



NALC

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# Bulletin

## Rolando to Senate committee:

# Consensus is the key to positive postal reform



NALC President Fredric Rolando testified on Jan. 21 before a Senate committee hearing on the U.S. Postal Service.

On Jan. 21, NALC President Fredric Rolando was among those called to testify before a Senate committee hearing on the financial state of the U.S. Postal Service.

"We are pleased that the Senate Homeland Security and Government Affairs Committee is taking the opportunity to examine the reality of the Postal Service prior to advancing any postal reform package," Rolando said in a statement before the hearing. "NALC is proud to be a part of this conversation and is encouraged that the committee has called upon us to address legislative and regulatory burdens, such as the pre-funding of future retiree health benefits."

Rolando's testimony focused on the effect of the congressional mandate on USPS to pre-fund its future retiree health benefits fund.

Rolando called on the committee, which has Postal Service oversight, to address three major impediments:

- the pre-funding mandate, which accounts for 86 percent of USPS' \$57 billion in reported losses;
- the policy that requires all postal retirement funds to be invested in low-yielding Treasury bonds; and
- the scheduled expiration in April of the 4.3 percent exigent rate increase.

"NALC has suggested a variety of legislative measures to address the pre-funding mandate," the president told the committee. "Reforms to the Federal Employees Health Benefits Program [FEHBP] to maximize participation in Medicare among eligible postal retirees would all but eliminate the \$50 billion unfunded liability for future retiree health, while raising Medicare spending by less than two-tenths of 1 percent annually."

The committee paid particular attention to investment of the retiree health benefits fund, and Rolando called on senators to "undertake prudent investment change to raise the long-term rate of return on the retiree health fund's assets, to achieve pre-funding goals, to offset the cost of postal Medicare integration, to relieve upward pressure on postage rates, and to reduce the misguided impulse to cut services."

Rolando said that the pension accounts under the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS), when combined with the postal RHBF, account for nearly \$340 billion in Treasury securities. "That makes the Postal Service and its employees the third largest creditor of the U.S. federal government," the president said, "just behind China and Japan."

"No private company in America would invest its retirement assets in such an unsophisticated way," he said, "especially during a period when Treasuries are yielding 2 to 4 percent returns while health care costs grow 5 to 7 percent annually."

During the hearing, much attention was focused on a discussion of the consensus of those with particular interest in USPS on the principles of successful postal reform, including:

- stabilizing postal finances by making the exigent increase permanent while freezing capped postage rates until the Postal Regulatory Commission's (PRC) review is complete;
- resolving the pre-funding burden by maximizing Medicare participation among postal participants covered by FEHBP; and
- sensibly changing the way USPS invests the retiree health fund.

"All four unions, the Postal Service and a wide range of companies providing financial services, prescription drugs, newspapers, direct mail products and e-commerce sales have agreed on a set of principles," Rolando said. "Our coalition's recommendations are grounded in best private-sector practice, and are drawn from the consensus provisions of Senator [Tom] Carper's bill [S. 2051]. They represent the measures on which the coalition could agree while remaining confident that they would stabilize the Postal Service for years to come—which will allow the Service to adapt to meet the evolving needs of the nation."

Also testifying were Postmaster General Megan Brennan, Acting Postal Regulatory Commission Chairman Robert Taub, General Accountability Office Director of Physical Infrastructure Lori Rectanus, outgoing USPS Inspector General David Williams, former Treasury Department Chief Restructuring Officer James Millstein, National Newspapers Association President John Hutcheson and Domtar Paper Company's Rothschild Mill General Manager Kathy Collins.

Visit [nalc.org](http://nalc.org) to watch a video of Rolando's appearance, to download his submitted testimony and to read his full pre-hearing statement.

## USPS must review, post OSHA Form 300A summary for 2015

Postal Bulletin No. 22433, dated Jan. 21, writes that the Occupational Safety and Health Administration (OSHA) requires all U.S. Postal Service installation and establishment heads to complete and post OSHA Form 300A, "Summary of Work-Related Injuries and Illnesses," for calendar year 2015, in accordance with 29 CFR 1904 and the *Employee and Labor Relations Manual (ELM)*, part 821, "Actions in the Event of Accident, Injury, or Illness."

From Feb. 1 through April 30, installations are required to post a copy of OSHA Form 300A for 2015 in a conspicuous place at every establishment where employees work or report to work.

"Make sure the form is posted properly in your office," NALC President Fredric Rolando said. "The accidents and injuries that letter carriers suffer on the job should be studied, understood and then used as opportunities to prevent similar accidents and injuries from happening to others."

## Convention hotel room rates set



NALC has made special arrangements with 10 hotels to accommodate letter carrier delegates attending NALC's 70th Biennial National Convention in Los Angeles, Aug. 15-19.

All NALC-block hotels are within 1.4 miles of the Los Angeles Convention Center.

The room rates have been set so branches can begin budgeting for the convention.

**Please do not contact the hotels.** All room reservations will be made through the NALC's official housing company.

Visit [nalc.org](http://nalc.org) to download the list of hotels and room rates.

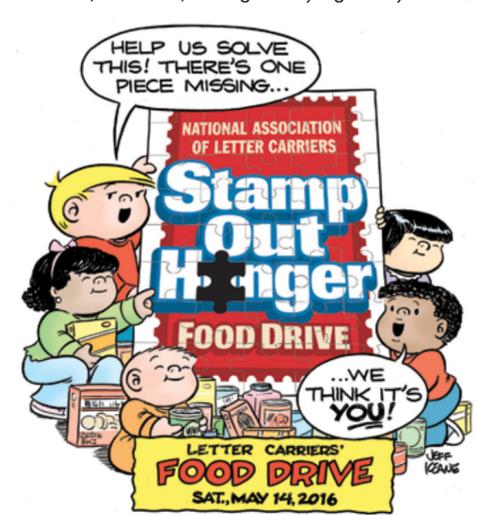
## Has your branch registered yet for the 2016 Food Drive?

The 24th annual Letter Carriers' "Stamp Out Hunger"® Food Drive is on Saturday, May 14, and a letter from NALC President Fredric Rolando has been sent to every branch president, encouraging them to register for the world's largest one-day food drive.

"In light of the enormous success of the 2015 food drive, all letter carriers in every participating branch should consider themselves winners," Rolando wrote. "You and your members worked tirelessly with your communities to make a difference for millions in need."

Enclosed with the president's letter is the important food drive registration form. Branch presidents are asked to complete the orange-tinted registration form immediately, to let NALC Headquarters know how many postcards will be needed for residential deliveries and to identify branch food drive coordinators.

Reminder postcards will be made available to branches, at no cost, as long as they register by March 1.



**United Food and Commercial Workers International Union (UFCW)** has signed on as a national partner for this year's food drive.

"The partnership between UFCW and NALC is a natural one," NALC President Fredric Rolando said. "Working families not only see their letter carrier at least six days a week, they often see their grocery clerk or checker just as frequently. This partnership is perhaps even more appropriate since UFCW represents 1.3 million workers in food-related industries, such as grocery stores and food-processing facilities."



The other national partners are the National Rural Letter Carriers' Association, the U.S. Postal Service, United Way Worldwide, AFL-CIO, Valpak and Valassis.

Branch food drive coordinators and others who work on the food drive should help remind their branch presidents to complete the registration form and make sure it gets mailed to: NALC, Food Drive Registration, 100 Indiana Ave. NW, Washington, DC 20001-2144. Note: No faxes or e-mailed registrations will be accepted.

Branch food drive coordinators will receive the coordinators' manual; a form for ordering posters, lawn signs, banners, hats, pins and T-shirts from the Frank Doolittle Co.; a special food drive DVD; and sample copies of the new Family Circus cartoon drawn for this year's drive (left). This treasure trove of information also is available at [nalc.org/food](http://nalc.org/food).

The food drive is the largest one-day drive in the United States. In 2015, active and retired letter carriers, along with their family members and friends—not to mention countless volunteers—collected almost 71 million pounds of non-perishable food. These results brought the grand total to more than 1.4 billion pounds since the drive began in 1992.

Specific questions regarding the food drive should be directed to NALC Director of Community Services Pam Donato at 202-662-2489 or at [donato@nalc.org](mailto:donato@nalc.org).

## NALC Veterans Group: 7,000 members and growing

The National Association of Letter Carriers is made up of approximately 277,000 active and retired members, of which almost a third are veterans of the U.S. Armed Forces.

To date, more than 7,000 NALC members have joined the NALC Veterans Group, which was designed to provide all NALC members who are military veterans access to the information and tools specific to veterans' rights and benefits within the U.S. Postal Service.

The NALC Veterans Group aims to give its members the means to connect with fellow NALC veterans and to stay informed on issues of importance to letter carrier veterans. These veterans traded their military uniforms for letter carrier uniforms, and they continue to serve their communities and their country.

The group also seeks to provide all NALC members who are also military veterans—active full-time and part-time letter carriers, as well as retired letter carriers—resources, rights information and a sense of camaraderie.

Veterans Group members receive a pin as a symbol of gratitude for their military service and membership in the NALC.

Visit [nalc.org/veterans](http://nalc.org/veterans) to learn more.

## Rolando appoints RAAs, HQ staff



Bill Jackson

NALC President Fredric Rolando has appointed Downers Grove, IL Branch 1870 President Bill Jackson as regional administrative assistant for NALC Region 3, which serves letter carriers in Illinois. Jackson replaces Ken Miller, who has retired. Jackson served as Branch 1870 president for 12 years and, at the time of his appointment, was chairman of the Illinois State Association's executive board. Previously, he has served as Branch 1870's vice president, treasurer, Formal A representative and steward. Jackson also has served the members of Region 3 as an arbitration advocate, as Dispute Resolution Team member, as leader of the District Evaluation and Adjustment Team (DEAT) for route adjustments, as a Carrier Academy instructor, as a New Delivery coordinator and on the district advisory committee for the Employee Assistance Program. He is a graduate of Leadership Academy Class 5.

President Rolando also has appointed Anita Lewallen as an RAA for Region 4, which serves letter carriers in Arizona, Arkansas, Colorado, Oklahoma and Wyoming. Lewallen replaces Ray Tillman, who has retired. Prior to this appointment, Lewallen served as president of Conway, AR Branch 1592 since 2001 and as president of the Arkansas State Association since 2013. Additionally, she has served the region as an arbitration advocate, a route adjustment district lead, a primary Dispute Resolution Team member and a national Dispute Resolution Process facilitator. Lewallen is a graduate of Leadership Academy Class 6.



Anita Lewallen

Both of these appointments were effective Jan. 4.

In addition, President Rolando has appointed former Region 9 RAA Paul Barner to serve as executive assistant to the president at NALC Headquarters in Washington, DC. Barner, a member of Roswell, GA Branch 4862, has held various positions in the branch as well as on the Georgia State Association's executive board. He served as an arbitration advocate, local business agent and Dispute Resolution Team member, and he is a graduate of Leadership Academy Class 3.



Paul Barner

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## NALC, USPS formally open bargaining talks

The leaders of the National Association of Letter Carriers and the United States Postal Service formally opened negotiations for a new collective-bargaining agreement on Feb. 19.

In his opening statement, NALC President Fredric Rolando told Postmaster General Megan Brennan that the union is "genuinely hopeful" that the two parties will be able to hammer out a contract that rewards city letter carriers "for their hard work providing extraordinary service to the American public."

"I believe that we share the view—enthusiastically—that the United States Postal Service is not only alive and well," he said, "but also a vital national institution that provides an essential service to the 152 million households and businesses that we serve every day."

Joining the president for the event—held in the Vincent R. Sombrotto Building's Hutchings Hall—were the other members of the NALC Executive Council as well as letter carrier and professional staff from NALC Headquarters. A host of USPS executives and employees accompanied Brennan to the Friday morning meeting.

When the last round of negotiations began in 2011, Rolando said, "it was the 'conventional wisdom' in this town—in Congress, at the White House, in the press, among certain mailers, and even in some corners of L'Enfant Plaza—that the Postal Service was doomed."

"Every element of the conventional wisdom was wrong—and demonstrably wrong," Rolando said. "And the NALC said so, repeatedly, aggressively and consistently. And we showed why so many people were wrong."

Of course, the multibillion-dollar deficits that USPS reports mainly are the result of the 2006 congressional mandate that the Postal Service pre-fund its health benefits account for future retirees by setting aside more than \$5 billion per year. "No other government enterprise, no private company—none—was or is required to do that," the president noted, adding that the mandate fed the misguided and counterproductive drive to slash services.

But after the Great Recession of 2008 ended, the president said, USPS eventually started to show significant operational profits. (For the most recent example, see "Another profitable quarter for U.S. Postal Service" at right.)

Even with these ongoing operational profits, Rolando said, it took some time before Washington's power brokers noticed.

"Finally," he said, "over the past couple of years, the press, members of Congress and leaders in our industry have realized that the Postal Service is not doomed—we can and will thrive in the 21st century."

Rolando noted that NALC and USPS have been working for some time now alongside a coalition of mailers and the other postal unions to craft a legislative solution to the Postal Service's financial problems. For example, he said, "we used our collective-bargaining process with you to explore an alternative solution involving reforms to the federal employees' health benefit program and its interaction with Medicare."

The president also pointed out the NALC's work with major mailers on proposals to boost postal revenues, as well as the parties' allied effort to build support among these mailers—and within Congress—to drastically reduce the effects of the pre-funding mandate by means of sensible investment of the retiree health benefit fund.

"These solutions now form the basis of an emerging consensus in Congress on postal reform," Rolando said, "and shows how powerful collective bargaining can be if we work together in good faith."

Even so, he said, a bargained agreement between the NALC and USPS "will come only with straight talk, honest hard work, the free exchanges of ideas, real transparency and a determined will to negotiate a contract."

Rolando said that all city letter carriers have earned reasonable wage increases and ongoing workplace and benefit protections, and that certain elements of past agreements—such as cost-of-living adjustments, the no-layoff clause and anti-contracting-out provisions—should not be tampered with and should only be approached "with great respect and caution."

The president also made note of ongoing workforce issues that affect labor and management alike. "We have a non-career workforce with an unacceptably high rate of turnover due to inadequate working conditions, compensation and benefits," he said. "There is every reason for us to study these issues in great detail, and to be creative in fashioning solutions."

"We also have workplace issues," he said, stating that a workplace culture plagued by stress and dysfunction needs to be addressed at the bargaining table.

"The ongoing transition within the Postal Service—what we do, how we do it, when we do it—has made addressing these issues even more important," Rolando said.

As a wrap-up, the president shared his thoughts about happenings outside of the parties' bargaining process—and those happenings' affect, if any, on that process.

"First, there is the ongoing effort in Congress to deal with postal reform," Rolando said. "What happens or what doesn't happen on Capitol Hill will, inevitably, affect us. We cannot ignore it."

Then, he said, there are USPS' dealings with the other postal unions—the American Postal Workers Union, the National Rural Letter Carriers' Association and the National Postal Mail Handlers Union.

"Be assured of our best wishes to those unions, and you, in your efforts to reach agreements," Rolando said. "But it is important for the

Service to understand that what goes on in your other negotiations, or interest arbitrations, with the other unions has very little relevance for the NALC and its membership.

"We are committed to deal with these negotiations in dead seriousness and purpose," the president said. "I trust you will do the same."

In her opening remarks, Postmaster General Brennan thanked Rolando and NALC's leaders for their work for postal customers and the Postal Service.

"As we begin our negotiations, we do so as strategic partners," she said, calling the challenges that USPS faces "enormous."

"Collective bargaining," Brennan said, "offers us the opportunity to jointly address the cost, the flexibility and the structure of the city delivery workforce needed in this rapidly changing and increasingly competitive business environment."

The PMG said that the Postal Service recognizes and appreciates NALC's contributions to the collective-bargaining process.

"There's no question that all postal employees have made sacrifices in the past couple of years," she said. "They've not gone unnoticed and they're certainly appreciated. But there's still work to be done."

The postmaster general made note of the ongoing financial challenges USPS faces. "At the same time," Brennan said, "we're adjusting to the highly competitive package market, which will require unprecedented levels of flexibility as we continue to compete to capture more market share in this sector."

Describing herself as a "positive believer" in USPS' future, Brennan said that the agency continues to invest in technology and infrastructure, as well as training and development.

"We have a track record of collaboration," she said, pointing out the parties' partnership within the consensus coalition on postal reform, as well as on such endeavors as Customer Connect or the annual national food drive.

"The overarching shared objective we have is to ensure the long-term viability of this great organization," the PMG said. "But I want to commit to you that, on our side of the table, we will have candid discussions, we will look to join in similarities, we will look to negotiate a contract that is fair to our employees and, again, that positions the organization for continued success."

"We look forward to working with you over the coming weeks and months," Brennan concluded.

The present collective-bargaining agreement between NALC and USPS covers more than 204,000 city letter carriers. It is set to expire at midnight on May 20.

If the parties fail to reach an agreement by then, federal law establishes a system of mediation and binding arbitration to resolve disputes; the law forbids strikes by postal employees. Over the past 46 years, most contracts between NALC and USPS have been successfully negotiated.

As this *NALC Bulletin* was going to press, the parties were organizing bargaining committees for negotiations. Watch for updates in future *Bulletins* and in *The Postal Record* as well as on the NALC's website and social media channels on Facebook and Twitter.



The NALC Executive Council, including resident national officers, national business agents and two of the three trustees, along with headquarters staff, were present for the opening of collective-bargaining talks, as were a number of USPS executives and employees.

## Another profitable quarter for U.S. Postal Service

On Feb. 9, USPS released its financial report for the first quarter of Fiscal Year 2016, covering October through December of 2015.

The report showed a \$1.3 billion quarterly operating profit, a fact that Rolando called "positive news that augurs well for the future."

"The continuing financial upswing shows the importance of maintaining and strengthening the unparalleled—and profitable—postal network, which offers Americans the world's most affordable delivery services," he said in a statement.

Rolando noted that this impressive performance at the start of FY 2016 builds on back-to-back years of operating profits each exceeding \$1 billion, all without relying on a dime of taxpayer money.

"These results aren't a fluke," he said. "They stem from two structural factors: an improving economy has helped stabilize letter revenue, and Internet-driven online shopping has sent package volume sharply upward—up 16.2 percent over the first quarter of last year."

The president said that this latest bit of good news was consistent with—and reinforces—the emerging consensus on practical postal reform embraced by key lawmakers, the Postal Service, postal unions, businesses, mailers and industry groups.

"Such reform should include stabilizing rates," Rolando said, "as well as addressing the pre-funding mandate that is responsible for the red ink that's been reported in previous quarters."

