in the closing days of the Wilson administration, in 1920.

In May, 1924, at the request of the NALC, Congressman Clyde Kelly, of Pennsylvania, introduced a bill which would raise letter carriers' and clerks' salaries to \$1700 at entrance, and \$2100 maximum, with an increase in subs' pay from 60¢ an hour to 65¢ an hour. The bill passed both houses of Congress overwhelmingly but was pocket-vetted by President Calvin Coolidge.

In 1931, Congress reduced the working hours of postal employees to 44 a week; again, this benefit was instigated by the NALC.

PART-TIME FLEXIBLE EMPLOYEES

Level	Step											
	1	2	3	4	5	6	7	8	9	10	11	12
1	4.66	4.75	4.83	4.92	5.01	6.09	5.18	5.26	5.45	5.44	5.52	5.61
2	4.87	4.96	5.06	5.15	5.24	5.34	5.43	5.52	5.62	5.71	5.80	5.89
3	5.10	5.20	5.30	5.40	5.50	5.60	5.70	5.80	5.90	6.00	6.10	6.20
4	5.34	5.45	5.56	5.67	5.77	5.88	5.99	6.10	6.21	6.32	6.43	6.53
5	5.60	5.72	5.84	5.96	6.07	6.19	6.31	6.42	6.54	6.66	6.78	6.89
6	5.89	6.02	6.14	6.27	6.40	6.52	6.65	6.78	6.91	7.03	7.16	7.29
7	6.20	6.33	6.47	6.61	6.75	6.88	7.02	7.16	7.29	7.43	7.57	7.70
8	6.53	6.68	6.83	6.98	7.12	7.27	7.42	7.57	7.72	7.87	8.01	...

— NEW POSTAL PAY CHARTS —

LEVEL 5						LEVEL 6					
Step	Yearly	Hourly	Biweekly	Overtime ¹	Retire ²	Step	Yearly	Hourly	Biweekly	Overtime ¹	Retire ²
1	\$11,298	\$5.4319	\$434.54	\$8.1479	\$30.42	1	\$11,869	\$5.7064	\$456.50	\$8.5596	\$31.96
2	11,533	5.5449	443.58	8.3174	31.05	2	12,124	5.8290	466.31	8.7435	32.64
3	11,768	5.6579	452.62	8.4869	31.68	3	12,379	5.9516	476.12	8.9274	33.33
4	12,003	5.7709	461.65	8.6564	32.32	4	12,634	6.0742	485.92	9.1113	34.01
5	12,238	5.8838	470.69	8.8257	32.95	5	12,889	6.1968	495.73	9.2952	34.70
6	12,473	5.9968	479.73	8.9952	33.58	6	13,144	6.3194	505.54	9.4791	35.39
7	12,708	6.1098	488.77	9.1647	34.21	7	13,399	6.4420	515.35	9.6630	36.07
8	12,943	6.2228	497.81	9.3342	34.85	8	13,654	6.5646	525.15	9.8469	36.76
9	13,178	6.3358	506.85	9.5037	35.48	9	13,909	6.6872	534.96	10.0308	37.45
10	13,413	6.4488	515.88	9.6732	36.11	10	14,164	6.8098	544.77	10.2147	38.13
11	13,648	6.5617	524.92	9.8426	36.74	11	14,419	6.9324	554.58	10.3986	38.82
12	13,883	6.6747	533.96	10.0121	37.38	12	14,674	7.0550	564.38	10.5825	39.51
RC	14,118	6.7877	543.00	10,1816	38.01	RC	14,929	7.1776	574.19	10.7664	40.19

During the Depression of the 'thirties the letter carrier force was reduced for the first time since free city delivery was instituted in 1863. As an economy measure 1,577 fewer letter carriers were employed in December, 1932, as compared with December, 1930, through the administration's policy of mandatory retirements and failure to fill vacancies. The President was Herbert Hoover.

