



Getting ready for **CHICAGO**

On the following pages is information to help members prepare for the national convention to be held in Chicago from Aug. 8-12.

Proposed amendments to the *NALC Constitution*

The following proposed amendments to the *NALC Constitution* will be considered by the 72nd Biennial Convention in Chicago. ~~Strike through~~ indicates proposed language to be deleted. Proposed new language is printed in **bold**. The *Constitution* is available on the NALC website at nalc.org/constitution.

NALC CONSTITUTION

Officers and Elections

Amend Article 6, Section 1 as follows:

Section 1. The elective offices of this body shall be: a President, Executive Vice President, Vice President, Secretary-Treasurer, Assistant Secretary-Treasurer, Director of City Delivery, Director of Safety and Health, Director of Life Insurance, Director of Health Benefits, Director of Retired Members who shall be a retired member, and Board of Trustees composed of three members, who shall be elected for a term of office of four (4) years or until their successors have been duly elected and installed and ~~fifteen (15)~~ **eighteen (18)** National Business Agents.

New Hampshire Merged Branch 44

Officers and Elections

Amend Article 6, Section 2 as follows:

Nominations of ~~fifteen (15)~~ **eighteen (18)** National Business Agents shall be separately by NALC Regions, as constituted effective January 1, 1974, each consisting of no more than three

states and/or US territories, where each state or territory shall be contiguous and as demographically similar to the others as possible, or as realigned by the Executive Council **no later than 120 days after ratification of this amendment, or failing ratification by the Executive Council, no later than 120 days after ratification of this amendment** by the delegates of the 2022 National Convention. The final ratification of the newly realigned Regions shall be subject to a vote of the 2022 National Convention delegates if Region realignment is completed prior to the 2022 National Convention. If realignment does not take place prior to the 2022 National Convention, final ratification of newly formed regions shall be by a special mail-in ballot vote of the 2022 National Convention delegates conducted by the Executive Council and completed no later than 120 days after the ratification of this amendment. The Executive Council shall retain Business Agents to Regions determined to be most representative of their prior territory. The placement of Business Agents in newly formed Regions without a seated Business Agent shall be subject to a special election conducted by the Executive Council, with The Executive Council appointing an interim Business Agent from the above prospective newly formed Regions without a seated Business Agent until a permanent candidate is placed into the position. The newly realigned Regions shall become effective 180 days from final

ratification by the 2022 National Convention delegates. Any subsequent realignment of the geographic boundaries of the ~~15~~ **18** National Business Agent regions must be announced by the Executive Council, and must be voted on and approved by the delegates, no later than the Convention preceding the next Convention at which nominations will take place.

New Hampshire Merged Branch 44

Officers and Elections

Amend Article 6, Section 8 as follows:

There shall be one membership-wide ballot issued in each of the ~~fifteen (15)~~ **eighteen (18)** NALC Regions authorized and established elsewhere in this Constitution reflecting the names of all nominees for the positions of President, Executive Vice President, Vice President, Secretary-Treasurer, Assistant Secretary-Treasurer, Director of City Delivery, Director of Safety and Health, Director of Life Insurance, Director of Health Benefits, Director of Retired Members, three members of the Board of Trustees, and the names of all nominees for the position of National Business Agent for one of the ~~fifteen (15)~~ **eighteen (18)** NALC Regions.

New Hampshire Merged Branch 44

Duties of Officers National Business Agents

Amend Article 9, Section 8 as follows:

Sec. 8. There shall be ~~fifteen (15)~~ **eighteen (18)** National Business Agents, who shall devote full time to their duties.

New Hampshire Merged Branch 44

Source and Distribution of Revenue

Amend Article 7, Section 2 (a) as follows:

There shall be a minimum dues structure which shall consist of the following: Each member shall pay

monthly dues equal to two hours base pay for an NALC Grade 1, Step D letter carrier employed by the United States Postal Service. After November 24, 2018, **After January 14, 2023**, each member shall pay monthly **bi-weekly** dues equal to two hours **one hour of their** base pay **as of the first pay period of each year** for an NALC Step D letter carrier in the consolidated career City Carrier grade level (Table One) implemented on that date. One third of such dues shall be allocated to the national union and shall be designated the national per capita tax. The remaining two thirds of such dues shall be allocated to the member's branch and shall be designated minimum branch dues.

