

Quantify our activities



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During the NALC 68th Biennial Convention, your elected delegates began the discussion of “Adapting to Changing Circumstances,” reviewing how the NALC operates, and considering how we will operate in an environment where USPS employment is shrinking, and in turn, NALC membership is shrinking. This equates to less dues collected and less money for branches, state associations and the national office for operations.

Here are issues raised by delegates:

- Reduce the national convention by one day
- Make Las Vegas the permanent national convention site
- Take a new look at mergers
- Consider inviting smaller postal associations to merge with NALC
- Realign NALC regions
- Hold more NALC functions in Washington to participate in legislative activities
- Have smaller national and state conventions
- Reduce the number of NBA regions to coincide with USPS regions (areas) and increase RAAs
- Reduce HQ assignment of resident officers to branch parties
- Adjust national convention days to Saturday-Thursday
- Conduct national convention every three years instead of two
- Strengthen NBA offices
- Consider changing convention delegates from one delegate for every 20 members to one delegate for every 25 or 23
- Consider reducing the number of officers required on the branch executive board
- Consider consolidating positions at the national level
- Push national convention to August instead of considering June and July, as airfare costs decline in August
- Oppose forced merger
- Oppose triennial convention
- Foster local coalitions with labor community groups
- Oppose changing NALC regions
- Give fewer dollars to politicians¹
- Reconsider participation in the Committee of Presidents (COP) meetings
- Combine rap sessions and COP
- Change NALC Health Benefit Plan seminar to September, October
- Recruit non-members
- Increase membership of NALC HBP
- Keep two-year conventions

I suggest that when we consider adjusting how we conduct NALC business, we use a cost-benefit analysis, keeping in mind our legal obligations as well as our objectives. Any event that directly brings pertinent information, training opportunities and decision-making power to a broad cross-section of our union is money well spent. Branch representatives in attendance at such events are empowered to speak on behalf of their brothers and sisters at home, and are expected to bring back and share the message and lessons learned.

The most obvious example here is our national convention. While the cost is significant, the benefit is high. Convention delegates create policies for our union and also develop priorities to seek through collective bargaining. Delegates made it clear that transitional employees (TEs), while being well paid, greatly suffer by not having a triggering mechanism to become career employees. Those convention resolutions were incorporated into the NALC’s arguments at arbitration, and resulted in an award that will provide, among other things, that TEs have a path to career appointment through the city carrier assistant position.

The national convention could not be easily replaced with national conferences, regional rap sessions or COP meetings, each of which has restrictions on who may attend:

National conferences—Article 3, Section 4(b) of the *NALC Constitution* states:

(b). The National President shall, once each year except in the year of the National Convention, call a national conference. This conference shall be voluntarily attended by **only State and Branch Presidents or their designees**, with their expenses to be borne by the State Association or Branch represented. (Emphasis added.)

Regional rap sessions—Article 3, Section 4(a) of the *NALC Constitution* states:

(a). National Business Agents shall have the authority to conduct Rap Sessions in their respective Regions, consistent with the needs of the area served, as determined by them.

Committee of Presidents—Entity is not governed by the *NALC Constitution*.

National convention—Article 5, Section 2 of the *NALC Constitution* allows all qualified regular members to be eligible to be a delegate or alternate delegate to the convention.

Some members attend all of the above; most have the chance to attend only the national convention or a regional rap session. Therefore, as we try to keep our union as inclusive as possible, consider that the biennial national convention has served the NALC well and should be protected.

Full text of the discussion can be found in the *NALC Convention Proceedings*, pages 62-68.

¹. Political contributions do not come from NALC dues, but from COLCPE.