## Deadlines set for national convention in Los Angeles

Delegate eligibility lists for the 70th biennial national convention in Los Angeles have been mailed to all branches. The lists must be completed and returned to Secretary-Treasurer Nicole Rhine's office at NALC Headquarters no later than June 15 in order for branch representatives to be registered as delegates to the convention.

The convention is set for Aug. 15-19.

All proposed amendments to the *NALC Constitution* to be submitted for consideration at the convention must be received by Rhine's office by June 15. That date is 60 days in advance of the convention, as prescribed by the *Constitution*. Proposed amendments will appear in this July's *Postal Record* for the membership to review.

Resolutions to be considered by delegates also must be received by the June 15 deadline in order to be printed in the *Resolutions and Amendments* book provided to delegates. Resolutions received after June 15 still may be considered at the convention.

Branches wishing to sell items in the designated branch sales area during the convention must contact Rhine's office no later than April 18 to secure guidelines and forms. The completed forms must be returned to Headquarters by May 2. Go to [nalc.org](http://nalc.org) for more convention news.



### Food Drive is Sat., May 14

## Partnerships are crucial to food drive's success

The deadline for branches to register for the 24th annual Letter Carriers' "Stamp Out Hunger®" Food Drive is March 1. As that date quickly approaches, branch food drive coordinators around the country are concentrating on doing all they can to ensure the success of this year's national effort on Saturday, May 14, to help solve the problem of hunger in the United States.

"Because letter carriers serve every neighborhood in this country at least six days a week," NALC President Fredric Rolando said, "we are all too familiar with the staggering numbers of people in need."

Rolando noted some particularly sobering statistics:

- The availability of nutritionally adequate and safe food, or the ability to acquire such food, is limited or uncertain for 1 in 6 Americans, many of whom are in households with at least one person working.
- Such households include single parents with young children, grandparents helping to raise their grandchildren, college students or households with one parent actively serving in the military.

"These are folks who are doing everything 'right,'" Rolando said, "often working more than one job but still unable to make ends meet."

Since the NALC's first national food drive in 1993, countless letter carriers across the country have spent the second Saturday in May leading the effort to help replenish food shelves, food pantries and food banks in our local communities. But it's a massive undertaking that can't be handled by letter carriers alone, which is why NALC has been grateful for the help of partners at the national and local levels.

One national partner that has helped extend our reach beyond the cities and towns we serve has been the National Rural Letter Carriers' Association. "The NRLCA proudly continues its support of the NALC's annual food drive," said Jeannette Dwyer, the union's president. "We are proud to align ourselves with such a noble and distinguished cause."

And this massive effort in fact would be impossible without the ongoing support of the United States Postal Service. "Studies have shown that lack of adequate nutrition affects cognitive and behavioral development in children," Postmaster General Megan Brennan said. "I am strongly encouraging all postal employees across the country to support the food drive by collecting donations, delivering postcards and promotional bags, and doing everything they can to make this year's food drive the best in our history."

Also returning as national food drive sponsors are United Way Worldwide, the AFL-CIO, Valpak and Valassis.

As noted in the last *NALC Bulletin*, United Food and Commercial Workers International Union (UFCW) is new this year to the food drive's fold as a national sponsor. "Our 1.3 million-plus members are honored to be part of the food drive," UFCW President Marc Perrone said. "Our members work around the clock, feeding and clothing America—in your neighborhood grocery stores, at the meatpacking or food manufacturing plants, or at the department store down the road. Every time someone comes through a grocery checkout line and has to put an item back because they cannot afford it, or every time a pharmacy customer has to choose between their medicine and their food, we see the pain it causes, and it motivates us to help fix it."

While the postcards on their own have a proven track record as powerful reminders to customers about the drive, it's no secret that specially marked food drive bags—paper or plastic—can often dramatically raise the amount of food collected.

"But bags aren't cheap," NALC Director of Community Services Pam Donato said. "That's why we ask branches to push hard to find bag sponsors." To that end, branch food drive coordinators can request special partnership materials—including a DVD and brochure—to help them explain the many benefits of local-level food drive partnerships.

"The most common sponsors for bags are local grocery stores," Donato said. "They have a lot of experience with bag manufacturers, and they often are motivated to connect themselves to our food drive, since their customers will likely purchase food from their stores for donation purposes."

Also, she said, having UFCW as a national partner means access to local UFCW representatives—access that could then translate into successful alliances with union grocers.

The food drive will once again be held on the second Saturday in May, a date identified by many food banks and pantries as a prime time for the drive.

"Food Drive Day is one of the toughest days of the year for letter carriers," Rolando said, "but it's also one of the most gratifying, since each bag of donations represents a meal for a family in need."

Last year's drive gathered 70.6 million pounds of food, marking the 12th consecutive year that the drive surpassed 70 million pounds of food collected. That brought the grand total to more than 1.4 billion pounds since the annual national drive began.

If you have questions about the food drive or need help, get in touch with your branch or regional food drive coordinator. The latest contact lists can be found at [nalc.org/food](http://nalc.org/food).

### Fill A Bag. Help Feed Families.

- 1. Collect and bag nonperishable\* food items**  
Coloque los alimentos no perecederos en una bolsa junto a su buzón de correo.
- 2. Place by mailbox for letter carrier to deliver to a local food bank or pantry**  
El cartero las entregará a un banco de alimentos local

\*Donate items like canned meats, fish, soup, juice, vegetables, pasta, cereal, peanut butter and rice. Please do not include items that have expired or are in glass containers.

Saturday, May 14, 2016

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Letter carriers can soon expect to see this Food Drive promotional artwork on Valpak mailers.

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## New 'Questions and Answers' on city carrier assistants

On March 15, the national parties updated the "Questions and Answers, 2011 USPS/NALC National Agreement" with a new jointly developed document, numbered M-01870 in the Materials Reference System (MRS).

M-01870 may be found on the NALC website in the MRS located under the "Workplace Resources" tab.

As with the three previously developed sets of questions and answers, M-01870 provides the mutual understanding of the national parties on issues related to the 2011 USPS/NALC National Agreement.

This document fully replaces the March 6, 2014, "Questions and Answers, 2011 USPS/NALC National Agreement" (M-01833).

It is separated into two sections: the first concerning city carrier assistants (CCAs) and the second section addressing other contractual provisions.

The document contains several new questions and responses. All of the previous questions and answers from M-01833 are included in M-01870; however, some of the previous question numbers have changed. They are arranged in the order in which related articles of the National Agreement appear. Each addition and change are identified by underscoring in M-01870.

NALC Director of City Delivery Brian Renfro explained the changes in detail in his column in the April issue of *The Postal Record*. The column is also available at [nalc.org](http://nalc.org).

## Public unions score victory with Supreme Court decision

On April 5, the Supreme Court deadlocked 4-4 in a case that had threatened to cripple the ability of public unions to collect fees from workers who chose to not join and did not want to pay for the unions' collective-bargaining activities.

"Today, working people have persevered in the face of another attack on our rights," AFL-CIO President Richard Trumka said. "All over the country, working people are showing that we won't allow wealthy special interests or their politicians to stand in our way to join collectively and make workplaces better all across America."

A ruling in favor of the plaintiffs would have affected millions of government workers and weakened public-sector unions, which stood to lose fees from those who simply chose not to join while benefiting from the unions' efforts on their behalf.

Because of the deadlock, the lower court's ruling will stand, but the ruling will apply to this case only and will not set a precedent.

**Saturday, May 14**

## 24th annual Food Drive is just around the corner

The Letter Carriers' Stamp Out Hunger® Food Drive is held each year on the second Saturday in May. This year, that's Saturday, May 14.

But on Food Drive Day and the days that follow—if past drives serve as any indication—many of us likely will hear from customers who missed the drive, or forgot about it.

"So many of us put so much time and effort into the food drive each year that it's hard to understand how the people we see on our routes at least six days a week could not know about it," NALC President Fredric Rolando said.

"That's why making sure we do what we can to spread the word about the food drive is so crucial to ensuring its success," Rolando said.

Thanks to backing this year from our new national food drive partner, the United Food and Commercial Workers International Union (UFCW), every postal customer this year should receive a postcard in the mail that serves as a tangible food drive reminder. And courtesy of a generous grant again this year by another important national partner, the U.S. Postal Service, the postcards are sent postage-paid through the use of the special G-10 permit. (The other national partners are the National Rural Letter Carriers' Association, United Way Worldwide, AFL-CIO, Valpak and Valassis.)

If the situation presents itself, Rolando said, carriers should take advantage of that special one-on-one relationship we have with our customers to let them know about the drive.

"If you're handing a customer a letter or package in person," he said, "something as simple saying, 'Don't forget the food drive is on Saturday,' could go a long way toward gaining the drive a place on that person's mental calendar."

Bags, of course, also contribute mightily to food drive success. Paper or plastic, if a postal customer receives a specially marked food drive bag in the mail or at the grocery store, it often can double or even triple that patron's donation.

But bags can be expensive, and it usually takes the generosity of a local or regional sponsor to help defray the costs. That's why every postal customer doesn't get a special food drive bag—at least not yet.

In the meantime, though, letter carriers can still count on traditional, tried-and-true marketing materials to help effectively get the word out about the food drive.

"With the permission of your local managers," NALC Director of Community Services Pam Donato said, "work with your fellow employees—in the letter carrier craft and as well as the others—to get them to wear food drive gear on the day of the drive as well as in the days leading up to it.

"Also, ask your postmaster if you can put up a food drive poster," she said, "and look on your route for businesses that allow notices to be placed in windows or on community boards."

"Letter carriers are communicators," President Rolando said. "Our job is to deliver messages—in envelopes or boxes—to every address in this country at least six days a week. I am confident that we will all do our very best to help ensure that every postal customer is fully aware that our annual food drive will take place once again this year on the second Saturday in May."

For those customers who still might miss the message and the drive, Donato has some reassuring words: "In most cases, let those folks know that we'll gladly accept a make-up bag of food set out by the mailbox on the following Monday, or they can take the food directly to their nearest post office or local food bank."

Last year's drive gathered 70.6 million pounds of food, bringing the grand total to more than 1.4 billion pounds since the annual national drive began in 1993. Questions? Need help? Contact your branch or regional food drive coordinator; the latest contact lists are posted at [nalc.org/food](http://nalc.org/food).



Actor Edward James Olmos (c) is the celebrity spokesperson for the 2016 food drive. Olmos recently recorded English and Spanish public service announcements promoting the drive and featuring letter carriers and members of the United Food and Commercial Workers International Union.

## Delivering the cure for MDA

The NALC embraced the Muscular Dystrophy Association as its official charity in 1952, becoming the first official national sponsor of the group founded in 1950.

In the decades since, NALC members have used scores of techniques to raise money for MDA, from bowlathons and fill-the-satchel events to raffles, pancake suppers, golf tournaments and backyard carnivals.

Every year, NALC honors those branches that deserve special recognition and thanks for their work in raising money for MDA. The grand total for calendar year 2015 was \$1,162,121.

In addition to being cited in the April *Postal Record*, the branches that won their categories for 2015 will have an opportunity to attend a special function designated by NALC President Fredric Rolando.

Last year, NALC announced three levels of donating for MDA reporting. For 2015, there were 29 branches at the gold level. The highest level of per capita was recognized as the winner of a new prize (replacing the former Grand Prize): the Gold Winner. For 2015, that was **Manteca, CA Br. 4249**, raising \$122.73 per capita.

Here are the Gold Level winners in each branch-size category:

- Category 1 (2,000+): Long Island Mgd., NY Br. 6000, \$57,487
- Category 2 (1,500-1,999): Portland, OR Br. 82, \$22,821
- Category 3 (1,000-1,499): Arizona Mgd. Br. 1902, \$15,137
- Category 4 (700-999): Northeastern NY Br. 358, \$20,122
- Category 5 (500-699): Grand Rapids, MI Br. 56, \$22,265
- Category 6 (350-499): Yonkers, NY Br. 387, \$11,487
- Category 7 (200-349): Green Bay, WI Br. 619, \$13,313
- Category 8 (100-199): Fargo-West Fargo, ND Br. 205, \$15,892
- Category 9 (50-99): Jefferson City, MO Br. 127, \$8,371
- Category 10 (10-49): New City, NY Br. 5229, \$3,373

The April issue of *The Postal Record* contained a listing of all branches that NALC is aware of having made a contribution to the efforts to provide help and hope to families affected by muscular dystrophy. If you do not see your branch listed, or if the amount listed is inaccurate, please contact Geneva Kubal by e-mail at [mda@nalc.org](mailto:mda@nalc.org) or by phone at 202-756-7403.



## New Region 12 RAA appointed



Brian Thompson

NALC President Fredric Rolando has appointed New Castle, PA Branch 22 President Brian Thompson as regional administrative assistant for NALC Region 12, which serves letter carriers in Pennsylvania and in southern and central New Jersey. Thompson replaces Ray McDonald, who retired. Thompson served as Branch 22 president since 2010. Previously, he served terms as Branch 22 executive vice president, secretary/treasurer and shop steward. Thompson also served NALC members in Region 12 as an arbitration advocate, as NALC District Team lead, on the Evaluation and Adjustment Team and/or NALC Core Tech throughout all of the joint route adjustment processes, and he served on the Pennsylvania State Association of Letter Carriers' executive board. In 2013, Thompson participated in the National Joint Task Force for Article 8, Route Adjustment, Workplace Environment and City Delivery. He is a graduate of Leadership Academy Class 8. Thompson's appointment was effective April 4.

**Aug. 15-19**

## Information for NALC's 70th biennial convention in L.A.

**Delegate eligibility lists:** Delegate eligibility lists for NALC's 70th biennial national convention in Los Angeles Aug. 15-19 have been mailed to all branches. The lists must be completed and returned to Secretary-Treasurer Nicole Rhine's office at NALC Headquarters no later than June 15 in order for branch representatives to be registered as delegates to the convention.

Any branch that has not received its delegate eligibility list should have the branch president or secretary contact the Secretary-Treasurer's office at NALC Headquarters immediately.

Delegate and housing packets are not sent to branches until the properly completed delegate eligibility list is returned to the Secretary-Treasurer's office.

**Hotels:** The original block of hotels for the convention is full. NALC is aware of the issue and is working to add additional hotels for convention delegates.

If your branch has received your delegate credentials/hotel information but has not made room reservations, we recommend that you fill out the housing form that was enclosed with your credentials, listing your preferred hotels from the original hotel list, and send it either by e-mail or fax to the housing bureau. This will assist NALC in determining the number of additional hotels needed.

Please note that if rooms are not available for your preferred hotel, you will be placed in one of the hotels being added to our block.

The contact information for the housing company is included in the housing instructions, which is sent with the credential packet. Please do not contact the hotels. All room reservations will be made through the NALC's official housing bureau.

**Amendments and resolutions:** All proposed amendments to the *NALC Constitution* to be submitted for consideration at the convention must be received by Rhine's office by June 15. That date is 60 days in advance of the convention, as prescribed by the *Constitution*.

Proposed amendments will appear in this July's *Postal Record* for the membership to review.

Resolutions to be considered by delegates also must be received by the June 15 deadline in order to be printed in the *Resolutions and Amendments* book provided to delegates.

Resolutions received after June 15 still may be considered at the convention.

**Branch sales:** Branches wishing to sell items in the designated branch sales area during the convention must contact Rhine's office no later than April 18 to secure guidelines and forms. The completed forms must be returned to Headquarters by May 2.

**Time limits waiver:** NALC and the U.S. Postal Service have agreed to a 31-day moratorium on time limits for the processing of all grievances at the local, regional and national levels due to the 70th biennial NALC Convention.

Under M-01874 (available for review under the Materials Reference System at [nalc.org](http://nalc.org)), the moratorium starts on Aug. 7 and concludes on Sept. 6.



## National Association of Letter Carriers

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NALC

Number 16-04

May 25, 2016

# Bulletin

## Bargaining continues past contract expiration

Following 90 days of bargaining over the terms of a new National Agreement—culminating in a week of intense negotiations—NALC and the U.S. Postal Service announced on Friday, May 20, that the bargaining period would be extended beyond the midnight expiration of the 2011-2016 National Agreement.

During the extended period of negotiations, the terms and conditions of the 2011-2016 contract will remain in effect.

NALC President Fredric Rolando issued the following statement:

The intensive discussions we've had over the past three months—both at the main table on key economic provisions, and among the numerous committees composed of NALC Executive Council members and management representatives—have been productive and professional. Although we cannot say definitively that we will be able to reach an agreement without resorting to the law's mediation and interest arbitration procedures, there has been tangible progress and both sides remain committed to attempting to reach a mutually acceptable tentative agreement.



In the days leading up to the expiration of the 2011-2016 National Agreement, the NALC Executive Council, along with letter carrier staff members from Headquarters, held round-the-clock talks with USPS executives and employees.

The inadequacy of city carrier assistant (CCA) wages and the need to improve career conversion rights for CCAs are glaring problems that must also be addressed.

Repairing and improving the work culture in carrier stations across the country also is a major focus of our contract talks.

We are negotiating at a time of great challenges and great opportunities for the Postal Service of the 21st century. The Postal Service must evolve to become an indispensable public utility for the internet age, and it is NALC's responsibility at the bargaining table to shape that evolution constructively—both to improve service and to assure the Postal Service's long-term viability, while strengthening the terms and conditions of America's city letter carriers, the nation's most trusted workers. Our bargaining team is acutely aware of this responsibility and is committed to fulfilling it.

As long as we see a path toward success, we will stay at the table and work as hard as we can to reach a new National Agreement.

Visit [nalc.org](http://nalc.org) for the latest updates on the bargaining process, and follow NALC on Facebook ([facebook.com/nalc.national](https://facebook.com/nalc.national)) and on Twitter ([twitter.com/nalc\\_national](https://twitter.com/nalc_national)).

## Letter carriers deliver food, hope during 24th national Stamp Out Hunger drive



NALC President Fredric Rolando helped Fredericksburg, VA Branch 685 letter carriers distribute customer-donated food on Food Drive Day.

Branch collection results forms are still making their way to NALC Headquarters as this *NALC Bulletin* was prepared. With totals still being tabulated, local and regional food drive coordinators across America are optimistic that the 2016 drive's national total could exceed last year's figure of 71 million pounds, worth an estimated \$150 million. (From the national drive's beginning in 1992 through last year, the drive had collected more than 1.4 billion pounds of food.)

"It's too early to tell what the final results will be," NALC Community Service and Outreach Coordinator Pam Donato said, "but it's never too early to hope for the best."

Donato said that a number of factors were making her think positively.

"For one thing, every address in the country got a reminder postcard," she said, "thanks to our partnership this year with the United Food and Commercial Workers International Union."

Volunteers, Donato added, recruited by countless thousands of UFCW's 1.7 million members and others, helped make food collection efforts a little easier.