Branch 104, Lawrence, KS

Source and Distribution of Revenue

Amend Article 7, Section 2 (a) by adding the following new section:

Sec. 2 (a) 1 – The one third “national per capita tax” as provided for in Article 7, Sec. 2 (a) shall not be deducted from a member’s branch per capita check who is not in a pay status and is listed as “NO DED” meaning no deduction on the dues withholding.

Branch 3, Buffalo/Western New York

CONSTITUTION FOR THE GOVERNMENT OF SUBORDINATE AND FEDERAL BRANCHES

Officers

Amend Article 4, Section 1 as follows:

Section 1. The officers of the Branch shall be a President, Vice President, Recording Secretary, Financial Secretary, Treasurer, Sergeant-at-Arms, **MBA Representative**, a Health Benefits Representative, and a Board of Trustees composed of either three or five members. The Branch may provide for additional elective offices in its by-laws. Branches may provide in their by-laws

for the inclusion of Stewards on the executive board.

The NALC Executive Council

Duties of Officers President

Amend Article 6, Section 1 by adding the following new language:

The President shall appoint one member or officer of the branch as a Letter Carrier Political Fund (LCPF) coordinator to educate the members of the branch so as to promote participation in the political fund established in Article 1, Section 5 of the NALC Constitution.

The NALC Executive Council

CONSTITUTION AND GENERAL LAWS IF THE UNITED STATES LETTER CARRIERS MUTUAL BENEFIT ASSOCIATION

General Laws—Law 3 Duties of MBA Representative

Amend General Law 3 by deleting Sections 5 and 6 as follows:

~~Sec. 5. A representative may be removed from office for incompetence or persistent neglect of his/her duties by the Chairperson of the Board of Trustees, who may appoint a successor for his/her unexpired term in case of the refusal or neglect of the Branch to fill the vacancy by election.~~

~~Sec. 6. A representative receiving notice of his/her removal from office shall immediately comply with Section 4 of this General Law.~~

The NALC Executive Council

ENTIRE NALC CONSTITUTION

Edit all parts of the NALC Constitution to eliminate all gender pronouns and other gender references throughout.

The NALC Executive Council



Take a tour of Chicago

The following tours will be available during the NALC Convention. To sign up in advance for a tour, go to <https://app.gruupmeet.com/groups/eNeOZsTtDFCD-w/bookings>.



Jazz and Blues Tour with Soul Food Lunch

Monday, Aug. 8—10 a.m.-1 p.m.

Tuesday, Aug. 9—10 a.m.-1 p.m.

Thursday, Aug. 10—10 a.m.-1 p.m.

Departure Location: McCormick Place West Building, Gate 40

Check in: 9:45 a.m.

Min/max: 35/38

Price: \$105 per person

Combine a Chicago blues tour with a Chicago jazz history tour, then throw in some perceptive ideas about cultural history, architecture and a blues harmonica lesson. Put them all together and you end up with this unforgettable group tour! On this interactive and educational experience,

your group will see architectural landmarks of Chicago's blues and jazz history in neighborhoods north to south. Rather than just flying by a trivia list of places, our Chicago blues tour by bus digs deep into how Chicago became such a hotbed for jazz and blues. To top off this fascinating private group tour, a Chicago blues musician comes on board for a blues harmonica lesson.

Sample sites include:

- Aragon Ballroom
- Green Mill Jazz Club
- Michigan Avenue "Cliff" Bridge
- Chess Records
- Pilgrim Baptist Church
- Maxwell Street Market

Inclusions:

- Engaging tour guide and commentary
- Live blues performance and harmonica lesson
- Deluxe round-trip transportation

For your comfort:

Casual attire

Chicago Neighborhood Tour with Box Lunch

Monday, Aug. 8—10:30 a.m.-2:30 p.m.