Under the administration of President Franklin D. Roosevelt, postal employees did not fare as well as might have been expected. Part of the reason was the severe business depression — in 1932, even a low-paying postal employee's salary looked good when 13 million people were unemployed. In 1933, Roosevelt ordered a 15% cut in the salaries of all Federal employees. The NALC now fought salary cuts instead of fighting for salary increases. The 15% cut was completely restored on April 1, 1935.

During the Great Depression, postal wages may have looked pretty good for a number of years but the onset of World War II brought many changes. Letter carriers early in 1943 were still being paid an average of \$2100 a year, the same salary they had been paid for 18 years. Even stenographers in war plants were being paid \$60 a week, to say nothing of the \$100 a week or more paid to production workers. In 1943, a \$300 temporary pay increase for postal employees passed Congress and was signed by the President. In 1945, Congress passed and President Harry S. Truman signed a postal classification act which provided for a salary range for carriers and clerks of \$1700 to \$2700 with three additional grades for longevity and exemplary service in first-class post offices. This enabled some big-city letter carriers to get as much as \$3000 after 25 years' service. Later that year, all Federal employees, including post office employees, received an additional \$400 increase. Other increases followed in later years of the Truman administration. It should be noted that the acknowledged leaders in obtaining these benefits for postal workers (and sometimes for all Federal employees) were the well-organized letter carriers. Outside of the postal service, few Federal employees were organized into unions at that time.

President Dwight D. Eisenhower bears the distinction of having vetoed four salary bills. One of these vetoes was overridden and enacted into law in 1960, mainly through the efforts of the National Association of Letter Carriers.

Two Postmasters General proved a great disappointment to the NALC in recent years. One was Jesse Donaldson, appointed by Truman, and the second was Arthur Summerfield, appointed by Eisenhower. Both strongly opposed pay increases for letter carriers. In addition, Donaldson, on April 18, 1950, issued an order reducing mail deliveries to one a day in residential areas and to two a day in most business areas in the interest of economy. Donaldson, a career Post Office inspector, who had once carried the mail on a city delivery route, also curtailed street collections and window service and cut parcel post deliveries to business firms. His order also meant a complete elimination of service on some days for certain portions of almost every city delivery route. According to Past-President William C. Doherty, of the National Association of Letter Carriers, the postal service "has never recovered from the blow which the first 'career' Postmaster General gave it."

The administration of President John F. Kennedy saw two major events occur in the year 1962. The first was the issuance of Executive Order 10988, which guaranteed rights of all Federal employees to form, join and assist labor organizations of their own choosing, to be represented by a union, to negotiate written agreements and to process grievances. While this was but a long-overdue first step in regularizing labor-

management relations in the Federal service it was a bigger step than any previous administration was willing to take. Later that same year, the 87th Congress passed the Postal Service and Federal Employees Salary Act, which for letter carriers and clerks in PFS-4, raised salaries to \$4565 on entrance, to \$6325 after 12 steps. Again, much was left to be done to bring letter carriers and other postal employees to a proper level of income but this Act, brought to fruition during the administration of NALC President Jerome J. Keating, was a fine accomplishment.

The history of salary improvements in succeeding years was impressive. Letter carriers got two wage increases in 1964, the one just mentioned and an additional 6%, effective July 4. The years 1965 and 1966 showed lower percentage gains, 3.6% and 2.9%. In 1967, the NALC won a 6% increase and, in 1968, a 5% gain to reach a salary range for letter carriers of \$5,938 to \$8,094 with periodic step increases of \$196. It still takes 21 years to reach the top of the grade level. Also, in 1967, after an intensive campaign to educate the public and Congress, legislation was passed raising the average letter carrier and clerk one grade level to PFS-5.

The years ahead will undoubtedly be as stormy as those which have passed. In 1967, Congress passed salary legislation for Federal employees providing for "comparability" with pay in private industry to be attained in three yearly steps. There is evidence to show that the principle of comparability, as intended by Congress, has been violated by the U.S. Civil Service Commission and the Bureau of the Budget. Consequently, the fight for true salary comparability and a living wage for letter carriers still lies ahead.