"The other national partners really stepped up, too," Donato said, whether it was with a well-placed blog post by the AFL-CIO, near-constant tweets from Valpak on the endlessly scrolling Twitter platform, Facebook posts from USPS, or any of a variety of other types of outreach efforts by United Way Worldwide and its local affiliates, by the National Rural Letter Carriers' Association and by Valassis.

A concerted social media campaign designed to get the attention of the tens of thousands of followers of the Stamp Out Hunger Facebook, Twitter and Instagram accounts also helped spread the food drive message far and wide. And more than 1.2 million social media users saw that message through the special online flash-mob campaign via the Thunderclap service.



A Detroit Branch 1 letter carrier collects two bags filled with food donated by a generous customer on her route.

For the 24th year in a row, letter carriers across the United States could be counted on to display concern, compassion and commitment to their postal customers—and to the communities in which they work and live—by participating on Saturday, May 14, in the Letter Carriers' Stamp Out Hunger® Food Drive, the nation's largest one-day food collection effort.

"It is gratifying to see so many NALC members and other volunteers sacrifice their time and energy to make sure this humanitarian effort is a success, year after year," NALC President Fredric Rolando said. "I'm sure that the recipients of our efforts appreciate it."

Branch food drive coordinators and participants in most of the 10,000 cities and towns taking part in the drive had their local organizing efforts boosted by generally good weather. Even the cooler-than-normal temperatures in the country's northern and eastern sections did little to chill the spirits of participating letter carriers and their family members, friends and countless volunteer food drive helpers.



Volunteers joined New Jersey Merged Branch 38 letter carriers to help collect and distribute donated food.

"It wasn't hard to find evidence that there was some sort of national charity effort underway on Saturday, May 14," Donato said, "and in plenty of locales across the country, you could easily catch sight of Jeff Keane's Family Circus food drive art in post offices and countless other venues."

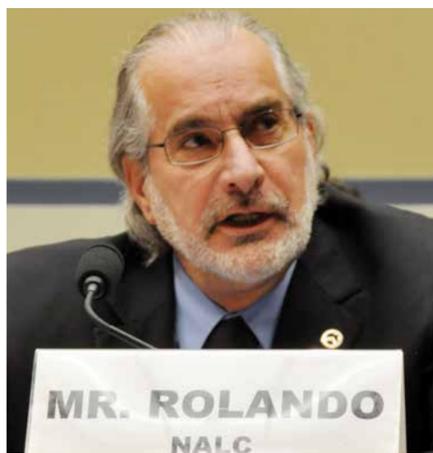
Food drive friends such as the American Postal Workers Union, the National Postal Mail Handlers Union and Union Plus lent an invaluable hand, too, in getting out the good word about the food drive, she said, as did a host of AFL-CIO member unions and other labor organizations.

Branch collection results forms are due at NALC Headquarters by June 10. A final national total for the drive is scheduled to be announced shortly after that; a detailed report on the drive, including branch-by-branch results and a roundup of partner and sponsor participation, will appear in *The Postal Record*.

What is at stake in these negotiations?

Obviously, setting wages that reward all letter carriers—career and non-career alike—for their exceptional contributions to the Postal Service's essential service to the people and businesses of the United States is the most critical issue. Years of hard work and dedication by America's city carriers have positioned the Postal Service to meet the evolving needs of the nation's mailers, shippers and citizens.

## Rolando testifies before House committee hearing



NALC President Fredric Rolando told a House committee on May 11 that America's letter carriers never doubted the long-term viability of the U.S. Postal Service.

NALC President Fredric Rolando was among those called to testify on May 11 before a House committee hearing on postal reform.

"Confusion about the relative contributions of technology, recession and public policy to the Postal Service's financial health has obscured the reality of today's Postal Service," Rolando told the members of the House Oversight and Government Reform Committee, which has oversight of the U.S. Postal Service.

"It is not 2009 anymore," he said, "when the Great Recession sent mail volume plummeting and the mandate to pre-fund retiree health crushed the Postal Service's finances, raising doubts in the minds of some about the long-term viability of the Postal Service. America's letter carriers and other postal employees never shared those doubts."

Rolando urged the committee to consider the consensus postal reform package promoted by NALC and numerous postal stakeholders—a plan that, if implemented, would go a long way toward relieving, or even eliminating, the pre-funding burden, as well as put on firmer footing USPS' investments in employee health care and retirement.

"There is a remarkable degree of stakeholder consensus about the principles of successful postal reform," Rolando said. "All four postal unions, the Postal Service, and a wide range of companies and postal trade associations have agreed on reform principles for your consideration."

One issue that the coalition still is working on is the way that postal rates are set. This is an especially timely consideration because the exigent rate increase expired in April, a fact that Rolando said complicates the task of stabilizing USPS' finances.

If Congress does not pass effective postal reform legislation this year, he said, the upcoming PRC review of the rate-setting process will be saddled with addressing pre-funding as well as USPS' need to make up for the deficits. (For more about the PRC's review, see the June *Postal Record*.)

Rep. Stephen Lynch (D-MA) asked Rolando about another part of the coalition's plan, to direct the Postal Service's retiree health benefits fund (PSRHBF) be invested in a mix of private-sector stocks and bonds as well as in government bonds.

"What we were talking about doing," Rolando answered, "is having a board that would govern this, that would invest 50 percent—up to 75 percent—in something like the Thrift Savings Plan's Lifecycle Funds."

Going back to 2007, the president noted, the PSRHBF earned just 4 percent in Treasury securities.

"If it had been invested in a Lifecycle Fund—again, keep in mind, this would have been through the worst recession in 80 years," he said, "we would have earned about 7 percent, which would have raised the fund another \$10 billion."

Toward the end of the hearing, Committee Chairman Jason Chaffetz (R-UT) asked Rolando whether the postal employee unions have stepped up as the Postal Service has changed over the last several years.

"Collective bargaining is a process that's worked well for a long time," Rolando answered, "in terms of negotiating agreements, whether by settlement or through interest arbitration."

"There are other arenas in which we deal with the Postal Service," the president said—for example, in the legislative arena, "along with the mailing industry, to develop a consensus and to move something through Congress that's going to preserve the Postal Service in the future."

The others called to testify at the hearing were Postmaster General Megan Brennan, Postal Regulatory Commission Acting Chairman Robert Taub, General Accountability Office Director of Physical Infrastructure Issues Lori Rectanus and Association for Postal Commerce Executive Vice President Jessica Lowrance.

Read more detailed hearing coverage in the June edition of *The Postal Record*.

## 2nd quarter USPS operating profit continues strong trend

On May 10, USPS released its financial report for the second quarter of Fiscal Year 2016, covering January, February and March, a report that revealed a sizable operating profit.

"The \$576 million quarterly operating profit is positive news for an agency that enjoys widespread public support," NALC President Fredric Rolando said in a statement. "The continuing financial upswing shows the importance of maintaining and strengthening the unparalleled—and profitable—postal network."

USPS' second-quarter performance brought its operating profit so far this fiscal year to \$1.833 billion—without a dime of taxpayer money, Rolando noted.

"These results show the vitality—and business viability—of the Postal Service in today's economy," he said. "An improving economy has helped stabilize letter revenue, and internet-driven online shopping has sent package volume sharply upward. As a result, overall revenue is up by 4.7 percent."

The report, Rolando said, also validates the emerging consensus among key lawmakers, the Postal Service, postal unions, businesses, mailers and industry groups to move forward with practical reform that all stakeholders can buy into.

Press coverage of the report was largely fair, comprehensive and nuanced, with NALC, besides USPS, quoted most often. Reports appeared in *The Hill*, *The Wall Street Journal*, *Federal Times*, *Government Executive* and *The Business Journals*, as well as on Federal News Radio.

### In Los Angeles, Aug. 15-19

## More info about this summer's 70th biennial NALC convention

NALC's 70th biennial national convention is at the Los Angeles Convention Center, Aug. 15-19. Convention attendees who may require assistance due to a disability can avail themselves of the following accommodations in adherence with the Americans with Disabilities Act (ADA):

- **Deaf or hearing-impaired:** General-session video presentations, including podium and floor action, will be open-captioned so hearing-impaired delegates can sit with their delegations. Delegates who need other special accommodations, including a signing interpreter in workshops, should contact NALC Secretary-Treasurer Nicole Rhine at NALC Headquarters by June 24.
- **Wheelchair and scooter rental:** Electric mobility scooters and wheelchairs are available for rent from Scootaround. For advance reservations or for more information, call 888-441-7575 or visit [locations.scootaround.com/NALC](http://locations.scootaround.com/NALC).
- **Oxygen:** If you require oxygen refills while in Los Angeles, you may contact Oxygen Concentrator Inc., which can help you choose the portable concentrator that will meet your needs. Weekly rental packages start at \$245. Call 877-303-7062.
- **Parking:** Handicapped parking is available to individuals with valid disability parking permits in designated parking areas.
- **Wheelchair lift vehicles:** NALC is providing free shuttle bus service to/from the Los Angeles Convention Center for hotels within the block that are not within walking distance. (A complete list will be available later.) To comply with the provisions of the Americans with Disabilities Act (ADA), a vehicle equipped with a wheelchair lift will be made available during all convention hours on an on-call basis. Requests for use of this service can be made directly by calling the operations manager on-site. The number will be listed on bus flyers available at the bell desks in all hotels for which shuttle service is provided.

**Convention-week tours of Los Angeles attractions:** Convention delegates once again will have the opportunity to take advantage of several tours of popular Los Angeles-area attractions. For example:

- Visit the Los Angeles County Museum of Art or the Natural History Museum of Los Angeles County.
- Take a tour of Hollywood and celebrity homes or of Warner Bros. or Universal Studios.
- Tour the Rose Bowl.
- Go on a shopping tour through Beverly Hills and Hollywood.
- Spend a day at the Annenberg Community Beach House.
- Or get a feel for Southern California car culture with a tour of the Petersen Automotive Museum.

A tour-reservation coupon and more information can be found at [nalc.org](http://nalc.org) and also will be in the June edition of *The Postal Record*.



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## Bargaining for a new National Agreement continues

As reported in the last *NALC Bulletin*, NALC and the U.S. Postal Service announced on May 20 that the bargaining period would be extended beyond the midnight expiration of the 2011-2016 National Agreement. This development came after 90 days of bargaining over the terms of a new agreement, culminating in a week of intense negotiations.

“The thorough discussions we’ve had over the past months—both at the main table on key economic provisions, and among the numerous committees composed of NALC Executive Council members and management representatives—have been productive and professional,” NALC President Fredric Rolando said. “Although we cannot say definitively that we will be able to reach an agreement without resorting to the law’s mediation and interest arbitration procedures, there has been tangible progress and both sides remain committed to attempting to reach a mutually acceptable tentative agreement.”

Key topics discussed during negotiations has included setting wages that reward all letter carriers—career and non-career alike—for our exceptional contributions to USPS’ essential service and for our years of hard work and dedication to meet the evolving needs of the nation’s mailers, shippers and citizens. The inadequacy of city carrier assistant (CCA) wages and the need to improve career conversion rights for CCAs also has been addressed at length, as has repairing and improving the work culture in carrier stations across the country.

“As long as we see a path toward success,” Rolando said, “we will stay at the table and work as hard as we can to reach a new National Agreement.”

During the extended period of negotiations, the terms and conditions of the 2011-2016 contract remain in effect.

## House committee releases postal reform ‘discussion draft’

On June 15, the leaders of the House Oversight and Government Reform Committee released a discussion draft of a potential postal reform bill. The draft Postal Service Reform Act of 2016 was issued jointly by Committee Chairman Jason Chaffetz (R-UT) and Ranking Member Elijah Cummings (D-MD).

NALC officers and Headquarters staff members are currently conducting a detailed review of the contents of this draft bill. Although the committee has made great progress toward sensible legislation—embracing many of our ideas for reform—our initial review has revealed a number of shortcomings and omissions in the draft bill, and at least one provision that NALC simply cannot support. That provision is one that would require the Postal Service to convert an undefined number of business and residential delivery points that now receive door delivery service to curb-line or centralized delivery service over the next five years. This cut in service is neither sensible nor necessary.

We will do all that we can to work with our industry-labor coalition and with the members of the committee and their staffers to reach consensus on legislation that we can all support.

Meanwhile, the House committee is consulting stakeholders on the draft measure before it formally introduces and marks up a bill. NALC will be intimately involved in that process.

## 80 million pounds!

## Record total for 24th annual ‘Stamp Out Hunger’ Food Drive

The 24th annual Letter Carriers’ “Stamp Out Hunger” Food Drive produced record-breaking results.

NALC announced on June 20 that the nation’s largest one-day food drive, held on Saturday, May 14, collected more than 80 million pounds of food, well above the previous record of 77 million pounds. And the food drive now has surpassed 1.5 billion pounds since it began in 1993.

“These results are gratifying, because they mean that even more people will be helped,” NALC President Fredric Rolando said. “As letter carriers, we are honored to be able to assist people in need. On a daily basis we see the struggles in the communities we serve, and we believe it’s important to do all we can to help.

“None of this would be possible without the generosity of residents throughout the country,” Rolando added.

He also praised the organizations that help with the effort: U.S. Postal Service, National Rural Letter Carriers’ Association (NRLCA), United Way Worldwide, United Food and Commercial Workers International Union (UFCW), AFL-CIO, Valpak and Valassis.



Another good collection in Miami.

Hunger affects about 50 million people around the country, including millions of children, senior citizens and veterans. The Stamp Out Hunger Food Drive is held each year on the second Saturday of May in 10,000 cities and towns in all 50 states, the District of Columbia, Puerto Rico, the Virgin Islands and Guam.

It provides residents with an easy way to donate food to those in need in the community. Customers simply leave their donation of non-perishable goods next to their mailbox before the delivery of the mail that Saturday. Letter carriers collect the non-perishable food donations on that day as they deliver mail along their postal routes, and distribute them to local food banks, pantries and shelters.

For a spreadsheet containing information on collected food amounts by city or to compile state totals, visit [nalc.org](http://nalc.org).



Volunteers in Darien, CT sort collected food.

## Robles appointed Region 4 RAA



John Robles

NALC President Fredric Rolando has appointed Centennial Colorado Branch 5996 member John Robles as a regional administrative assistant for Region 4, which represents letter carriers in Arizona, Arkansas, Colorado, Oklahoma and Wyoming.

Previously, Robles has served as a chief steward, Formal Step A designee, branch trustee, arbitration advocate and district lead for joint route adjustment processes.

Additionally, Robles has served as vice president and, most recently, director of education for the Colorado State Association of Letter Carriers.

He is a graduate of Leadership Academy Class 15.

## In Los Angeles, Aug. 15-19

## Convention news and updates

NALC’s 70th biennial convention will be held at the Los Angeles Convention Center from Monday, Aug. 15 through Friday, Aug. 19. Here are some important news items and updates:

**Convention hotels:** The original block of hotels for the 2016 National Convention in Los Angeles filled quickly, so NALC added three hotels to the block.

If your branch has received its delegate credentials/hotel information but has not made room reservations, we recommend that you make your reservations as soon as possible. NALC’s housing company has opened available inventory on the housing website. Please use the link and access code sent in the branch’s credential packet to book rooms on the website for the fastest processing.

Branches may also fill out the housing form enclosed with the credentials, listing your preferred hotels from the hotel list, and fax it to the housing company should you not find availability on the housing website. *Please note that if rooms are not available for your preferred hotel, you will be placed in one of the other hotels in the block.*

The contact information for the housing company is included in the housing instructions, which is sent with the credential packet. *Please do not contact the hotels. All room reservations will be made through the NALC’s official housing bureau.*

The deadline for registration of delegates was June 15. All credentials for branches that registered in the final days before the deadline were mailed out on June 17. Branches that registered prior to June, but have not received their credentials, should contact the secretary-treasurer’s office at NALC Headquarters immediately.

### Important housing deadline dates:

- **July 15:** Last day rooms will be available to book at the NALC rate. After July 15, rooms and preferred rates are based upon availability.
- **July 22:** Last day to change or cancel a room or book a room through ConferenceDirect, based upon availability.
- **July 29:** First day that you may contact the hotels directly for all changes, cancels and new reservation requests.

**Convention guests:** Guests of delegates or NALC members who are not registered delegates may register to receive a guest badge at the registration area at the national convention.

**Alternate delegates:** Branch presidents and secretaries both must sign credential/name tags of delegates and alternates who will be registering at the convention and bring the signed credential/name tags to Los Angeles for on-site registration. Under Article 4, Section 3 of the *NALC Constitution*, before an alternate delegate is registered as a replacement for a regular delegate, written evidence must be presented stating that the duly elected delegate is unable to attend the convention.

**Grievance moratorium:** NALC and the U.S. Postal Service have agreed to a 31-day moratorium on time limits for the processing of all grievances at the local, regional and national levels due to the 70th biennial NALC Convention. Under M-01874 (available for review under the Materials Reference System at [nalc.org](http://nalc.org)), the moratorium starts on Aug. 7 and concludes on Sept. 6.

**Organizing awards cutoff date:** The 2016 national convention organizing awards will be based on branch organizing percentages as of the end of postal pay period 12-2016.

**Blood drive:** The NALC, in association with the American Red Cross in Los Angeles, will hold a blood drive on Thursday, Aug. 18, from 8 a.m. to 3 p.m. at the Los Angeles Convention Center. It is strongly recommended that you sign up in advance using the online scheduler at [redcrossblood.org](http://redcrossblood.org) using sponsor code NALC16 to give blood. On-site appointments may be made based on availability.

**Tours:** Information on tours that will be available for delegates and their families during the convention was published in the June issue of *The Postal Record* and is available on the convention page of [nalc.org](http://nalc.org).

## Stay safe in summer’s heat

NALC urges letter carriers to learn about heat safety and pay close attention to the warning signs of overexposure to the sun and heat. Here are key pieces of advice:

- Hydrate before, during and after work. Prevention is important, so make sure to maintain good hydration by drinking at least 8 ounces of water every 20 minutes.
- Utilize shade to stay cool. When possible, use shaded areas to stay out of direct sunlight.
- Know the signs of heat stress. You should understand what heat stress is, and how it can affect your health and safety. Here are some things to look out for:
  - Hot, dry skin or profuse sweating
  - Headache
  - Confusion or dizziness
  - Nausea
  - Muscle cramps
  - Weakness or fatigue
  - Rash

Finally, it’s important to notify your supervisor or call 911 if you’re experiencing signs of heat-related illnesses.

Go to the Safety and Health page at [nalc.org](http://nalc.org) for more on how to prepare for extreme heat and sun.