Wednesday, Aug. 9—10:30 a.m.-2:30 p.m.

Thursday, Aug. 10—10:30 a.m.-2:30 p.m.

Departure location: McCormick Place West Building, Gate 40

Check in: 10:15 a.m.

Min/max: 50/54

Price: \$95 per person

Traverse the Chicago neighborhoods of Bronzeville, Bridgeport, Chinatown, Pilsen, UIC/Little Italy and Greektown to grasp the rich social diversity of Chicago. This tour includes transportation



to neighborhoods around Chicago. The tour will end at the Field Museum, and transportation will be provided back to the hotel. On your private group tour, your guide will talk about the experience of assimilation for Europeans immigrants around the turn of the 20th century. Tour groups will experience different kinds of residential Chicago architecture and learn why some houses in Chicago are "sunken" below street level. The stories of Chicago neighborhoods and history will include the Great Migration of Blacks from the South, and Chicago blues and jazz. Overall, this Chicago neighborhoods tour is like a people's history of Chicago, as much of the city's history goes beyond the power centered in downtown.

Inclusions:

- Engaging tour guide and commentary
- Two hours of cultural and historical information
- Deluxe round-trip transportation

For your comfort:
Casual attire



Chicago Architecture Tour

Monday, Aug. 8—1:15 p.m.-4 p.m.

Tuesday, Aug. 9—1:15 p.m.-4 p.m.

Wednesday, Aug. 8—1:15 p.m.-4 p.m.

Departure location: McCormick Place West Building, Gate 40

Check in: 1 p.m.

Min/max: 50/200

Price: \$95 per person

Explore Chicago's iconic architecture aboard TripAdvisor's No. 1 rated boat tour of the city.

Chicago is legendary for its architecture and, as the only cruise company partnered with the Chicago Architecture Foundation, Chicago's First Lady provides the best architecture tour experience.

Highly trained and passionate volunteer docents provide a detailed

narrative of Chicago's various architectural styles and the stories of the people who designed and built our city.

The relaxing 90-minute Chicago River tour features indoor and outdoor seating, a full-service bar aboard each vessel and is consistently recognized by locals and visitors alike as the best way to see Chicago.

Inclusions:

- Expert guided architecture tour
- One non-alcoholic drink ticket
- Deluxe round-trip transportation

For your comfort:

Casual attire. Bring sunglasses, cap or visor, as the sun can interfere with your view of the buildings.



Barrel Bus Gangster Tour

Monday, Aug. 8—2 p.m.-4 p.m.

Tuesday, Aug. 9—9 a.m.-11 a.m.

Wednesday, Aug. 8—9 a.m.-11 a.m.

Departure location: McCormick Place West Building, Gate 40

Check in: 1:45 p.m.

Min/max: 15/58

Price: \$100 per person

Experience Chicago as it was during the 1920s and '30s! See the old gangster hot spots and hit spots! Hear historically accurate accounts of the exploits of Capone, Moran, Dillinger and the rest "a da boys."

Experience this gangster tour unlike any other, on a custom-designed Prohibition-era barrel vehicle. This adventure through the historic streets of Chicago is guided by our Prohibition-era experts on the events that took place in the 1920s. The tour was developed to be presented in an entertaining fashion, similar to a play, rather than just an historical presentation. The tour will stop at infamous locations where many important events took place that drastically changed the course of American history.

Inclusions:

- Engaging tour guide and commentary
- Two hours of history
- Deluxe round-trip transportation

For your comfort:

Casual attire

Lakefront Lunch Cruise and Navy Pier Centennial Wheel

Thursday, Aug. 10—10 a.m.-3 p.m.

Departure location: McCormick Place West Building, Gate 40

Check in: 9:45 a.m.