The administration of President Lyndon B. Johnson saw the steady deterioration of the improved labor-management relations instituted by his predecessor, President Kennedy.

The NALC concludes that Congressional *legislation* is urgently needed in the field of labor-management relations in order to insure fair, just, and impartial treatment of postal employees and postal unions. The late '60's have seen an ever-increasing militancy on the part of letter carriers and postal employees, generally, due to low pay, poor working conditions, and bad treatment of employees, as compared to private industry. Leading the fight for better treatment and higher standing for letter carriers is James H. Rademacher, of Detroit, who was elected President of the NALC in August, 1968. President Rademacher, in 1969, was also elected Chairman of the Government Employees' Council, AFL-CIO, an organization of 34 unions representing over one million Federal government employees.

In this brief summary, we have seen some of the reasons for the formation and continuance of the National Association of Letter Carriers from its first clandestine meeting in Milwaukee, in 1889, to the present and into the future. In 1897, its membership was about 11,000; by 1941, it was 66,000. Today, the NALC occupies its own building facing the Capitol and the House and Senate Office Buildings in Washington, D.C. It has proved to be the most effective lobbying organization in the nation's capital, not only for wages but also for uplifting the dignity of its over 200,000 members and, by extension of its efforts and cooperation with other branches of organized labor, all three million Federal Government employees.



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DONALD BUKOWSKI, *President*

RONALD COUGHENOUR, *Vice Pres.*

IN CONCLUSION

Now that we've come to the end of our panorama of 85 years of Branch 100, we can readily see that we've had leaders with vision and persevering followers who have built our organization on a solid foundation. Our hope is that the younger carriers will carry on with the same purpose and dedication as their forebears.

There will always be a need for diligent workers in Branch 100 who won't quit striving for what they believe in, who won't be cowed or intimidated.

The future belongs to those who have foresight and courage, not the fainthearted nor timid, to those who will not bury their heads in the sand, who will not slow down, who will carry more than their shard of the load. With their help, Branch 100 will continue to progress. So much remains to be done, and do it we will. We cannot, nor will we, stand still.

Don Bukowski, President

* * * * *

We credit the following for their contributions to this issue and if we have overlooked anyone who helped put this commemorative issue together, we apologize sincerely.

In alphabetical order:

Steve Borowicz, Don Bukowski, Rita Bukowski, Howard Bumcrots, Phyllis Coughenour, Ron Coughenour, Lester Leuttke, Dick Morris, Charles Peoples, Mike Dunaway, Willis Ryan, Ray Tamlyn, David Trumbull, Dave Wampler, Nella Wampler.

Front cover: Ken Bukowski

Back cover: Excerpts from Newsletter, Steve Borowicz

Recent photos: Howard Bumcrots

IN MEMORIAM

In honor of those of our ranks that have departed this earth, let us pause for a moment to express a few words in memory of them. We would rather recall to memory a picture of them all as so many of us knew them; all kind-hearted persons, leaders in their communities, respected citizens, and outstanding personalities. What higher tribute or better testimonial can be paid them? While the clock of their days has stopped, their memory lingers on.

*"The clock of life is wound but once,
And no man has the power
To tell just when the hands will stop,
At late or early hour.
Now is the only time you own,
Live, love, and toil with a will,
Place no faith in tomorrow, for
The clock may then be still."*

THE MAN EVERYBODY LIKES



... his daily visit brings news from far away; hope; valuable information; entertainment; and countless letters vitally important to those who send and receive them.

... in homes, hospitals, schools, farms, the arrival of the letter carrier is the "high spot" of the day.

... the housewife, the man on the farm, the busy executive, the nurse and patient, the sweetheart, the aging mother, are just a few of the people whose lives he brightens.

... through hot summer sun, winter snow, chilling rain, and balmy spring days, he is ever dependable, always the man that *everybody* likes.