“Letter carriers need to remember to respond appropriately to the weather and immediately notify your supervisor if you feel that you are experiencing heat-stress symptoms or other weather-related issues,” NALC President Fredric Rolando said. “Bottom line: Do not put yourself in danger.”

## Application period now open for 2017 Leadership Academy

The application period for participation in the Leadership Academy in 2017 is now open.

Since 2005, NALC has sponsored letter carriers representing each of NALC’s 15 regions for this intensive training and development of the skills effective leaders need.

Under the tutelage of their mentors—established NALC leaders such as branch presidents or national business agents—the students combine three separate weeks of classroom learning with take-home assignments and special projects.

The mentor also should be in a position to provide time and venues for the student to practice the skills he or she has been building at the Academy, to be available to observe their mentee’s work and to provide appropriate feedback and critique.

During the classes, students discuss effective leadership skills and the union’s legislative agenda. They learn about topics such as the Dispute Resolution Process, strategic planning, branch financial responsibilities, retirement issues, route protection, workers’ compensation, effective negotiation techniques and getting the NALC’s message out.

Each week of the Academy also includes an ongoing emphasis on effective written and oral communication skills in forums such as membership meetings and training, as well as in written reports and oral presentations about their take-home projects.

All Leadership Academy graduates leave with skills and confidence they may never have thought they would achieve, thanks to this rigorous but rewarding program.

Students are required to complete outside learning projects upon returning home following Weeks 1 and 2, and upon graduation the students will spend a fourth week working in their national business agents’ offices.

The application period ends on Aug. 31, and a Leadership Academy schedule for 2017 will be announced later.

If you applied but were not selected for the 2016 Leadership Academy, and if you completed and mailed back the blue self-addressed stamped postcard indicating that you wanted your application to be automatically considered for 2017, you do not need to reapply for an Academy spot. All others should contact the appropriate national business agent’s office to request an application form. The form also is available for download from [nalc.org](http://nalc.org)—select “Member Benefits” and click on “Education.”

## National Association of Letter Carriers

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## Celebrate!

# 'Postal Heritage Day' is July 26

The 2014 NALC Convention in Philadelphia approved a resolution to observe July 26 as "Postal Heritage Day." The resolution, introduced by San Francisco Branch 214, noted that the U.S. Postal Service traces its roots to an act of the Second Continental Congress on July 26, 1775, establishing a United States Post Office and naming Benjamin Franklin as the first postmaster general.

Also pointed out in the resolution is that the Postal Reorganization Act of 1970—a direct result of the Great Postal Strike in March of that year—further affirmed USPS' constitutional DNA.

"The Post Office has been the governmental agency that interacts most with the citizenry," the resolution stated, "a basic part of the infrastructure of this country."

"The Postal Service is a national treasure," the resolution continued, "that belongs to the people of this country, that should not be crippled or dismantled, and whose artificial financial crisis was caused by legislation advanced by business interests and prolonged by federal budget politics."

According to the resolution, many groups already hold public events on this July 26 date in defense of USPS as a public institution.

"This union knows well that the Postal Service is a vital institution belonging to the American people," NALC President Fredric Rolando said. "We support events and campaigns, on our own and in alliance with others, in defense of the Postal Service—on July 26 and whenever else the opportunity arises."

## In Los Angeles, Aug. 15-19

# Convention news and updates



NALC's 70th biennial convention will be held at the Los Angeles Convention Center from Monday, Aug. 15, through Friday, Aug. 19. Here are some important news items and updates:

**Housing:** July 29 is the first day that you may contact the hotels directly for all changes, cancellations and new reservation requests.

**Convention guests:** Guests of delegates or NALC members who are not registered delegates may register to receive a guest badge at the registration area at the national convention.

**Delegates:** Branch presidents and secretaries both must sign credential/nametags of delegates and alternates who will be registering at the convention and bring the signed credential/nametags to Los Angeles for on-site registration. Under the *NALC Constitution*,

before an alternate delegate is registered as a replacement for a regular delegate, written evidence must be presented stating that the duly elected delegate is unable to attend the convention. Article 4, Section 3 reads in part: "An alternate delegate before being admitted to the National Convention shall present either his/her certificate of election or written evidence from the Secretary of his/her Branch, or from the delegate for whom he/she is elected alternate, that the elected delegate is unable to attend the meeting of the National Association."

**Grievance moratorium:** NALC and the U.S. Postal Service have agreed to a 31-day moratorium on time limits for the processing of all grievances at the local, regional and national levels due to the 70th biennial NALC Convention. Under M-01874 (available for review under the Materials Reference System at [nalc.org](http://nalc.org)), the moratorium starts on Aug. 7 and concludes on Sept. 6.

**Tours:** Information on tours that will be available for delegates and their families during the convention was published in the June issue of *The Postal Record* and is available on the convention page of [nalc.org](http://nalc.org).

**Blood drive:** A blood drive will take place on Thursday, Aug. 18, 8 a.m. to 3 p.m. at the convention center. Sign up in advance at [redcrossblood.org](http://redcrossblood.org) using sponsor code NALC16. On-site appointments will be based on availability.

## Bargaining for a new National Agreement continues

NALC and the U.S. Postal Service announced on May 20 that the bargaining period would be extended beyond the midnight expiration of the 2011-2016 National Agreement. This development came after 90 days of bargaining over the terms of a new agreement, culminating in a week of intense negotiations. As bargaining continues during this extended period of negotiations, the terms and conditions of the 2011-2016 contract remain in effect.

## Deadline approaching for FEGLI open season

In September, career letter carriers will have a rare chance to increase their federal group life insurance, without undergoing a major life event, through an open season for Federal Employees Group Life Insurance (FEGLI) that begins on Sept. 1 and runs through Sept. 30.

During open season, the first in 12 years, career carriers and most other federal employees may enroll in FEGLI for the first time, or increase their coverage, without taking a physical exam or waiting for a "qualifying life event," such as marriage, divorce, death of a spouse or the joining of the family by an eligible child.

Career letter carriers automatically are enrolled, when hired, in the basic FEGLI coverage and pay the premiums through payroll deduction, unless they decline the coverage. Carriers who are happy with their existing FEGLI coverage don't need to do anything during open season to continue their coverage. Carriers can reduce or cancel their FEGLI coverage at any time without waiting for an open season.

For a postal employee, the cost of basic insurance is covered completely by the Postal Service. The basic insurance amount is equal to the greater of a) the employee's annual rate of pay (rounded up to the next \$1,000) plus \$2,000, or b) \$10,000, plus an extra benefit for certain employees based on their age.

There are three optional forms of coverage available for those who already have basic coverage, and employees must take action to elect any of these options—they are not automatic. They are Option A, with a straight \$10,000 benefit; Option B, with a benefit of up to five times basic salary; and Option C, coverage for a spouse and eligible children.

With the three optional insurance choices, including options for spouse and family coverage, employees pay the full cost, which depends on their age.

Enrollment during open season requires submitting a completed Form SF-2817. For complete information about FEGLI and the choices available during open season, go to [opm.gov/life](http://opm.gov/life). For retirees weighing their options, see Director of Retired Members Ron Watson's column in the April 2016 issue of *The Postal Record*, available at [nalc.org](http://nalc.org).

Outside of open season, eligible employees can enroll or increase their coverage by taking a physical exam or having a qualifying life event and by filling out Form SF-2822. Once approved for basic coverage, an employee can enroll in Option B and/or Option C within 60 days.

## MDA news

### 'Muscle Walk' with President Rolando in Texas

To help recognize and support NALC's fundraising efforts for the Muscular Dystrophy Association, Dallas/Fort Worth-area branches will be participating in an MDA Muscle Walk in Arlington, TX, on Saturday, Sept. 24.

NALC President Fredric Rolando also is scheduled to participate in this walk.

"Donate to our Muscle Walk and you'll help support NALC's dual goals," Rolando said: "to raise awareness of muscle diseases, and to raise funds for MDA, our only official charity."

Visit [nalc.org/mda](http://nalc.org/mda) to learn more.

If you would like to become part of the team with President Rolando in September, call Geneva Kubal at NALC Headquarters in Washington, DC, at 202-756-7403, or send an e-mail to [mda@nalc.org](mailto:mda@nalc.org).



# House leaders introduce, mark up bipartisan postal bills

On July 12, the House Committee on Oversight and Government Reform (OGR) advanced two postal reform measures: the Postal Service Reform Act of 2016 (H.R. 5714) and the Postal Service Financial Improvement Act (H.R. 5707).

The introductions followed a couple of weeks of consultations with stakeholders, groups—including NALC—that provided written comments on earlier discussion drafts of the bills. No amendments to either bill were formally proposed or adopted; both received committee approval by unanimous voice votes.

Before the bills can be considered by the full House of Representatives, the Congressional Budget Office (CBO) must analyze the bills to determine their costs—their "CBO scores." That analysis will occur over the summer recess, and Congress could take up the two bills when it returns to Washington, DC, after Labor Day.

## Postal Service Reform Act of 2016 (H.R. 5714)

H.R. 5714 is a comprehensive postal reform bill that includes many of the consensus reform provisions backed by NALC, the Postal Service and a business coalition representing a cross-section of the mailing industry. It also embraced a number of NALC's suggested changes to the discussion draft released in June.

The committee-passed measure contains several key provisions, including:

**Medicare integration:** Seeks to reduce the unfunded liability for future retiree health benefits (under the Federal Employees Health Benefits Program, or FEHBP) by increasing participation in Medicare. The bill would create a separate risk pool for postal employees and postal annuitants within FEHBP and within their current plans.

The bill provides low-cost prescription drugs authorized by the Medicare Part D law to FEHBP plans covering postal annuitants enrolled in Medicare, while mandating enrollment in Medicare Parts A and B for postal annuitants. For eligible annuitants (65 or older) who have not enrolled in Medicare Part B, the bill waives the late enrollment penalty. Together, this integration with Parts A, B and D of Medicare will significantly reduce the cost of FEHBP health insurance premiums paid by all active and retired letter carriers.

**Retiree health care benefit funding reform:** Reduces pre-funding costs by amortizing the Postal Service's unfunded retiree health benefits liability over 40 years (instead of 15 years, as will be required under current law).

**Pension funding reform:** Directs the Office of Personnel Management (OPM) to use postal-specific demographic and economic assumptions in its valuations of the Postal Service's Civil Service Retirement System (CSRS) and Federal Employee Retirement System (FERS) pension accounts. (Currently, OPM uses federal government-wide assumptions that artificially and inaccurately inflate USPS liabilities.)

**Converting door delivery to curb-line or centralized delivery:** The bill requires the Postal Service, within one year of enactment, to identify residential and business delivery points that are suitable for conversion to centralized or curbside delivery. It would then mandate the conversion of identified business addresses to centralized delivery (cluster boxes) over a five-year period—requiring 20 percent of conversions by 2018, 40 percent by 2019, 60 percent by 2020, 80 percent by 2021, and all identified business delivery points by 2022. Conversions of residential door delivery points to other modes would be voluntary.

**Non-postal services:** Authorizes the Postal Service to provide non-commercial, non-postal services to state, local and tribal governments and other federal agencies.

**Governance and oversight:** Reduces the USPS Board of Governors from nine members to five, but retains the board's authority to appoint the postmaster general and the deputy PMG.

**Exigent rate:** Restores half of the recently-expired exigent rate increase—2.15 percent of the 4.3 percent emergency surcharge that ended in April.

**Other provisions:** A study of cost-allocation guidelines for competitive products; the establishment of a chief innovation officer to manage the development and implementation of innovative postal and non-postal products and services; a measure to allow some non-bargaining unit employees the right to appeal to the Merit Systems Protection Board; and a provision clarifying the factors to be considered in the Postal Regulatory Commission's (PRC) scheduled review of the rate-setting system for market-dominant products.

## NALC evaluation of H.R. 5714:

**Unacceptable door delivery cuts:** The bill proposes significant cuts in door-to-door delivery, a major reduction in the quality of service that would undermine the Postal Service's health in the future. It would give USPS the discretion to mandatorily convert 5.5 million business delivery points from door delivery to centralized delivery. It also would allow the Postal Service to convert a significant number of residential door deliveries to cluster-box or curb-line delivery on a voluntary basis. Such conversions not only would place the Postal Service at a competitive disadvantage in the delivery of parcels, but it also would undermine the value of direct mail. Indeed, read-and-response rates are four times higher for Standard Mail pieces delivered to doors rather than to cluster boxes. The resulting loss of package and direct-mail volume, and the associated revenue loss, likely would overwhelm any cost savings.

NALC will mobilize its allies on Capitol Hill to oppose these door delivery cuts. More than 200 representatives in the House of Representatives have co-sponsored a resolution (H.Res. 28) calling for the preservation of door delivery services. We will seek to increase this number over the summer recess and work to pass an amendment to remove the door delivery provision (Section 202) from the bill.

**Medicare hardship exception needed:** More than 90 percent of Medicare-eligible retired letter carriers already enroll in Part A (hospital insurance), and more than 80 percent enroll in Part B (medical insurance). The bill would require the 10 percent to 20 percent minority to enroll in Parts A and B of the Medicare program (except for those covered by FEHBP plans with fewer than 1,500 postal participants).

Although there is no cost to enrolling in Part A, and while many non-enrolled Medicare-eligible retirees will welcome the chance to enroll in Part B with no late-enrollment penalty (which is to be waived under the bill), NALC has urged the OGR committee to do more for the minority of non-enrolled seniors to ensure that no retiree will face a financial or medical coverage crisis as a result of the mandate. Indeed, we will urge Congress to provide for a "hardship exemption" process that would allow the Postal Service to grant waivers to the requirement to enroll in Part B to current non-enrollees under special circumstances.

A hardship exemption would complement the bill's Medicare Transition Fund, which will subsidize (over three years) the Part B premiums of current non-enrolled Medicare-eligible seniors who would be required by the bill to enroll.

**Excessive pre-funding target:** Under current law, USPS is required to amortize 100 percent of its unfunded liability. NALC has urged the committee to adopt an 80 percent funding target, as proposed by the Senate's legislation (S. 2051). This would lower the cost of pre-funding.

**Investing the PSRHBF:** Although a separate legislative proposal to better invest the Postal Service Retiree Health Benefit Fund (PSRHBF) was adopted by the oversight committee on July 12 (see below), NALC had hoped it would be included in H.R. 5714. We will continue to push for that.

## Postal Service Financial Improvement Act (H.R. 5707)

H.R. 5707 would authorize the Treasury Department to diversify the investment of the Postal Service Retiree Health Benefits Fund (PSRHBF), which covers the Postal Service's premiums for retiree health insurance.

Specifically, the bill would allow 25 percent to 30 percent of the PSRHBF to be invested in private-sector stocks and bonds through index funds such as those offered by the Thrift Savings Plan (TSP). The legislation also would establish a PSRHBF Investment Committee to advise the Secretary of the Treasury on investments made from the fund.

The union applauds the introduction of H.R. 5707, although we hope to strengthen it by raising the percentage of assets in the PSRHBF that may be invested more sensibly.

Under current law, 100 percent of the PSRHBF must be invested in low-yielding Treasury bonds that are now earning just 1 percent to 2 percent annually—far below the rate of health care inflation. Over the past 10 years, the long-term Life Cycle Funds in the TSP have earned 6 percent to 7 percent annually on average. Investing the PSRHBF in a diversified portfolio of stocks and bonds, following best practice in the private sector, would make sense. Doing so also would reduce the burden of pre-funding in the future by reducing the PSRHBF's unfunded liability.

"The committee's action on H.R. 5714 and H.R. 5707 is step one in a very long process for Congress," President Rolando said. "As it is currently drafted, we would oppose final passage of H.R. 5714, and we definitely want to improve H.R. 5707. But there will be plenty of opportunity to address the deficiencies in these bills. NALC will remain intimately involved in their progress, and we will continue to work with stakeholders and committee leaders to achieve sensible legislation."

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## NALC CONVENTION CHRONICLE

COVERING THE SECOND SESSION, TUESDAY, AUG. 16, 2016



### VARIOUS VOICES, NEW PERSPECTIVES

**F**rom politics to postal banking, delegates to NALC's 70th biennial convention in Los Angeles heard from individuals on both sides of the political divide—and even from both sides of the Pacific Ocean—as a line-up of speakers injected fresh takes into a number of thought-provoking and often exciting ideas.

There were awards for excellence in the more traditional means of getting NALC's message out to letter carriers, right alongside the introduction of cutting-edge technology for reaching out directly to members' smartphones.

Letter carriers even heard a speech delivered in Japanese while they simultaneously read its translation as it scrolled on the hall's monitors.

And of course there were the usual civil, healthy and democratic debates over the future of the union as delegates discussed proposed amendments to NALC's constitution.

#### BUSINESS RESUMES

At 10 a.m. sharp, NALC President Fredric Rolando called to order the Board of Trustees presented the amendments to the convention. From left: Larry Brown (chairman), Mike Gill and Randall Keller.

second day of the union's 70th biennial convention.

The president first called to the stage San Diego Branch 70 letter carrier George Elias to sing "The Star-Spangled Banner." Los Angeles Branch 24 retiree Ray Espana led delegates in reciting the Pledge of Allegiance.

Delivering the day's invocation was Monsignor John Morretta from Resurrection Catholic Church of Los Angeles. Morretta told delegates that while he was in training to be a priest in the 1960s, he worked for a short time as a letter carrier.

Rolando next asked Board of Tellers Chairman and Election Commissioner Joe DeRossi of Brooklyn, NY Branch 41

Delegates took to the microphones to debate amendments to the NALC Constitution.

to come to the microphone and explain the rules regarding the election of delegates to the AFL-CIO convention. DeRossi said that nominations would take place on Wednesday, with the election on Thursday.

Next, Rolando released NALC Executive Vice President Timothy C. O'Malley and the members of the Committee to Extend Greetings to the NALC Auxiliary: Scott Van Derven of Milwaukee, WI Branch 2 (chairman); Elisabeth Goodwin of Houston Branch 283; and Frank Morris of Gulf Coast Mississippi Branch 1374.



#### CONSTITUTIONAL AMENDMENTS

NALC Secretary-Treasurer Nicole Rhine was on stage next to kick off consideration of constitutional amendments. Leading the discussion of the seven amendments before the convention were the members of the NALC Board of Trustees: Larry Brown (chairman), Mike Gill and Randall Keller.

Convention delegates ultimately approved all of the Executive Council's recommendations for proposed constitutional amendments. For example:

> An amendment to Article 3, Section 1, now grants the council greater flexibility for deciding future locations for national conventions.

> An amendment to Article 6, Section 2, will allow for a possible future realignment of the boundaries of NALC's 15 regions. An amendment to this amendment, calling for convention approval of any such realignment, passed on a teller vote, 2,516 to 2,032. No realignment announcement will happen earlier than 2020.