Min/max: 50/150

Price: \$150 per person



Navy Pier is one of Chicago's top attractions. Stretching six city blocks into Lake Michigan, this year-round destination truly comes to life over the summer months, with waterfront access and public programming that spans all interests. You will enjoy an outdoor patio and have the opportunity to explore and experience the pier with admission to the Centennial Wheel and a famous

lakefront boat cruise. Lunch will be served on the boat cruise.

Inclusions:

- Centennial Wheel ride
- Lakefront lunch cruise
- Deluxe round-trip transportation

For your comfort:

Casual attire

Important details for all tours

- Tours are non-cancellable and non-refundable by attendee once booked.
- ACCESS Chicago reserves the right to cancel any tour if the minimum number of participants required is not met by the deadline date of July 22. In the event a tour is canceled by ACCESS Chicago, you will be notified and given the option to book another tour or receive a full refund.
- Tours will operate rain, snow or shine.

- Incomplete order forms cannot be processed. An email and a cell phone number are required.
- Confirmation will be sent via email within three business days of receipt of tour order.
- Questions or concerns: Contact ACCESS Destination Service at Chi.Team@accessdmc.com
- Use the QR code below to register for these tours.



Convention workshop schedule

NALC officers and staff, along with outside experts, will present more than 40 workshops over the convention week. The grid on page 16 offers attendees an easy way to see which classes are available when. Full descriptions of the workshops follow on the next several pages.

Classes are offered on Monday through Thursday before the convention is called to order each day and after the day's business is done. Seating is on a first-come, first-served basis, and the rooms have been known

to get crowded. Convention delegates are encouraged to arrive early.

Monday morning

Effective Branch Communications—Print and Digital

Branch communications, both digital and print, can be a formidable force for informing and activating NALC members. This workshop will provide tips for producing first-class, direct-to-the-member communications. Ways of improving social media engagement, sharpening the focus and effectiveness of newsletters

and branch-wide communications strategies will be discussed. NALC's Branch Publications Competition winners will be announced at this workshop.

Branch Trustee Training

Under the *NALC Constitution*, branch trustees are required to examine and report the condition of the branch finances at least once every six months, but trustees may lack a clear understanding of all the intricacies their duties entail. NALC Board of Trustees Chairman Larry Brown and Trustees Mack Julion and Sandy Laemel will kick off this training conducted

by Dave Dorsey, partner at accounting firm WithumSmith+Brown, that provides trustees with information and a variety of tools they need to keep their branches on the right track. Among the topics covered will be getting ready for an audit; receipts and disbursements; Labor Management Reporting and Disclosure Act requirements; and overall union finances. There will be an opportunity to have individual questions and concerns answered after the workshop.

The USPS “Delivering for America” Plan

In March 2021, the Postal Service issued a strategic plan for the coming decade, the Delivering for America (DFA) plan. The DFA report outlined the Postal Service’s future growth strategy, plans to reorganize its management structure, and intentions to modernize its delivery, processing and transport network via massive infrastructure investments. The report also identified legislative, regulatory and policy changes needed to strengthen the Postal Service in the future. This workshop, led by NALC Chief of Staff Jim Sauber, will describe the plan and provide an update on the Postal Service’s progress in implementing the plan. It will cover both the positive and negative elements of the plan and explore ways the NALC plans to use collective bargaining to make our voices heard in the restructuring process. Special focus will be given to plans to transform USPS delivery operations. Delegates will be given time to ask questions and share their views on the changes being contemplated.

City Delivery

Director of City Delivery Christopher Jackson and his staff will provide updates and information on numerous city delivery topics. The class will cover various contractual issues, scanners and new technology, Sunday parcel delivery and other expansion-of-services topics, Carrier Academy, Article 12 withholding and excessing, and various USPS testing and initiatives.

Contract Administration Unit

Vice President James Henry will lead this class. CAU will report on relevant national-level settlements and arbitration awards since the last convention. Much of the class will focus on how to access and

utilize the various resources NALC has created to assist grievance handlers. A Q&A period will follow, giving delegates the opportunity to seek clarification on issues and to provide comments and feedback to the CAU.