> A lively debate took place around a proposed addition to

Article 7, Section 2(a)(1) calling for changing the procedure for collecting dues from certain members who are in a no-deduction status, such as those on military or workers' compensation leave, or full-time union officers. While delegates ultimately upheld the Executive Council's recommendation of disapproval for this amendment, union leaders said they are aware that the current dues-collection procedure can be a burden for some branches and they are looking into ways to alleviate that burden.

> And portions of Article 7, Section 3 were amended to eliminate the Letter Carriers Band Fund, to take the 20 cents per member per year that had been allocated from members' dues for that fund and to add it to the 75 cents per member per year dues allocated for the National Convention Fund.

Shortly after noon, President Rolando called to the stage Mehrsa Baradaran, an associate professor at the University of Georgia's law school and the author of *How the Other Half Banks*.



Baradaran has extensively researched the idea of allowing the U.S. Postal Service to offer banking services such as savings accounts, as it did under the Postal Savings System from 1910 to 1967. She asked delegates to consider whether the solution to the problem of unbanked communities was an old one. "If we return to a system of postal banking," she said, "we would eliminate banking deserts in this country, leaving no American unbanked."

Delegates gave Baradaran a letter carrier cheer.

NALC Vice President Lew Drass, chairman of the Committee on Appeals, took the stage next to go over the convention appeals process. Drass said there are four appeals to the national convention that are scheduled to be addressed on Friday, and he asked that appellants or their representatives present at the convention who wish to address delegates in support of the appeals get in touch with him prior to Friday's session.

Next, the delegates approved, by



voice vote, a motion to pass the hat for donations for a retired Chicago Branch 11 member whose son was killed.

#### ORGANIZING

President Rolando then called to the microphone Secretary-Treasurer Rhine, who presented her report to the convention. "Overall, the membership of the NALC has grown since the 2014 convention in Philadelphia," she said, noting that the organizing percentage for CCAs has reached 86.2 percent, up from 77.2 percent in 2014. "Obviously, organizing CCAs is extremely important," she said, "as they are the future of the letter carrier workforce and of the NALC."

Rolando then gave awards to the branches with the largest organization rates. The best organized small branch, with fewer than 500 members, is Branch 120 of Paterson, NJ. The branch is 100 percent organized.

The best organized branch with between 500 and 999 active city carriers is Branch 15 of Providence, RI, with a

98.9 percent organization rate. The best organized branch with 1,000 or more active carriers is South Florida Branch 1071 with 98.1 percent of active carriers who are members of the union.

Next, the president introduced Rep. David Joyce (R-OH), who addressed the convention. Joyce told the delegates that letter carriers in Ohio had quickly reached out to him after he took office in 2013 and explained the truth about the Postal Service's financial state as well as the importance of supporting its mission.

"I can tell you, I've had your back ever since," Joyce said.

He said there is momentum behind legislation designed to restore the USPS to health and strengthen its service, and he urged NALC members to continue to get their message to members of Congress in both political parties.

The delegates thanked Joyce with a letter carrier cheer.

#### COMMUNICATION

To introduce NALC's new mobile app for smartphones, the NALC Member App, President Rolando called Director of City Delivery Brian Renfroe to the microphone. Renfroe reviewed some of the capabilities of the app, including a personalized non-scheduled-day calendar, comprehensive political and legislative tools, and push notifications tailored to the individual interests of the user. The app is now available for free download from the iTunes Store and from Google Play.

After that, President Rolando turned to presenting awards for branch publications:

Best Website: Garden Grove, CA Br. 1100—third place; Massachusetts Northeast Merged Br. 25—second place; Eugene, OR Br. 916—first place. Best Cartoon or Photo: Christine Delgado, South Florida Br. 1071—third place; Jack Hayes, Seattle Br. 79—second place; Ken Bonin, Massachusetts Northeast Merged Br. 25—first place. Best News or Feature Story: Richard Thayer, North Carolina State Association—third and second place; Jess Stoner, Santa Barbara, CA Br. 290—first place. Promoting Unionism: Mark Travers, South Florida Br. 1071—third place; Dave Welsh, San Francisco Br. 214 and Peggy Durso, South Florida Br. 1071—second place (tie); Javier Rodriguez, South Florida Br. 1071—first place. Best Editorial or Column: Susan Lewis, Buffalo-Western New York Br. 3—third place; Javier Rodriguez—second place; Richard Thayer—first place. General Excellence among Small Branch Publications: Toms River, NJ Br. 2128—third place; Santa Barbara, CA Br. 290—second place; Eugene, OR Br. 916—first place. General Excellence among Large Branch or State Association Publications: New Hampshire State Association—third place; South Florida Br. 1071—second place; Boston Br. 34—first place.



Delegates from California escorted Rep. Judy Chu (D-CA) to the stage.



The delegates gave Rep. David Joyce (R-OH) a letter carrier cheer.

Br. 1100—third place; Massachusetts Northeast Merged Br. 25—second place; Eugene, OR Br. 916—first place.

Best News or Feature Story: Richard Thayer, North Carolina State Association—third and second place; Jess Stoner, Santa Barbara, CA Br. 290—first place.

Promoting Unionism: Mark Travers, South Florida Br. 1071—third place; Dave Welsh, San Francisco Br. 214 and Peggy Durso, South Florida Br. 1071—second place (tie); Javier Rodriguez, South Florida Br. 1071—first place.

Best Editorial or Column: Susan Lewis, Buffalo-Western New York Br. 3—third place; Javier Rodriguez—second place; Richard Thayer—first place. General Excellence among Small Branch Publications: Toms River, NJ Br. 2128—third place; Santa Barbara, CA Br. 290—second place; Eugene, OR Br. 916—first place.

General Excellence among Large Branch or State Association Publications: New Hampshire State Association—third place; South Florida Br. 1071—second place; Boston Br. 34—first place.

Chu promised to continue her partnership with NALC in the effort to pass legislation to strengthen the Postal Service this fall. "When Congress comes back from recess in September," she said, "we will need your continued advocacy."

"You can count on me to be your steadfast ally," she added.

The delegates thanked Chu with a letter carrier cheer.

The delegates then viewed a video, "Delivering Courage," that highlights the valor and caring often displayed by letter carriers when they encounter emergencies or patrons in need of help, as well as the warm relationships carriers often have with customers.

President Rolando next welcomed Rep. Judy Chu (D-CA), who represents the Los Angeles area, to the microphone. With a crucial election approaching this fall, Chu reminded letter carriers of their role in our electoral system.

"You ensure that those absentee ballots get to the polling places on time," she said. "Our very system of democracy depends on our Postal Service—and you."

Chu promised to continue her partnership with NALC in the effort to pass legislation to strengthen the Postal Service this fall. "When Congress comes back from recess in September," she said, "we will need your continued advocacy."

"You can count on me to be your steadfast ally," she added.

The delegates thanked Chu with a letter carrier cheer.

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#### A STRUGGLE WITH PRIVATIZATION

President Rolando welcomed Toshimichi Omata, president of the Japan Post Group Union, to the lec-



Japan Post Group Union President Toshimichi Omata



Director of Retired Members Ron Watson (r) introduced the Retirement Committee.

Omata addressed the delegates in Japanese while a translation was projected on video screens.

Omata described his union's efforts to adapt to the partial privatization of his country's postal delivery, banking and insurance services, and he called for greater cooperation by labor unions across national borders to confront the forces of privatization and globalization.

"Let's make a new step in the history of the international labor movement, and unite to help workers," he said. "I look forward to a deeper friendship with NALC."

Next, President Rolando brought the Mileage and Per Diem Committee to the stage: Committee Chairman Antonia Shields of Birmingham, AL Br. 530; Kenneth Montgomery of Rochester, NY Br. 210; and Lyn Liberty of Phoenix, AZ Br. 576. Shields announced that the committee has set a per diem rate of \$214. The recommendations of the

committee were adopted by voice vote.

The president then brought members of the Nalcrest Committee to the stage: Committee Chairman Matty Rose of

South Florida Br. 1071; Tom Young of Garden Grove, CA Br. 1100; and Don Southern of Lakeland, FL Br. 1779. Rose said Nalcrest is financially stable thanks to full occupancy, and now has a wait list of more than 60.

#### NALC AUXILIARY

NALC Executive Vice President Timothy O'Malley then told the delegates about a plan to broaden the NALC Auxiliary as a grassroots activist organization to include children, friends and community allies of letter carriers, along with spouses. O'Malley introduced Auxiliary President Cynthia Lang, who in turn introduced the Auxiliary's national officers: Vice President Cynthia Martinez, Secretary George Anna Myers, NALC Auxiliary President Cythens Lang spoke about the future of her organization.



NALC Auxiliary President Cythens Lang spoke about the future of her organization.

## NALC AUXILIARY

TUESDAY, AUG. 16

Delegates were greeted with music from the Salt Lake City Letter Carriers Band.

President Lang reconvened the meeting and introduced NALC Executive Vice President Timothy O'Malley, who came to the microphone and introduced the NALC Committee to Extend Greetings to the Auxiliary: Scott Van Derven of Milwaukee Br. 2; Elisabeth Goodwin of Houston Branch 283; and Frank Morris of Gulf Coast Mississippi Branch 1374. They gave the delegates and guests a warm welcome filled with hopes for a wonderful convention.

The morning was filled with guest speakers from the NALC. First was Geneva Kubal of St. Paul, MN Br. 28, NALC headquarters staff member and MDA coordinator, who spoke

on all the hard work the Auxiliary has done over the years for MDA. She also shared that we can send in pictures of different events to be shared on their Facebook page by e-mailing them to mda@nalc.org.

NALC Special Assistant to the President Pam Donato of Minneapolis Br. 9 addressed the members about the vision for the Auxiliary. She spoke on how the Auxiliary has always been there for the NALC, standing side-by-side with the NALC for anything it has needed. She also stated that in the new vision, she hopes to see the Auxiliary become involved with such programs as Carrier Alert, the NALC Veterans Group, social services and service to the aging, to name a few.

We also had NALC Health Benefits Director Brian Hellman and his assistant, Beth Morris, speak about the Health Benefit Plan. Hellman thanked the Auxiliary for all that we do.

The last visitor of the day was NALC Director of Life Insurance Myra Warren, who wanted the Auxiliary to know how important we had been to the continued success of the NALC. President Lang thanked all for coming to speak with us.

The bylaws committee completed its reports. All bylaws were passed. The meeting was recessed at 1:06 p.m.

—Submitted by George Anna Myers, NALCA Secretary

## National Association of Letter Carriers

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**NALC CONVENTION**  
**CHRONICLE**

COVERING THE THIRD SESSION: WEDNESDAY, AUG. 17, 2016



**SOLIDARITY IN ACTION**

**GETTING INVOLVED, STAYING INVOLVED**

**S**ister unions, business allies and partners in our struggle to support the Postal Service, to protect middle-class jobs and to work for justice implored delegates to NALC's 70th biennial convention to redouble their efforts and to encourage letter carriers in their branches back home to get involved and stay involved.

The delegates heard from the president of the AFL-CIO and from a major, active sister union about the importance

of activism in trying times. Delegates were greeted by the leader of a mailing business that stands firmly with us. There were awards for letter carriers who helped bring billions of dollars in new revenue to the Postal Service just by keeping an eye out for ways the agency can serve its customers better than competitors. Delegates also took pride in backing civil rights in an effort spearheaded by carriers from both coasts.

And they discussed, and voted on, resolutions as part of the union's democratic process—a process that involves more than 5,000 delegates hailing from 600-plus branches in all 50 states, the District of Columbia and three U.S. territories.

**LABOR LEADS THE WAY**

NALC President Fredric Rolando called the convention to order at 10 a.m. on Wednesday and asked Los Angeles Branch 24 member Juanetta McKissick to come the stage to perform "The Star-Spangled Banner." She was followed by Branch 24's Doile Banks, who led the Pledge of Allegiance, and by Rabbi Jonathon Klein of Los Angeles' Clergy and Laity United, who delivered the invocation.

NALC President Fredric Rolando and AFL-CIO President Richard Trumka stand together after Trumka's rousing speech.

Getting the business of the day underway, Rolando introduced AFL-CIO President Richard Trumka, recalling how the federation's leader had asked delegates to NALC's 2010 convention in Anaheim, CA, to travel to Los Angeles and join a massive jobs rally AFL-CIO had organized for that same week at city hall.

"While pushing for a huge infrastructure program," Rolando said, "Rich also defended our jobs at that rally and helped us mobilize the labor movement and the American people to defeat the Postal Service's plan to eliminate 100,000 full- and part-time jobs by ending Saturday mail delivery. "We won that fight, thanks to folks in this room, and thanks to Rich Trumka," Rolando added.

An enthusiastic Trumka noted that the efforts of letter carriers—through a variety of means such as writing letters to the editor and engaging one-on-one with congressional representatives—have changed the national conversation about USPS.

"Most Americans know that the Postal Service is absolutely critical for



AFL-CIO President Richard Trumka

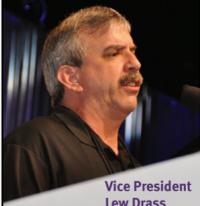


AFL-CIO Delegate Anita Guzik explained the importance of the labor federation.

America," Trumka said. "Nobody's talking about cutting Saturday delivery any more. I love that they're talking about Sunday delivery now, because they know that they need you. "You're there every time America calls," he said. "You always, always get the job done."



Director of Retired Members Ron Watson



Vice President Lew Drass



Assistant Secretary-Treasurer Judy Willoughby

Rolando led a letter carrier cheer for Trumka, then called to the microphone Los Angeles Branch 24's Anita Guzik, one of NALC's delegates to the AFL-CIO convention, to deliver the delegates' convention report. Guzik noted that the presidents of 56 unions comprise AFL-CIO's executive council and that Rolando serves as a vice president on it.

After her report, Rolando took a few comments from delegates at microphones before reviewing the voting process for AFL-CIO delegates and asking for nominations from the floor.

NALC's membership size means that the union can send nine delegates to the federation's convention. Rolando and

NALC Secretary-Treasurer Nicole Rhine serve as delegates by virtue of their offices; election of the remaining seven will take place on Thursday.

The nominees are (in ballot order): Anita Guzik, Los Angeles Br. 24; David Hyman, Tri-Valley, CA Br. 2902; Ingrid Armada, Providence, RI Br. 15; Elise Foster, Chicago Br. 11; Jeffrey Cushner, Wilmington, DE Br. 191; James "Fred" Brown, Orlando Br. 1091; Everett Wyllie, Waco, TX Br. 404; Derrick Jones, Tallahassee, FL Br. 1172; Ernestine Hernandez, Tri-Valley, CA Br. 2902; Kevin Byrne, West Palm Beach, FL Br. 1690; Charles Heege, New York City Br. 36; Denise Brooks, Medford, OR Br. 1433; Michael Camahan, Tucson, AZ Br. 704; Jeffrey Parr, Santa Rosa, CA Br. 183; Lloyd Doucet, New Orleans Br. 124; Ronney Harper, Atlanta Br. 73; Stephen Hanna, York, PA Br. 509.

Following the nominations, the president took more comments and questions from the floor, and then invited to the stage NALC Director of Retired Members Ron Watson to continue consideration of national agreement resolutions. Watson was followed by Vice President Lew Drass and by Assistant Secretary-Treasurer Judy Willoughby, who wrapped up consideration of this set of resolutions.

**YOUR CONTRACT, YOUR CONCERNS**

Rolando announced that two surveys were being taken at the convention. One asks delegates who are current city carrier assistants, as well as those who have been converted to full-time employment, about their particular concerns regarding workplace issues and the National Agreement. The other survey asks for similar feedback from active city letter carriers.

Coming to the stage at Rolando's invitation next was NALC Director of Safety and Health Manuel L. Peralta Jr., who began the convention's consideration of general resolutions.

General Resolution 1 called for repeal of the Windfall Elimination Provision and the Government Pension Offset, two laws that hurt the retirement benefits of a large portion of NALC's members as well as many federal retirees. While the resolution was approved by the Executive Council, Rolando announced that he also was directing NALC's lawyers to explore the feasibility of filing a class-action lawsuit in an effort to help members adversely affected by the laws, since congressional action up to now has failed to do so.

CCAs and those converted to full-time employment filled out a survey at the request of President Rolando.



"If they will be able to develop a lawsuit that meets the appropriate standards," Rolando promised, "NALC will spare no resource in supporting this lawsuit."

The awarding of pins to NALC's letter carrier congressional liaisons was the focus of General Resolution 3, also approved by the Executive Council.



The first letter carrier congressional liaison pin went to Robert "Rabbit" Riley.

President Rolando called to the stage Northeastern New York Branch 358 retiree Robert "Rabbit" Riley to recognize his work in pushing for this pin, awarding the first one to Riley.

Following some discussion, the Executive Council's recommendation of disapproval for General Resolution 4, to amend the in-town expenses of NALC's national officers, was upheld by the convention on a voice vote.

**LABOR ALLIANCES**

Next, President Rolando invited to the stage Maria Elena Durazo, UNITE HERE's vice president for civil rights and immigration. UNITE HERE represents 270,000 workers across the U.S. and Canada who work in such industries as hotel, gaming,



food service and manufacturing.

"There's a place for the private sector," Durazo said, "but it's not in the Postal Service."

Durazo noted that UNITE HERE and NALC have in common a strong commitment to collective bargaining, since organizing is how workers gain power.

"Respect is more powerful than greed," she said.

Rolando led a letter carrier cheer for Durazo.

**DELEGATES FROM ACROSS THE NATION**

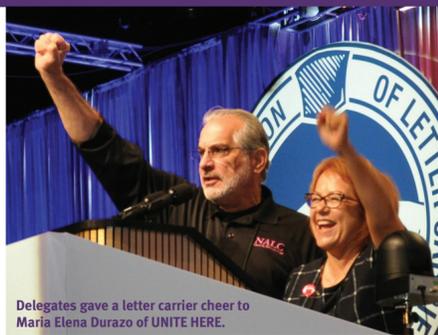
The president then brought Delano Wilson of Silver Spring, MD Branch 2611, chairman of the Credentials Committee, to the lectern.

Wilson introduced the members of the committee: Charles Balmos, Willingboro, NJ Br. 5801; Craig Bishop, Sacramento, CA Br. 133; BaLynda Croy, Appleton, WI Br. 822; John Dyce, Youngstown, OH Br. 385; Ethel Ford, Houston, TX Br. 283; Rachael Freehauf, Fargo-W. Fargo, ND Br. 205; Cindy Groves, Reno, NV Br. 709; Sonny Guadalupe, New York Br. 36; Scott Haney, Peoria, IL Br. 31; Servando Iglesias, South Florida Br. 1071; Caroline Jones, High Point, NC Br. 936; Don Karl, Grand Rapids, MI Br. 56; John McLaughlin, St. Louis Br. 343; Fran Meader, Newark, DE Br. 1977; John Oross, Dayton, OH Br. 182; Tony Perconte, Scotch Plains, NJ Br. 4102; Brian Simmons, Southeast Massachusetts Merged Br. 18; Chris Strickland, Tuscaloosa, AL Br. 1096; Robert Sweerus, Camden, NJ Merged Br. 540; Dan Versluis, Tucson, AZ Br. 704; Mike Wahlquist, Salt Lake City, UT Br. 111; Robyn Williams, North Oakland County, MI Br. 320; Traci Wyrick, Killeen, TX Br. 4217.

Wilson announced that the total number of delegates registered is 5,410, representing 612 branches.

The delegates then discussed and

President Rolando asked active city carriers to fill out a survey, as well.



Delegates gave a letter carrier cheer to Maria Elena Durazo of UNITE HERE.

voted on several resolutions. By voice vote, the delegates disapproved a resolution that called for NALC not to support investing limited amounts of retiree health benefit funds in

index funds. The delegates also discussed a pair of resolutions previously approved by the Executive Council declaring solidarity with the goals of the Black Lives Matter movement, one offered by the Oregon State Association and the other by Greensboro, NC Br. 630.

**GROWING IN THE 'NEW ECONOMY'**

The delegates viewed a video titled "Delivering Innovation" about the ways letter carriers are helping mail customers succeed in the e-commerce economy.

Executive Vice President Timothy O'Malley recognized letter carriers who worked to bring in Customer Connect sales leads worth \$1 million or more to the Postal Service over the last two years: Jose Quintero, Torrance, CA Br. 2207; Kerri Cimino, Las Vegas Br. 2502;



Director of Safety and Health Manuel Peralta Jr.



Director, Health Benefits Brian Hellman



Sarah Moe Meyers, vice president for government affairs for Hallmark Cards, delivered a greeting to the delegates.

**STANDING TOGETHER**

Lavonne Buening, Seattle Br. 79; Steven Haworth, Olympia, WA, Br. 351; Steven Rubino, South Macomb, MI Br. 4374; Jeff Bowser, Wilmington, DE Br. 191; Bruce Durda, Woonsocket, RI Br. 54; Paulo Vieira, Springfield, NJ Br. 38; Joseph Colella, Paterson, NJ Br. 120; Waitak Lam, Flushing, NY Br. 294; Chris Montano and Katrina Whitfield, Jamaica, NY Br. 562; Rontarin David, Br. 562; Kasim Campbell, Br. 562; Michael Sciallo and Justin Puglisi, Long Island Merged NY Br. 6000.



Director of City Delivery Brian Renfroe

President Rolando welcomed Sarah Moe Meyers, vice president for government affairs for Hallmark Cards, to the stage.

Meyers told the delegates that her company is committed to working with NALC to ensure that the Postal Service remains strong and that high service standards, including six-day delivery, remain. The imperative to keep USPS healthy, she added, is about more than letter carrier jobs or Hallmark's bottom line—7.5 million Americans are employed by the mailing industry, which depends on a robust Postal Service.

"That is 6 percent of all U.S. jobs, and they support \$1.4 trillion in revenue," Meyers said. "Now, you can't tell me that there is not a correlation between a viable Postal Service and a growing economy."

"And that is why it is so critical for mailers and unions to stand together for common sense postal reform," Meyers said.

Following Meyers' remarks, President Rolando introduced Board of Trustees Chairman Lawrence D. Brown Jr. of Los Angeles Branch 24 and trustees Randall Keller of Northeast Massachusetts Merged Branch 25 and Michael Gill of South Florida Branch 1071. Brown reported that an independent audit had found that the union's finances are sound.

The president introduced Band Committee Chairman Ernest Phillips of Cleveland Branch 40, who introduced committee members Barry Bode of Jonesboro, AR Branch 131 and Rich Accord of Beckley, WV Branch 2420. The committee delivered its report to the convention.

After a few announcements, the convention adjourned just before 3 p.m.

**CORRECTION**

Yesterday's *Chronicle* reported that General Resolution 15 was withdrawn. The resolution withdrawal was actually National Agreement Resolution 15.



Executive Vice President Timothy O'Malley

**NALC AUXILIARY**

WEDNESDAY, AUG. 17

The delegates were greeted with music from the Seattle Letter Carrier Band, led by band director Kenny Eline (Auxiliary 99, Seattle, WA).

President Cythensis Lang reconvened the meeting and the National Anthem was performed by the band. The Pledge of Allegiance was recited.

National Treasurer Pam Fore (Auxiliary 2621, Lakeland, FL) gave a brief history of the Seattle Letter Carrier Band. It was formed in 1892 and has continued through the years.

The corrected minutes from Monday were approved. The minutes for Tuesday were approved as read.

National Assistant Secretary Linda Davis (Auxiliary 194, Yakima, WA) gave the moment of grace.

National Secretary George Anna Myers (Auxiliary 4, Kansas City, MO) then explained to the membership that a per capita form should be filled out even if there is only one 50-year member, making that an active auxiliary.

The memorial service was conducted by National Vice President Cynthia Martinez (Auxiliary 377, Phoenix, AZ). Martinez read the 23rd Psalm and a poem titled "The Dash." She then read the names of the 40 deceased members as delegates placed flowers in a vase for each person.

The Seattle Letter Carrier Band played "Amazing Grace" while band member Tony McCarthy sang a beautiful rendition of the song. Martinez then read a closing poem and thanked Tony and the Seattle band. She had made a beautiful plaque for the

members to take back to their states for the deceased members.

The Mileage and Per Diem Committee was introduced by President Lang. Gaye Meredith (Auxiliary 28, Dallas) and Andi Cooley (Auxiliary 1064, Lubbock, TX) gave the report on expenses and travel; all were approved. The travel for the 2018 convention in Detroit was also approved.

The Executive Board was asked to come over to the NALC general session on Tuesday afternoon. NALC Executive Vice President Timothy O'Malley introduced President Lang. She introduced the board members and brought greetings to the general session.

—Submitted by George Anna Myers, NALCA Secretary



# NALC Bulletin

## NALC CONVENTION CHRONICLE

COVERING THE FOURTH SESSION: THURSDAY, AUG. 18, 2016



### SALUTING SERVICE: ON AND OFF OUR ROUTES

**O**n the fourth day of NALC's 70th biennial national convention, the delegates were reminded about the many levels of service that letter carriers provide on and off their routes. It was a day for celebration and recognition of the numerous charitable activities NALC members undertake—such as our six decades of close association with the Muscular Dystrophy Association, or our near quarter-century of feeding the hungry in our communities through the annual national "Stamp Out Hunger" Food Drive.

And throughout the day, those who served their country in a military uniform were called upon to stand and be recognized. Many of them wore the special desert-sand colored T-shirts signifying their membership in NALC's Veterans Group.

Rounding out the day was a succession of speakers who extolled the vital role that letter carriers provide as members of every community in the country and of the larger labor movement.

United Mine Workers of America President Cecil Roberts delivered a rousing speech.

#### BACK TO WORK

Day 4 of the convention began at 10 a.m. as NALC President Fredric Rolando called the delegates to order and invited to the stage Minneapolis Branch 9's Mike Zagaros to lead the national anthem. Los Angeles Branch 24's Jimmy Cumming led the Pledge of Allegiance, and Pastor Diego Mesa of Rancho Cucamonga, CA's Abundant Living Family Church delivered the invocation.

Before moving to the day's business, Rolando took a few comments and questions from the microphones. Among the subjects discussed were the

union-sponsored blood drive that was taking place in the convention center; a thank-you from a Flint, MI, delegate for the ongoing assistance letter carriers have given during that city's water contamination crisis; a recognition of NALC's participation in "A Grand Alliance to Save Our Public Postal Service;" and a lighthearted invitation for Rolando to participate in a "22 pushup challenge" to raise awareness of the serious problem of military suicides.

And after a delegate noted that



NALC Region 15 National Business Agent Larry Cirelli was celebrating his birthday on Thursday, President Rolando led the delegates in singing "Happy Birthday to You."

The regular order of the day soon followed, beginning with a report

from the newly revived Public Relations Committee: Dan Garhofer, St. Paul, MN Branch 28 (chairman); Larissa Pardee, Lincoln, NE Branch 8; and Paul Glavin, Nashville, TN Branch 4.

Rolando explained that giving back to our country helps to strengthen the image of letter carriers with the American public, and that the Public Relations Committee was designed to help publicize this.

"We aim to raise our game in this area," he said. Garhofer, in his report, outlined some of NALC's programs that help highlight the reasons why letter carriers have been, and continue to be, the most trusted government employees—programs such as the annual Stamp Out Hunger Food Drive, NALC's Heroes of the Year awards, our eye-on-the-elderly Carrier Alert program, our fundraising for MDA, and—as explained earlier this week—the broadening of the NALC Auxiliary's work as a grassroots activist organization.

NALC Executive Assistant to the President Paul Barner joined the committee on the stage and added to their

report a summary of the union's effort regarding the NALC Veterans Group. Building on Barner's report, President Rolando asked all military veterans to stand and be recognized.

#### BRINGING THE FIGHT

Rolando next invited to the stage a man he called "the heart and soul of the American labor movement," United Mine Workers of America President Cecil Roberts.

The UMWA president recalled speaking to NALC's convention in 2010 in Anaheim. "When we left your convention," Roberts said, "we wrote letters on your behalf to members of Congress and told them that we stand by you. 'So today,' he said, 'Brother Fred stands with the mine workers on your behalf.'"

In fact, Rolando announced that NALC plans to organize buses of letter carrier activists from East Coast cities to attend a Sept. 8 UMWA rally at the U.S. Capitol in Washington, DC, in support of bills to prevent coal companies from renegeing on their promised health care and pension benefits for miners.

Roberts told letter carriers that they provide a crucial service for his union's members—by delivering medicine to those who live in some of the most remote areas of the country, and who might not be able to get those medicines themselves otherwise.

Roberts declared his union's solidarity with NALC. "We are fighting this fight together!" he exclaimed. "I urge you to leave this convention with this spirit moving forward!"

Congress needs to act to make it easier to join a union, Roberts said: "And we will do the rest."

Roberts then began his fire-and-brimstone litany:

Rep. Loretta Sanchez (D-CA) told the delegates that they had an advocate for letter carrier issues in the halls of Congress.

If you want higher wages; a pension; more time off; a safer workplace; health care for your family; to protect Social Security and Medicare; a voice at work; equal pay for women; to end discrimination; fair trade; national health care; and a fairer nation—the answer for each of these is the same: "Join a union!"

"This one's mine," he added: "If you want to tell your boss to kiss your ass, join a union!"

Delegates gave Roberts a standing ovation and an enthusiastic letter carrier cheer.

#### A LONG-TIME FRIEND

Following Roberts on stage was Rep. Loretta Sanchez (D-CA), who declared her affection for letter carriers. "You connect me to my grandmother in the way I know she wants," Sanchez said: "By hand, with love."

The 10-term representative from Orange County, CA, told letter carriers that she understands our issues well and often is in the halls of Congress explaining them to her fellow legislators. "Postal reform cannot sacrifice employees or the people who built the system," she said. "Postal reform doesn't happen on the backs of the workers."

#### HELPING OTHERS

By voice vote, the delegates approved a motion to devote part of the collection of monetary donations made by delegates on the floor Wednesday to help a letter carrier whose two sons have a rare, terminal genetic disorder.

Delegates from Louisiana requested help for victims of the recent floods in the Gulf of Mexico region. Donations may be sent to Baton Rouge Branch 129, 1953 Beaumont Drive, Baton Rouge, LA 70806. To donate through the American Red Cross, visit redcross.org, call 800-RED CROSS or text the word "LAFLOODS" to 90999 to make a \$10 donation.

#### MILEAGE AND PER DIEM

The Mileage and Per Diem Committee returned to the stage to deliver its final report. Committee Chairman Antonia Shields reported that

the total mileage and per diem was set at \$10,163.46. Board of Trustees Chairman Lawrence D. Brown told the delegates that the trustees had accepted the report. The delegates then approved the report by voice vote.

The delegates then viewed a video titled "Delivering Compassion" about two letter carriers who have transformed personal challenges into service to others. Following the video, President Rolando introduced the two carriers featured: James Robledo of Garden Grove, CA Br. 1100 and Kim Truong of San Francisco Br. 214. The delegates gave the two NALC members a letter carrier cheer.

#### CONVENTION SITE COMMITTEE

Secretary-Treasurer Nicole Rhine introduced the Convention Site Committee: Howard Komine of Honolulu Br. 860; Jim Korolowicz of South Macomb, MI Br. 4374; and Glenn Norton of Las Vegas 2502. The committee delivered its report and told delegates to look forward to meeting in Detroit, site of the 71st Biennial Convention in 2018.

#### MDA

The president brought to the microphone Geneva Kubal, NALC's MDA coordinator. Kubal introduced Joe Akmakjian, goodwill ambassador for the Muscular Dystrophy Association (MDA),

the union's only official charity, following a brief video showing Akmakjian skydiving—one way he is living up to MDA's new slogan, "Live Unlimited." "Because of the efforts that you have done, individuals with muscular dystrophy and the families who love them are living longer and growing stronger," he said. "I am living proof that the work you are doing is making an impact."

The delegates responded to his speech with a letter carrier cheer. President Rolando then presented awards to the top MDA fundraising branches in 2015, by size category: Long Island Merged Br. 6000, \$57,487; Portland, OR Br. 82, \$22,821; Arizona Merged Br. 1902, \$15,137; Northeastern New York Br. 358, \$20,122; Grand Rapids, MI Br. 56; Yonkers, NY Br. 387, \$11,487; Green Bay, WI Br. 619, \$13,313; Fargo-West Fargo, ND Br. 205, \$15,892; Jefferson City, MO Br. 127, \$8,371; New City, NY Br. 5229, \$3,373.

The president also announced a special Gold Prize award for the branch that raised the most per capita: Manteca, CA Br. 4249 (now merged with Stockton, CA Br. 213), which raised \$122.73 per branch member.

With Akmakjian's help, President Rolando drew the names of the five winners of the MDA raffle, who each won a \$3,000 travel voucher. The raffle raised more than \$50,000 for MDA (after deducting for expenses).

#### FOOD DRIVE

The president called Pam Donato, NALC Director of Community Services, to the microphone. Donato said recent enhancements to the Letter Carrier Food Drive helped it yield a record 80 million pounds of food last May. The delegates viewed a brief video about the food drive, then Donato introduced Mark Lowery, director of the Orange County, CA Food Bank, who thanked the delegates for their commitment to feeding the hungry.

Donato also introduced United Food and Commercial Workers International Union (UFCW) Executive Assistant Christine Neff. UFCW is now a key partner in the annual food drive.

Neff noted that, like letter carriers, many members of her union, which include cashiers and other grocery store workers, have in common their daily contact with the public. "We are the daily face of the labor movement," she said. "That is a special bond between our unions."

Neff brought several local members of her union to the stage to talk about their experiences as partners in the food drive.

The delegates responded with a letter carrier cheer.

President Rolando presented awards for the top branches, by size, in food collection in May's food drive: Category 1 (2,000 or more members)—Los Angeles Br. 24, 1,523,525 pounds of food; Category 2 (1,500-1,999 members)—Central Florida Br. 1091, 2,233,365 million pounds; Category 3 (1,000-1,499



MDA's first adult goodwill ambassador, Joe Akmakjian, told the delegates about how children diagnosed with muscular dystrophy are living into adulthood.



executive secretary treasurer of the Los Angeles County Federation of Labor, which comprises 300 local unions in the Los Angeles area.

Hicks noted that among NALC's first major achievements was the 1893 establishment of the eight-hour day for letter carriers. "And now, while you're here in California 123 years later," he said, "the California state legislature is considering giving 400,000 California farmworkers that same eight-hour day that you fought for and won so long ago."

Hicks asked delegates to support AB 1066—a state bill that would extend legal protections for wages, hours and working conditions to farm laborers—

President Rolando thanked UFCW members for their support of the Stamp Out Hunger Food Drive.

by contacting California Assembly Speaker Anthony Rendon at 916-319-2063 or speaker.rendon@assembly.ca.gov, and Senate President Pro Tem Kevin de León at senator.deleon@senate.ca.gov or 916-651-4024.

The delegates gave Hicks a letter carrier cheer.

Following a few announcements, the session adjourned at half past three. As the delegates left the hall, tellers distributed ballots for the election of NALC delegates to the AFL-CIO convention. The results are to be announced at Friday's closing session.

## NALC AUXILIARY THURSDAY, AUG. 18

President Lang reconvened the session at 10:02 a.m. Band Director Doris Ulrich led us in the national anthem, followed by all reciting the Pledge of Allegiance.

Lang asked the band members how many were veterans and welcomed them to join the Auxiliary. She thanked them for their service before dismissing them.

President Lang led members in the collect and National Treasurer Pam Fore gave a moment of grace. She thanked the Auxiliary members for wearing their "We Are Family" shirts today.

Treasurer Pam Fore gave a report on the country store sales through Wednesday afternoon. We are happy to report the store has made \$1,347.76.

Brian Wiggins, president of the Washington State Association of Letter Carriers, came in to thank the Auxiliary for all we have done and continue to do. He is very supportive of the Auxiliary and is helping it to grow in Washington. Wiggins also took the time to take pictures of our delegation in our new "We Are Family" shirts.

President Lang told everyone that the luncheon was a big success. The food was

very good and the company was great. We sat on the patio at the Yard House and the weather was perfect.

A Chinese auction was held in our morning session. The Arizona sports basket was won by Legion Cresswell (Auxiliary 28, Dallas, TX). The Miche bag was won by EveLynn Jones (Auxiliary 46, Baltimore, MD). The postal apron was won by Judy Ardt (Auxiliary 111, Austin, TX). The Vera Bradley bag was won by Nancy Southern (Auxiliary 2621, Lakeland, FL).

A delegation from Washington State came to talk to the Auxiliary. We enjoyed greetings from Washington State Vice President Ray Johnson, Secretary-Treasurer Maleah Smitham, Director of Education Shaleah Eschenbacher, executive board member Tammy Gattlin, Yakima, WA Br. 852 President T.J. Davis, and newsletter editor Brooks Bennett.

Nalcrest trustees Don Southern and Thomas Young shared valuable information about the retirement community for letter carriers. They told us about all the wonder-



ful upgrades at Nalcrest.