Monday afternoon

“The Strike at 40” (film viewing)

The Great Postal Strike of 1970, which dramatically raised the standard of living and improved the working conditions of America’s letter carriers and other postal employees, is the subject of this 2010 documentary video produced by NALC. The 30-minute film focuses on the leaders of the wildcat strike in Branch 36 in New York, and includes interviews with the strikers, including the late Vincent R. Sombrotto, former national president of the NALC. Video producer Ann Sutherland and strike veterans of Branch 36 will be on hand after the viewing.

Communicating Our Message

This workshop will focus on how to get our message out by dealing effectively with the news media, so we can inform the public and its representatives about the real situation of the Postal Service and the best policies moving forward. Little is more important to our future than getting the facts out and dispelling the myths. NALC Director of Communications and Media Relations Philip Dine will cover various aspects of communications, including influencing news coverage by speaking to reporters or editors, as well as making our own voices heard through letters to the editor/commentary pieces or being on radio/television discussion shows. The class will deal both with broad media strategy and practical details of talking to a reporter.

OWCP and the Power of Change

When managers fail to process OWCP injury claims in a timely manner, injured workers suffer. In response to this, OWCP changed the claim filing process, putting the injured worker in control. The new procedures make the claim filing process easier and gives the injured worker access to claim documents in real time. The changes were spearheaded by Antonio Rios, the director of OWCP’s federal workers’ compensation program. Director Rios

and Deputy Director Jennifer Valdivieso join NALC Assistant to the President for Workers’ Compensation Kevin Card in a course that explains the recent changes and offers tools on how to maximize the system to benefit injured letter carriers and empower contract enforcers.

Next Generation Delivery Vehicle

This session will cover the history of NALC’s involvement in the development of the Next Generation Delivery Vehicle (NGDV) and the progress of the program. During this workshop, delegates will also learn about the new safety features included in the vehicle. In conjunction with this workshop, a prototype NGDV will be on display during the length of the convention, allowing members the opportunity to see and touch the future of mail delivery.

Managing Branch Finances: A Study in Basic Operations

This workshop taught by Dave Dorsey, partner at WithumSmith+Brown, will focus on the proper division of responsibility within the branch for financial matters and will discuss the authorizations and protocols that should be used by branch officers as they discharge their responsibilities under the *NALC Constitution* and the Labor Management Reporting and Disclosure Act of 1959. Topics covered will include the authorization to spend branch funds, the proper process for the receipt and disbursement of branch money, the role and responsibility of each branch officer, reporting to the membership and regulatory agencies, establishing checks and balances, avoiding conflicts of interest, and understanding the role of the branch trustees. There will be an opportunity to have individual questions and concerns answered after the workshop.

Tuesday morning

Safety and Health—A Briefing on our Issues

We will be addressing safety commitments at the installation level, vehicle maintenance obligations, heat illness, park point accidents and resources for safety and health activists.

TIAREAP

This class will cover each step of the new joint route adjustment process. Del-



egates also will learn about new technology and how it is used in the process.

MBA Products

Director of Life Insurance Jim Yates and the staff of the Mutual Benefit Association (MBA) will present a workshop discussing the various insurance and retirement products offered by the MBA. This workshop will cover MBA's Individual Disability Income, Hospital Plus, Retirement Savings Plan, and several Whole and Term Life options. NALC's Group Accidental Death benefit also will be covered, along with options available for branches to purchase additional Group Accidental Death or Term Life insurance for their active members.

Retirement Considerations

The job of a letter carrier tends to be busy. So busy, in fact, that letter carriers don't always take the time to understand the full scope of their retirement benefits. Decisions made at the start of and throughout one's career can have an impact on a person's lifetime financial security and well-being. For example, choosing Federal Employees' Group Life Insurance coverage, whether to make deposit for prior military service, Thrift Savings Plan investments, Federal Employees' Health Benefits, and so on. A well-informed employee can make prudent choices that pave the way to a secure future through retirement. This seminar, presented by Director of Retired Members Dan Toth, is designed to help achieve that goal.