Southern also presented a certificate to Auxiliary 2621, Lakeland, FL, for its donation of \$1,390 to MDA. The certificate was accepted by Pam Fore and Nancy Southern.

The Auxiliary would like to give a special "thank you" to Lesli Polichette (Auxiliary 426, Provo, UT) for working the country store. Also, thank you, T.J. Davis, for all the hard work you did for us behind the scenes; it was invaluable.

All information about the raffle winners and final totals will be in the Postal Record. We want to thank all of the letter carriers and Auxiliary members who supported our raffles and support us in our everyday lives.

—Submitted by George Anna Myers, NALCA Secretary

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## NALC CONVENTION CHRONICLE

COVERING THE FIFTH SESSION, FRIDAY, AUG. 19, 2016



### LOOKING BACK, MOVING FORWARD

**D**uring their final general session, the delegates to NALC's 70th Biennial National Convention looked back at the work they had accomplished throughout the week, and set forth, back to their stations, branches and regions, to continue to work toward the goals they have set for themselves. They welcomed new friends to the fold, and they bid a bittersweet farewell to a longtime leader who's beginning a new chapter in his life's story.

Delegates heard from two longtime allies in the legislative arena, as well as from many rank-and-file delegates, eager to share their struggles and triumphs. Awards were given for legislative and political activism, and the supreme body of our union finished with the hardest work of all—deciding on appeals made directly by brother and sister letter carriers.

The delegates left the convention hall recharged, fully prepared to face the many challenges that lie ahead. The closing day of the convention began at 8 a.m.—two hours earlier than the other business days this week, in an effort to get as much business accomplished by noon to accommodate the many delegates with cross-country flights.

#### FINAL SESSION

NALC President Fredric Rolando called the gathering to order and invited to the stage Stephanie Bostic of South Florida Branch 1071 to sing the national anthem. Los Angeles Branch 24 Executive Vice President Steve Abas-ta led delegates in reciting the Pledge of Allegiance, followed by the invocation by the Rev. Ann Hayman of St. Paul's Presbyterian Church in Los Angeles.

After a few announcements, the president opened the floor to some comments from the microphones and then turned to regular business.

#### UNIFORM AND MBA COMMITTEES

NALC Director of Life Insurance Myra Warren introduced Uniform Committee Chairman Stafford Price Jr. of Chicago Br. 11, who in turn introduced committee member Greg Klopfer of Jamaica, NY Br. 562 and acknowledged another committee member who could not attend the convention: Gina Mendoza-Teick of Fort Worth, TX Br. 226. Price delivered the committee's report, saying that recent tests of new uniform items had yielded mostly positive reviews from testers.

President Rolando spoke to delegates about preserving door-to-door delivery service at a rally before the general session began.

Warren then introduced the chairman of the Mutual Benefit Association (MBA) committee, Zulma Betancourt of West Coast Florida Br. 1477, who introduced committee members Patrick Johnson of Milwaukee Br. 2 and William Lodek of Reading, PA Br. 258. The committee members delivered its report, saying that the MBA is growing and continues to have a strong financial base.

#### DANCING ON TO DETROIT

The delegates viewed a video recap of the week's events, and then members of Detroit Br. 1, led by Branch President Sandra Laemmel, danced through the hall and onto the stage to welcome letter carriers to Detroit, the site of the 71st Biennial Convention in 2018. Delegates viewed a video about attractions in the Motor City.

"Detroit is a labor town," Laemmel said, "where the middle class was born."

#### AFL-CIO DELEGATES

Board of Tellers Chairman Joe DeRossi of Brooklyn Br. 41 then announced the

results of the election of delegates to the AFL-CIO convention. The top seven vote winners were elected:

- Denise Brooks, Medford, OR Br. 1433 —9,745
- Anita Guzik, Los Angeles Br. 24 —9,707
- Charles Heege, New York City Br. 36 —9,420
- Lloyd Doucet, New Orleans Br. 124 —9,084
- Stephen Hanna, York, PA Br. 509 —9,073
- Elise Foster, Chicago Br. 11—8,922
- Ingrid Armada, Providence, RI Br. 15 —8,569
- David Hyman, Tri-Valley, CA Br. 2902 —1,242
- Jeffrey Cushner, Wilmington, DE Br. 191—1,056
- Michael Carnahan, Tucson, AZ Br. 704—743
- Ronney Harper, Atlanta Br. 73—687
- Everett Wyllie, Waco, TX Br. 404 —675
- Jeffrey Parr, Santa Rosa, CA Br. 183 —631
- James "Fred" Brown, Central Florida Br. 1091—606
- Kevin Byrne, West Palm Beach, FL Br. 1690—568
- Ernestine Hernandez, Tri-Valley, CA Br. 2902—568
- Derrick Jones, Tallahassee, FL Br. 1172—283

"Let's be creative," she said. "Let's get our constituents advocating for the use of the Postal Service in creative ways."

Waters pledged to support letter carriers and their efforts to preserve middle-class jobs and the Postal Service's role in the economy. "I will continue to fight on behalf of all the families here today," she said.

#### HBP AND SCHOLARSHIP COMMITTEES

NALC Health Benefit Plan Director Brian Hellman introduced Health Benefit Plan Committee Chairman Marilyn Youman of Garden Grove, CA Br. 1100, who in turn introduced committee members Robert Murphy of Cleveland Br. 40 and Tom Nelson of New York City Br. 36. The committee delivered its report, saying that 7,314 new members in the last year had boosted total enrollment in the NALC Health Benefit Plan to 236,445.

Rolando introduced the Scholarship Committee: Chairman Jacqueline White, Los Angeles Br. 24; Sandra Laemmel, Detroit Br. 1; and Larry Kania, Buffalo-Western New York Br. 3. The committee delivered its report and read letters from grateful scholarship recipients.

#### VIDEOS OF RECOVERY AND GREETINGS

President Rolando asked the delegates to watch the final video in the five-part series that was created for the convention. This one, titled "Letter Carriers: Delivering Recovery," was about how carriers tend to be the first public employees back on the job following a natural disaster, providing residents with a measure of hope that things will eventually return to normal. The video focused specifically on letter carriers' role in recovery efforts in the Gulf of Mexico coastal region following Hurricane Katrina and in the New Jersey and New York region after Hurricane Sandy.

Following the video, Rolando turned delegates toward politics. "This week, we've been talking a lot about the importance of the November elections," he said. "The thing we can all

directly influence is who serves as the next president of the United States."

For letter carriers, he said, the best choice for that office is Hillary Clinton, noting that "her history with us goes back more than 20 years."

- Clinton invited NALC President Vincent Sombrotto to the White House in 1993 to discuss health care.
- As a senator, Clinton was among the first to sponsor a bill to ban the Postal Service's practice of contracting out letter carrier jobs to low-wage, non-union workers.
- In 2009, she helped mobilize support for a Senate bill supporting the right of employees to form unions.
- This summer, she and Sen. Bernie Sanders (I-VT) came together to support a postal plank in the Democratic National Committee's platform.

Clinton could not join us for the convention in person, the president said: "We're meeting in a state that's not exactly in play this fall."

Instead, Clinton had prepared for delegates a video greeting, which Rolando invited delegates to watch.

"I am very honored to have your endorsement," Clinton said in the video. "You're a big reason most Americans rank the Postal Service the most trusted government agency."

Clinton noted how letter carriers have strengthened the fight for unions and the middle class. "When I'm president, you'll always have a champion in the White House," she said. "I honestly don't know what our country would do without you."

#### E-ACTIVIST AWARDS

Rolando next presented awards for participation in NALC's e-Activist Network:

- Medford, OR Branch 1433: Highest percentage of e-Activists among

#### REP. MAXINE WATERS



Rep. Maxine Waters (D-CA)

service, and to move the Postal Service forward by supporting efforts in Congress to give USPS greater flexibility and expand the services it provides to the public.

President Rolando introduced Rep. Maxine Waters (D-CA), who addressed the convention.

Waters told the delegates to hold strong in their advocacy efforts to reject cuts to mail

Following the video, Rolando turned delegates toward politics. "This week, we've been talking a lot about the importance of the November elections," he said. "The thing we can all



Presidential candidate Hillary Clinton sent a video greeting to the convention delegates.

ARE STRONG, AMERICA IS STRONG. THANK YOU ALL SO VERY MUCH.



Members from Detroit Branch 1 encouraged delegates to get excited for the next national convention to be held there in 2018.

branches with 250 or fewer members (82 percent)

- Eugene, OR Branch 916: Highest percentage of e-Activists among branches with 251 to 999 members (76 percent)
- Portland, OR Branch 92: Highest percentage of e-Activists among branches with 1,000 members or more (54 percent)
- Alaska State Association: Highest percentage of e-Activists among state associations with fewer than 2,000 members (50 percent)
- Oregon State Association: Highest percentage of e-Activists among state associations with 2,000 to 7,499 members (59 percent)
- New Jersey State Association: Highest percentage of e-Activists among state associations with 7,500 members or more (37 percent)
- Region 5: Highest percentage of e-Activists among regions with fewer than 15,000 members (34 percent)
- Region 6: Highest percentage of e-Activists among regions with 15,000 to 19,999 members (26 percent)
- Region 9: Highest percentage of e-Activists among regions with 20,000 members or more (25 percent)

#### APPEALS

NALC Vice President Lew Drass, chairman of the Committee on Appeals, told delegates that four appeals had been presented to his committee for presentation to the convention. The members presented their appeals directly to the convention, the highest governing body in the union. The convention upheld the committee's decisions to deny appeals in three of the four cases. It overturned the committee's decision in the final case, and the committee will now advise the branch on how it should proceed.

#### SOLIDARITY AND SYMPATHY

On Wednesday, a collection was taken for a retired Chicago Branch 11 member whose son was killed, and on Thursday, delegates approved a motion to devote part of that collection to help a letter carrier whose two sons have a rare, terminal genetic disorder. NALC Board of Trustees Chairman Larry Brown announced that \$9,587 had been collected on Wednesday, that the amount would be matched by NALC Headquarters (for a new total of \$19,174), and that the two recipients would each receive a 50-percent share of that new total.

President Rolando returned to the microphone and noted that the 30th anniversary of the Edmonds, OK, postal shooting tragedy is on Saturday, Aug. 20. Fourteen people were killed that day; that incident, and a similar one in Royal Oak, MI, in 1991, were the main forces behind the adoption of the landmark Joint Statement on Violence and Behavior in the Workplace in 1992. The president called for a moment of silence to honor the memory of those who had died.

#### DISTRIBUTION COMMITTEE

The president then called to the stage for a report the members of the Distribution Committee: Jill Lemons,

Br. 4,006, Canoga Park, CA (chairman); Mike Alexander, Br. 124, New Orleans; Mark Ashmon, Br. 2876, Linden, NJ; Cathy Bodnar, Br. 580, Hammond, IN; Linda Borroughs, Br. 132, Dallas; Paul Boulanger, Br. 44, New Hampshire Mgd.; Tony Bultinck, Br. 292, Rock



Members had the opportunity to voice their appeals of branch decisions to the national convention.

Island, IL; Homer Christian, Br. 359, Huntington, WV; Eddie Davidson Jr., Br. 382, Durham, NC; Holly Dexter, Br. 11, Chicago; Angela Dunn, Br. 73, Atlanta; Rene Eberhardt, Br. 1681, Casper, WY; Albert Friedman, Br. 2008, Clearwater, FL; Lorita Frost, Br. 24, Los Angeles; Anthony Gambone, Br. 542, Norristown, PA; Mark Godbee, Br. 5050, Ballwin, MO; Charles Goushian, Br. 540, Camden, NJ Mgd.; Michael Hamilton, Br. 3902, Charleston, SC; Ricky Horton, Br. 916, Eugene, OR; Eddie Lofland, Br. 69, Sioux City, IA; Brian Manning, Br. 34, Boston; Alvin Matsumura, Br. 860, Honolulu; Ronald Oree, Br. 294, Flushing, NY; Joseph Otero, Br. 38, New Jersey Mgd.; Sharon Patterson, Br. 1624, Crown Point, IN; Vicki Plotter, Br. 916, Eugene, OR; Michael Powles,



Timothy O'Malley thanked the delegates and bid them farewell in his last act as executive vice president of the union.

Br. 24, Los Angeles; Christopher Verville, Br. 4, Nashville, TN; Warren Wehmas, Br. 2942, Hopkins, MN; Jerry Wyatt, Br. 595, Danville, VA.

Following a few final announcements from NALC Secretary-Treasurer Nicole Rhine, Rolando returned to the microphone to thank Los Angeles Branch 24 for its work in putting together a successful national convention. The president also thanked

staff members from NALC Headquarters and from the regional offices for their work, noting that many performed their tasks well behind the scenes.

Rolando took a few final comments from the floor microphones, including the motion to adjourn the convention. Before he called for a vote on that motion, he asked Timothy C. O'Malley—NALC's executive vice president who announced on Monday that he was retiring at the end of the convention—to say a few final words. A clearly emotional O'Malley, with his wife at his side, thanked delegates and bid them farewell.

Then, with the voiced approval of the delegates, President Rolando adjourned the convention *sine die* shortly before noon.

### LOTS TO LEARN

With nearly 40 workshop sessions covering a wide range of topics from community service to planning retirement, charity work to handling workers' compensation issues, delegates had many opportunities to learn more about how to further the membership's goals and interests.

Classes were held on Monday afternoon and at the beginning and end of each day Tuesday through Thursday. Many classes attracted capacity crowds, and several incorporated humor to keep attendees entertained as they learned—such as a "Jeopardy!"-style NALC history challenge.

There were workshops specially targeting branch officers' responsibilities, such as managing branch finances, training trustees, handling dues and learning NALC's constitution. Other classes focused on workforce floor concerns, mobilizing members and communicating the union's message.

Specialized classes focused on letter carriers' safety and health, on dignity and respect in the workplace, on the rights and benefits of city carrier assistants, and on member benefits such as the Mutual Benefit Association, the NALC Health Benefit Plan and the Thrift Savings Plan.

Several opportunities were made available for delegates to learn more about the union's history through presentations of such videos as "The Strike at 40," the 2010 video commemorating the Great Postal Strike of 1970. And in one workshop, many members received a first-up-close look at version 1.0 of the NALC Member App for smartphones.

Several delegates took to the floor of the convention to praise the workshops, vowing to return to their branches with their new-found skills and to help train and inform the local members who didn't get the chance to attend the Los Angeles Convention.



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## NALC launches app for smartphones



From websites to e-mail to social media, NALC has continually developed tools to put the most up-to-date information and resources into the hands of our stewards and members.

We've now taken the next step with the NALC Member App for iPhone and Android smartphones.

The app was developed at NALC Headquarters with the needs of all members in mind. It contains links to workplace resources, legislative tools and—one of the most useful features for all letter carriers—an interactive non-scheduled days calendar.

"We know that every member is unique and how you interact with the union is just as unique," NALC President Fredric Rolando said. "Some members are involved in enforcing the contract. Some are involved in the legislative or political processes. Some

participate in the food drive. Whatever your interests, this app is made for you."

In many ways, the app expands on the notification system of the e-Activist Network by being broader and sending out personalized notifications about everything the union does. Once you've entered your interests, any time a message is sent out about that interest, your phone will alert you that you've received the notification. Click on the notification, and you'll see the latest news item or useful post.

The app is much more than a notification system; it also features a host of new tools to make it easier to get to the knowledge you need.

When you install the app, it'll ask you for your home ZIP code, so it can give you the correct legislative information. You then sign up for notifications based on your interests.

Once you open the app, the home screen is where you'll see the latest news and social media posts from Facebook and Twitter. From the news tab you can see all the latest news items from [nalc.org](http://nalc.org).

For those interested in the union's legislative and political agenda, the government affairs section has tools for you. From "my congressional directory," you can see if your House member or senators have sponsored letter carrier-friendly legislation or if they're on a committee important to the fight for postal reform. From the bill tracker, you can read NALC's stance on bills in Congress or how many co-sponsors the bills have. We've also put buttons for fact sheets and legislative information, so you can know everything there is to know about these bills before speaking to your members of Congress. And of course, we've made it easy for you to let us know you'd like to sign up for the Letter Carrier Political Fund.

The app makes it easy to access workplace resources, by clicking on that tab. From here, you can open the National Agreement, the *JCAM*, the *MRS*, the *M-39*, the *M-41*, the *ELM*, the *CCA Resource Guide*, COLA and pay charts, and so much more.

There's also a tab for member benefits. Learn about the Health Benefit Plan or the Mutual Benefit Association, find resources for new NALC members, contribute to the Postal Employees' Relief Fund, join the Veterans Group and more. Click the menu and you can find all sorts of other resources, from social media to how to get in touch with your national business agent's office.

One resource that is already a favorite of carriers is the calendar. Most rotating calendars don't take holidays into account, or they give you only one year of NSD dates. This app resolves all of that. Whether you have a rotating or fixed schedule, you can see your non-scheduled days for years in advance. And when your NSD lands on a holiday, the app shifts the holiday designation to the correct day, meaning you'll know exactly how many days you have unscheduled. The calendar also is linked to the NALC Google calendar, so you'll see important dates highlighted by the union marked in red.

The app is free and available in the Apple App Store for iPhones or Google Play for Android phones. For more on installation, visit [nalc.org/app](http://nalc.org/app).

"NALC is committed to using this technology to help letter carriers," Rolando said.

While the app was built for phones, it can be used on iPads as well. The app was not designed for Amazon or BlackBerry devices, but some features do function on these and on other devices that can install an Android APK file. The NALC Member App APK file is available at [nalc.org/app](http://nalc.org/app) for those who know how to manually install the file onto their devices.

NALC does not offer technical support for installing the app on these or other devices. At this time, NALC does not have an app for the Windows Phone.

## NALC EVP O'Malley retires

NALC Executive Vice President Timothy C. O'Malley retired on Aug. 19. The retirement was effective as of the adjournment of NALC's 70th biennial national convention in Los Angeles.

O'Malley was first elected to the office of executive vice president by acclamation in 2010 during NALC's 67th Biennial Convention in Anaheim. He was re-elected to that post four years later following national balloting held among the union's active and retired members.

He became a letter carrier in Philadelphia at age 18, about 12 weeks after the 1970 wildcat strike. He also immediately became a member of Philadelphia Branch 157. He went on to serve as a shop steward for 10 years; later, he was elected branch trustee and health benefit representative before serving as Branch 157 vice president from 1985 to 1988.

In January 1989, he was sworn in as branch president, an office he held up until his election as Philadelphia Region 12 national business agent (NBA) in 1998 during NALC's 61st National Convention in Las Vegas.