Dues and Membership

This workshop, conducted by Secretary-Treasurer Nicole Rhine, is intended to guide branch officers through the many membership issues that they deal with on a daily basis. The workshop will cover topics such as how to read a branch dues roster, the Reciprocal Agreement, transfers, health plan members and other membership-related items.

Tuesday afternoon

“Good Girls Revolt” (film viewing)

This video offers an alternative and entertaining way to learn about the Great Postal Strike of 1970. It is an episode

of the 2016 drama series “Good Girls Revolt,” a show set at a fictional weekly newsmagazine (“News of the Week”) in New York City, which offers a remarkably accurate portrayal of NALC's historic strike. Portions of the episode are used in a new video on the strike that premieres at the Chicago convention, appropriately named “The Revolt of the Good Guys”—a video commissioned to celebrate the 50th anniversary of the NALC strike. Video producer Ann Sutherland will present the PG-rated episode of “Good Girls Revolt” and lead a discussion about her work on the 50th anniversary video.

Legislative and Political Organizing

This class will focus on an important part of NALC's legislative and political network—mobilizing our members in the field. HQ staffers and NALC's legislative and political organizers will update the delegates on our ongoing efforts to advance our legislative agenda in the field, increase participation in the Letter Carrier Political Fund, and help elect candidates who support our issues.

Understanding the LM-3

This class will help participants understand and complete the Form LM-3. Dave Dorsey, partner at WithumSmith+Brown, will review the form with participants to determine what information the Department of Labor is really asking for and what details must be included with the answers. Among the areas to be covered are the proper way to complete Item 24, listing all officers and disbursements to officers, and where to report the different kinds of receipts and disbursements. A completed LM-3 for a hypothetical branch will be covered to help branch leaders in preparing and reviewing their own branch LM-3 filing. There will be an opportunity to have individual questions and concerns answered after the workshop.

FMLA 2022: Insights and Guidance for Letter Carriers and Local Leaders

This class will provide an overview of the Family and Medical Leave Act (FMLA), its history, and recent developments. It also will provide guidance for local leaders to assist their members with FMLA issues.

Conversion to Career and the Alternate Dispute Resolution Process

This workshop will discuss the methods by which city carrier assistants attain career status. Attendees will learn the history of the Memorandum of Understanding (MOU) Re: Full-time Regular Opportunities – City Letter Carrier Craft and how this agreement interacts with other provisions of the National Agreement and MOUs. This session also will cover the provisions under Article 7 of the National Agreement that relate to maximization of part-time flexible letter carriers. Included in this class will be an explanation of the Alternate Dispute Resolution process created to address CCA and PTF conversion issues.

What's New with the Thrift Savings Plan

A representative from the Federal Retirement Thrift Investment Board (FRTIB), the agency that manages the Thrift Savings Plan (TSP), will offer a workshop on recent developments with the retirement savings program for federal and postal employees. In addition to reviewing the TSP's tools available for planning and saving for retirement, the workshop will describe innovations in the FRTIB's new record-keeping system and discuss the TSP's new mutual fund window, which dramatically expands the investment options available to TSP participants.

Wednesday morning

EAP—Suicide Prevention and Critical Incident Response

New Directions Behavioral Health will educate the membership on suicide prevention through awareness, sensitivity and knowledge. Representatives also will review recent critical incident responses experiences.

Wills & Trusts

Director of Life Insurance Jim Yates will host a workshop focused on wills and trusts. This educational workshop will provide details on how these financial vehicles are used with life insurance policies to plan for an insured person's death. The purpose is to give a better understanding of these legal options and to aid letter carriers and their families in planning for the future. A better understanding of wills

and trusts shifts families' decision-making from a time when emotions are high to the present, when more rational decisions can be made.

NALC Constitution, Elections and Bylaws

This workshop is designed to assist NALC branches and state association with the rules and regulations governing the conduct of elections and the process for creating and amending bylaws. The workshop also will cover common problems with bylaws and how to get that stamp of approval from the Committee of Laws.

City Delivery (repeat)

Contract Administration Unit (repeat)

Wednesday afternoon

The Strike at 40 (repeat)

Next Generation Delivery Vehicle (repeat)

Improving the New Employee Experience

In March 2021, a subcommittee of the joint NALC-USPS City Delivery and Workplace Improvement Task Force was formed with the intent of exploring ways to improve the onboarding experience, increase retention rates, and pursue a mentorship program for new letter carriers. Since then, after much discussion and planning, NALC and the Postal Service have launched two joint pilot programs in hundreds of offices throughout the country. The New Employee Experience and Retention Program modifies how new letter carriers are utilized, mainly in the beginning stages of their USPS careers, and provides them with the necessary resources and equipment to transition into their new job. The New Employee Mentoring Program provides newly hired city letter carriers the opportunity to have mentoring relationships with experienced city carriers. This workshop, presented by the subcommittee members from NALC Headquarters, will provide participants with a detailed explanation of how each program works, where the pilots are currently deployed, potential expansion plans for the future, and the positive results of the two programs so far.

The Global Campaign to Organize Amazon

Amazon is the world's largest e-commerce company and the second largest U.S. employer. It is both the Postal Service's largest customer and one of its stiffest competitors in the delivery business, having developed its own delivery workforce. This workshop, hosted by NALC Chief of Staff Jim Sauber, will feature allies from the U.S. and global labor movement, including representatives of the Canadian Union of Postal Workers and UNI Global Union—NALC's global union federation. Delegates will learn how the AFL-CIO and its affiliates (including NALC) are working together on strategies to overcome Amazon's anti-union and anti-competitive practices with the long-term goal of helping Amazon workers unionize and secure collective-bargaining rights.

Managing Branch Finances: A Study in Basic Operations (repeat)

Thursday morning

TIAREAP (repeat)

Dignity and Respect in the Workplace

In this workshop, we will be reviewing the *Shop Steward's Guide to Preserving the Right of Letter Carriers to be treated with Dignity and Respect*.

Innovations in Health Care

Learn how to get the most from your Health Benefit Plan. We hope you will join NALC Health Benefit Plan Director Stephanie Stewart and staff, in addition to special guests from CVS Health, Optum and Hinge Health, as we provide details regarding the Plan's evolving digital transformation. This workshop will focus on the many opportunities that are available to help manage your health needs without major schedule interruptions, using any electronic device, and most important keeping your safety forefront. From Telehealth services, a "new" Digital Musculoskeletal Program, to the Plan's new member portal, we want to empower you with resources. Learn how to successfully navigate programs that will deliver convenience and flexibility to your daily life. Following the presentation, a panel

discussion and Q&A session will be offered to attendees.

Retirement Considerations (repeat)

NALC Veterans Guide

This session will give a detailed explanation of the *NALC Veterans Guide*. This guide was created to assist veterans and NALC representatives find useful information specific to letter carriers who served in the military. During the workshop, delegates will learn about the rules and regulations found in the National Agreement, USPS handbooks and manuals, and the laws that apply to veterans.

Thursday afternoon

"Good Girls Revolt" (repeat)

The OWCP Grievance Guide

Federal laws and postal policies require management to process OWCP claims in accordance with regulations. When regulations aren't followed, injured letter carriers suffer. Management's mistakes lead to some of the worst injustices to injured letter carriers who seek workers' compensation benefits. Kevin Card and the NALC regional workers' compensation assistants (RWCAs) will present the NALC's new *OWCP Grievance Guide*. From failure to pay Continuation of Pay (COP) to improper job offers, we will cover the most common violations, and offer grievance starters to help NALC members and shop stewards help injured workers get the benefits they are entitled to.

Recruiting and Mentoring Union Activists

Being a member of NALC allows individuals to become part of a group of hundreds of thousands of dedicated letter carriers, united to protect their jobs and their rights, and to promote the safety and welfare of the members. These common goals create a strength and solidarity that allow NALC to achieve great things for letter carriers. NALC offers members a variety of activities and opportunities to get involved so that they can actively participate with their branch, in and outside of the workplace. In this class, participants will learn various tips, strategies and techniques to motivate members



to get involved as activists within their branch. Additionally, the class will focus on how to properly mentor those individuals to keep them involved in the branch's efforts of representing its members and serving their communities.

NALC's Legislative and Political Agenda

NALC continues to engage and educate legislators and the administration on issues that are important to letter carriers. Learn about our agenda in the remainder of the 117th Congress and beyond, as well as get an update and the outlook for the looming midterm elections.

NALC Disaster Relief Foundation and Community Services—Planning, Promoting & Progress

Letter carriers are the heart and soul of their communities. NALC offers many ways for members to get involved. Come to this workshop to discover why it is important for your branch to participate and to become aware of how to build your branch and public support of letter carriers in the communities where we work. This workshop will have a brief summary of the Disaster Relief Foundation (NALC DRF), Muscular Dystrophy Association (MDA), Stamp Out Hunger Food Drive and Heroes; also will pro-

vide information about our other community service programs. We encourage branches that are having success to come and share ideas with branches who may just be getting started in planning and promoting initiatives. Branches who participate in NALC community service programs have higher morale, greater turnout at other union functions and engage members who might not otherwise get involved. If you or your branch are looking for ways to make a difference in your community, your branch or even your own life, please come to this workshop and help us find ways to get members involved while doing great things in the places where we live and work.

MONDAY (8/8)	TUESDAY (8/9)	WEDNESDAY (8/10)	THURSDAY (8/11)
MORNING	MORNING	MORNING	MORNING
Effective Branch Communications—Print and Digital Branch Trustee Training The USPS “Delivering for America” Plan City Delivery Workshop <i>This class repeats on Wednesday.</i> CAU <i>This class repeats on Wednesday.</i>	Safety and Health—A Briefing on our Issues TIAREAP <i>This class repeats on Thursday.</i> MBA Products Retirement Considerations <i>This class repeats on Thursday.</i> Dues and Membership	EAP—Suicide Prevention and Critical Incident Response Wills & Trusts NALC Constitution, Elections and Bylaws City Delivery Workshop (repeat) <i>Same as Monday.</i> CAU (repeat) <i>Same as Monday.</i>	TIAREAP (repeat) <i>Same as Tuesday.</i> Dignity and Respect in the Workplace Innovations in Health Care Retirement Considerations (repeat) <i>Same as Tuesday.</i> NALC Veterans Guide
AFTERNOON	AFTERNOON	AFTERNOON	AFTERNOON
“The Strike at 40” (film viewing) <i>This class repeats on Wednesday.</i> Communicating Our Message OWCP and the Power of Change Next Generation Delivery Vehicle <i>This class repeats on Wednesday.</i> Managing Branch Finances: A Study in Basic Operations <i>This class repeats on Wednesday.</i>	“Good Girls Revolt” (film viewing) <i>This class repeats on Thursday.</i> Legislative and political organizing Understanding the LM-3 FMLA 2022: Insights and Guidance for Letter Carriers and Local Leaders Conversion to Career and the Alternate Dispute Resolution Process What’s New with the Thrift Savings Plan	“The Strike at 40” (repeat) <i>Same as Monday.</i> Next Generation Delivery Vehicle (repeat) <i>Same as Monday.</i> Improving the New Employee Experience The Global Campaign to Organize Amazon Managing Branch Finances: A Study in Basic Operations (repeat) <i>Same as Monday.</i>	“Good Girls Revolt” (repeat) <i>Same as Tuesday.</i> The OWCP Grievance Guide Recruiting and Mentoring Union Activists NALC’s legislative and political agenda NALC Disaster Relief Foundation and Community Services—Planning, Promoting & Progress