During O'Malley's first term as NBA for Region 12—which serves the letter carriers of Pennsylvania and south and central New Jersey—his work became especially crucial as letter carriers in Trenton and Hamilton Township, NJ, dealt with exposure to anthrax in the mail stream in the fall of 2001.

He was re-elected Region 12 NBA by acclamation the following year, during NALC's 63rd National Convention in his hometown of Philadelphia, and he continued to serve in that role until 2005, when then-President William H. Young appointed him to serve as director of NALC's Health Benefit Plan (HBP) to fill a vacancy. During the union's 65th Biennial Convention in Las Vegas a year later, O'Malley was elected by acclamation to serve a full four-year term as HBP director.

"I can honestly say, there is nobody in the leadership of the NALC who has earned more respect and more affection than Timmy," Rolando said. "He is a trade unionist's trade unionist—and a letter carrier's letter carrier."

O'Malley and his wife, Sue, have three sons, two daughters and seven grandchildren. For more on his retirement, see the coverage of the Los Angeles Convention available at [nalc.org](http://nalc.org).



## Consider donating to CFC

Because we are federal employees, letter carriers can make charitable donations through the world's largest annual workplace giving program, the Combined Federal Campaign (CFC).

Pledges made by donors during the campaign season—Sept. 1 to Dec. 15—support through paycheck deductions eligible non-profit organizations chosen by the donor.

"Letter carriers are strong supporters of charitable work, and the CFC is a great way to give," NALC President Fredric Rolando said.

Carriers can choose the charity or group of charities they want to support from a list of 2,063 eligible charities. An amount you choose will be deducted from your paycheck each pay period and automatically sent to each charity.

"If a lot of members give even a little bit," Rolando said, "you can bet the organizations you support will notice, because the steady support of millions of CFC participants combined makes a huge impact on their ability to help people and do good things all through the year."

All letter carriers can participate in the CFC. Rolando sent his annual reminder this month asking NALC members to contribute money through the CFC in addition to the other ways they support their communities.

"Throughout the year, we help our communities by collecting food, providing clothing, mentoring children and looking after those who are vulnerable," Rolando wrote. "We must continue to be good citizens by involving ourselves in these and other community efforts. But, it should not end there. The Combined Federal Campaign gives us an easy way to contribute money through payroll deductions to the charities we care about."

Rolando asked letter carriers to consider supporting three particular charities: the Muscular Dystrophy Association (MDA), the Postal Employees' Relief Fund (PERF) and United Way Worldwide.

**MDA** is NALC's official charity. It is the world's leading non-profit health organization sponsoring research into the causes of, and effective treatments for, neuromuscular diseases. MDA research grants support more than 250 research projects worldwide, as well as camps and activities for children who have one of these diseases. For more information, go to [mdausa.org](http://mdausa.org).

**PERF** provides financial support to postal employees whose homes are damaged or destroyed by natural disasters. The charity is run by the four postal employee unions and three management organizations, whose members support PERF through voluntary donations. PERF grants money to homeowners and renters alike to help with deductibles and out-of-pocket expenses that insurance claims don't cover, and to assist with replacement of lost property and temporary housing. Information and applications for PERF assistance can be found on its website, [postalrelief.com](http://postalrelief.com).

**United Way Worldwide** is the leadership and support organization for the network of nearly 1,800 community-based United Ways in 40 countries and territories. The United Way's focus is creating community-based and community-led solutions that strengthen the cornerstones for a good quality of life: education, financial stability and health. For more information, go to [unitedway.org](http://unitedway.org).

## Bargaining for a new National Agreement continues

NALC and the U.S. Postal Service announced on May 20 that the bargaining period would be extended beyond the midyear expiration of the 2011-2016 National Agreement. This development came after 90 days of bargaining over the terms of a new agreement, culminating in a week of intense negotiations. As bargaining continues during this extended period of negotiations, the terms and conditions of the 2011-2016 contract remain in effect. Any change in the status of contract negotiations will be posted at [nalc.org](http://nalc.org) and sent through the NALC Member App for smartphones via push notification.

## Lyerly appointed Reg. 9 RAA



NALC President Fredric Rolando has appointed West Coast Florida Branch 1477 member Don Lyerly as a regional administrative assistant (RAA) for NALC Region 9, which serves letter carriers in Florida, Georgia, North Carolina and South Carolina. Lyerly began representing the NALC as a shop steward in 1996, and since then has served in various positions, including arbitration advocate, Branch 1477 executive vice president, president of Fort Myers, FL Branch 2072 and district chairman for the Florida State Association of Letter Carriers. Most recently, Lyerly served as a primary Dispute Resolution Team member. He graduated from Leadership Academy Class 7 in 2009. His appointment is effective Sept. 26.



NALC

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# Bulletin

## NALC Heroes for 2016 honored in Washington



**NALC's 2016 National Heroes of the Year (from l): Lars Edleblute; David Crestik; Evangeline Johnson; Mark Pizzo; Brad Gentz; Colleen Maiorano and Thomas Dlugolenski of Syracuse, NY Branch 134; Patrick Byrne and Michael Murphy.**

their well-being and they care about their safety."

The Heroes event was held on Sept. 21 in the nation's capital. Attendees included the union's resident national officers, U.S. Postal Service executives and leaders from other postal unions. The annual ceremony highlighted the special acts of courage and compassion performed by seven NALC letter carriers, as well as an entire NALC branch, to improve lives—or save lives—along their route.

A panel of independent judges reviewed more than 100 stories about heroic and humanitarian acts published in *The Postal Record* between July 2015 and June 2016 and selected this year's heroes from among those featured.

"I would submit to you that the heroes gathered here today have exhibited the very essence of what leadership is all about," Rolando said. "They saw an urgent danger or an unmet need—and they stepped up. They evaluated the situation, they devised a plan, and they took action. In so doing, they demonstrated alertness, empathy, bravery and decisiveness. And then, rather than seeking personal credit, they simply moved forward—doing their job with the same quiet professionalism as before."

The NALC president presented each honoree with an award certificate and a special lapel pin that the carrier can wear to highlight the distinction:

- **Mark Pizzo**, a member of Rock Hill, SC Branch 1003, who saved a girl by fighting with a pit bull that had her head in its jaws, was honored as NALC's 2016 National Hero of the Year.
- **Brad Gentz**, a member of Mason City, IA Branch 471, noticed a boy sitting in a wheelchair on his mail route and transformed the young man's life by participating with him in marathons around the country. He is the 2016 Humanitarian of the Year.
- **Lars Edleblute**, a member of York, PA Branch 509, saved a boy who ran from his mother during a heavy downpour and jumped a fence onto a highway. He is the 2016 Eastern Region Hero of the Year.
- **Michael Murphy**, a member of Hazelwood, MO Branch 5847, tackled a cinderblock-wielding man attacking women in two cars. He is the 2016 Central Region Hero of the Year.
- **David Crestik**, a member of San Diego Branch 70, spotted smoke coming from a home and carried an injured resident to safety. He is the 2016 Western Region Hero of the Year.
- **Evangeline Johnson**, a member of Detroit Branch 1, helped a woman and her daughter escape from a house engulfed in flames. She is the 2016 Special Carrier Alert Award honoree.
- **Patrick Byrne**, a member of Lynn, MA Branch 7, helps others break through the stigma of substance abuse by telling the story of losing his own son to an overdose. He was presented with NALC's 2016 Special Education Award.
- Letter carriers from **Syracuse, NY Branch 134** delighted a seriously ill young man by organizing a parade of postal trucks and other community service vehicles to welcome him home after months in the hospital. They received the 2016 Branch Service Award.

You can find links to all of the coverage, as well as hear the heroes themselves telling their stories, on the NALC website at [nalc.org/heroes](http://nalc.org/heroes).

### Bargaining for a new National Agreement continues

NALC and the U.S. Postal Service announced on May 20 that the bargaining period would be extended beyond the midnight expiration of the 2011-2016 National Agreement. This development came after 90 days of bargaining over the terms of a new agreement, culminating in a week of intense negotiations.

"We are making real progress and have been continuing productive conversations since we got back from our 70th biennial convention in Los Angeles," NALC President Fredric Rolando said. "We are committed to remaining at the table as long as we have a realistic chance to reach a deal that is good enough to send to our active members for ratification."

As bargaining continues during this extended period of negotiations, the terms and conditions of the 2011-2016 contract remain in effect. Any change in the status of contract negotiations will be posted at [nalc.org](http://nalc.org) and sent through the NALC Member App for smartphones via push notification.

"The men and women who deliver mail throughout this vast country take their job seriously as they provide Americans with the most affordable and efficient postal services anywhere," NALC President Fredric Rolando said as he welcomed a large audience to the 2016 NALC Heroes of the Year Awards luncheon. "But their commitment to the families and the neighborhood goes way beyond that. Every day, letter carriers help people who need help—and they sometimes save lives in the process, and sometimes at great personal risk.

"They don't do these things because they are supermen or superwomen," Rolando said. "They do them because they are familiar with the communities that they serve and they know when something's not as it should be. Because they are often the first ones on the scene. Because they've watched the families grow and they've watched the children grow up over the years and they care about



**NALC President Fredric Rolando was the Heroes of the Year Awards' master of ceremonies.**

## NALC Member App a huge hit

Since it was introduced at the national convention this past summer, the NALC Member App for iPhone and Android smartphones has become a hit with members. More than 15,000 letter carriers have installed the app on their phones as of mid-October, and hundreds more are putting it on their phones every day.

Reviews on the Apple App Store and Google Play Store have been overwhelmingly positive, with average ratings of 5 stars and 4.9 stars, respectively.

In many ways, the app expands on the notification system of the e-Activist Network by being broader and sending out personalized notifications about everything the union does. Once you've entered your interests, any time a message is sent out about that interest, your phone will alert you that you've received the notification.

When you install the app, it'll ask you for your home ZIP code, so it can give you the correct legislative information. You then sign up for notifications based on your interests.

From the app's News tab, you can see all the latest news items from [nalc.org](http://nalc.org). For those interested in the union's legislative and political agenda, the Government Affairs section has tools for you. The app makes it easy to access Workplace Resources, by clicking on that tab. And there's also a tab for Member Benefits.

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The app is free and available in the Apple App Store for iPhones or Google Play for Android phones. For more about installing and using the app, visit [nalc.org/app](http://nalc.org/app).



### PERF: Helping postal families in need

After killing hundreds in Haiti and elsewhere in the Caribbean, Hurricane Matthew made landfall in South Carolina on Saturday, Oct. 8, dumping torrential rains on the entire Southeast, causing massive flooding and other damage from Florida through North Carolina. More than two dozen Americans have died as a result of the storm—more than half of them in North Carolina, where residents were still reeling from the aftermath as this *Bulletin* was being prepared.

By Oct. 10, volunteers, U.S. marshals and water-rescue crews had used helicopters, boats and massive trucks to save people stranded throughout the North Carolina. In some locations the flooding had topped the roofs of cars. Many postal facilities were either cut off or flooded and NALC and postal officials were still scrambling to make sure all of the postal workers were safe.

Meanwhile, communities in south Louisiana are still recovering from the catastrophic flooding that devastated the area in August, killing 13 people and causing \$8.7 billion in damage, according to the Federal Emergency Management Agency.

By the end of September, the Postal Emergency Relief Fund (PERF) had received claims from more than 180 postal employees in Louisiana, including about 60 coming from NALC members. Claims from postal employees who were in Hurricane Matthew's path are just now starting to get filed.

PERF helps active and retired postal employees, both management and craft, whose homes, as a result of a major natural disaster, were completely destroyed or left uninhabitable—displacing the postal employees and their families for an extended time. The fund is governed by postal employee and management groups and provides small relief grants to help qualifying victims of such circumstances re-establish residence and to help replenish basic necessities in the aftermath of a devastating loss.

Visit [postalrelief.com](http://postalrelief.com) to learn more, and consider giving to PERF during the Combined Federal Campaign.

### Carriers help 'Deliver the Cure' for MDA

NALC President Fredric Rolando joined representatives from the 11 highest fundraising NALC branches (announced in the April issue of *The Postal Record*) in Dallas recently to participate in a Muscle Walk for the Muscular Dystrophy Association, NALC's only official charity.

Team NALC raised more than \$9,000 at this event. Additionally, a few local branches joined and raised an additional \$8,000.

Visit [facebook.com/DeliverTheCure](http://facebook.com/DeliverTheCure) to see a photo album from this and other events, and consider supporting MDA during this year's Combined Federal Campaign.



### National Association of Letter Carriers

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**Fredric V. Rolando, President**

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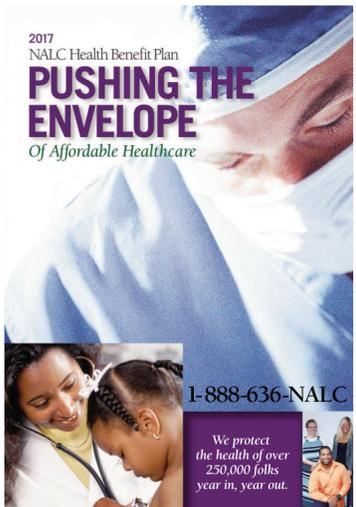
NALC

Number 16-14

Nov. 9, 2016

# Bulletin

## NALC Health Benefit Plan: Best fit for letter carriers and their families



It just keeps getting better by pushing the envelope. That's how the NALC Health Benefit Plan works to keep letter carriers and their families healthy—each year, the Plan seeks to make changes that keep up with the latest medical advances and keep your costs low.

The Plan has been pushing the envelope since it was created, by letter carriers, for letter carriers, in 1950.

Since then, the Plan has never stopped providing the high level of service you expect from a plan that works not for a profit, but for its members. The Health Plan's director, Brian Hellman, is a member of New York City Branch 36 and has been a letter carrier since 1982, and he assures that the Health Benefit Plan keeps your health at the top of its list of priorities.

**Open Season for choosing a health plan through the Federal Employee Health Benefits (FEHB) Program is Nov. 14 through Dec. 12.**

Whether you are starting your career, have a few years of carrying the mail under your belt, or have retired, please take a few minutes to look at the special NALC Health Benefit Plan insert in the November issue of *The Postal Record*.

"Our health care plan never stops looking for better ways to provide the best care at a great price," NALC President Fredric Rolando said. "Medicine is advancing and so are we."

### High Option Plan

The Plan offers a comprehensive High Option health benefit package, a fee-for-service plan with a preferred provider (PPO) network that offers generous benefits with low out-of-pocket costs. In partnership with Cigna, the Plan is able to offer access to nearly 2.5 million doctors and specialists and thousands of medical facilities. Chances are your doctor already is part of the network, but to make sure, call the Plan at 877-220-NALC (6252).

The High Option Plan pays for a wide variety of preventive care treatments and tests for adults and children at 100 percent when you use a PPO provider. You pay only a \$20 co-payment for each primary care or specialist office visit when the services are rendered by a PPO provider. The calendar-year deductible for the High Option Plan is \$300 per person and \$600 per family.

Prescription medication is also covered under the High Option Plan at reasonable rates. For generics bought from a network retail pharmacy, you pay just 20 percent of the cost; when ordering by mail, you pay \$8 for up to a 60-day supply or between \$5 and \$12 for a 90-day supply. You pay just 30 percent for formulary brand drugs at a retail network pharmacy, \$43 for up to a 60-day supply by mail and \$65 for up to a 90-day supply by mail. Non-formulary and specialty drugs have different rates; see the Plan brochure for more information.

If Medicare is your primary payor, the High Option Plan also offers great benefits. Signing up for the NALC Health Benefit Plan in addition to your Medicare Parts A and B coverage is a good way to assure that you won't be surprised by unexpected costs. The Plan pays for most out-of-pocket medical costs that Medicare doesn't—deductibles, co-payments and co-insurance charges—for doctor visits, procedures and hospitalization. It also gives Medicare recipients access to lower out-of-pocket costs for prescription drugs.

With the Health Benefit Plan, you also get access to a wealth of programs to help you maintain or improve your health outside the doctor's office. They include the Health Assessment, an online tool that analyzes your health-related responses and gives you a personalized plan to achieve your specific health goals; the Quit for Life smoking cessation program; the Weight Talk weight-loss coaching program; Your Health First disease management program, with personalized medical care programs for people with chronic illnesses; and the Healthy Rewards discount program for savings of up to 60 percent on vision and hearing care, fitness clubs and other benefits.

### CDHP and Value Option Plan

The Consumer Driven Health Plan (CDHP) and the Value Option Plan are alternatives to the High Option Plan. Carriers who choose the CDHP or the Value Option Plan are provided a personal care account (PCA). A PCA allows the member to control medical costs while enjoying the protection of an affordable health plan that will cover major medical costs if they arise. The Health Benefit Plan adds money to each enrollee's PCA each year to pay for medical costs, including medication, and uses the same PPO network as the High Option Plan.

For instance, if you go to an in-network doctor who charges \$50 for the visit, the doctor will submit your claim to the Plan and \$50 will be deducted from your PCA. You pay nothing. If there is money left over in a PCA at the end of the year, it is carried over to the next year (subject to certain limitations).

On the other hand, if you use all of the funds in a PCA, further medical expenses are covered just as they are under a traditional insurance plan, including a deductible that you pay out of your pocket. The maximum annual amount you pay out of pocket (when you use in-network providers), including deductibles, co-payments, etc., is \$6,600 for Self Only enrollment and \$13,200 for Self and Family. Some costs are excluded from these limits.

The annual amount added to a CDHP PCA is \$1,200 for Self Only enrollment or \$2,400 for Self Plus One or Self and Family enrollment. For the Value Option, the PCA amount is \$100 for Self Only and \$200 for Self Plus One or Self and Family.

Both the CDHP and the Value Option Plan include a wide range of benefits, including 100 percent coverage of preventive care when rendered by a PPO provider. They also use the same PPO network—Cigna HealthCare's Cigna Open Access Plus PPO—as the High Option Plan, and both provide access to in-network pharmacies through the prescription benefit manager CVS/caremark.

These great benefits come at reasonable rates. In 2017, the active letter carrier's share of the High Option premium will be \$65.09 biweekly for Self Only, \$149.76 for Self Plus One and \$139.35 biweekly for Self and Family. For retired carriers, the rates are \$167.70 per month for Self Only, \$381.74 for Self Plus One and \$363.76 per month for Self and Family. Different rates and benefits apply to the Value Option Plan and CDHP and to other types of employees; see the Plan's official brochure for details.

### Compare plans

Comparing the Plan's benefits to other plans is simple. Just go to [opm.gov/healthcare-insurance/healthcare/plan-information](http://opm.gov/healthcare-insurance/healthcare/plan-information).

Active letter carriers have four ways to enroll in the NALC Health Benefit Plan during Open Season:

- **liteblue.usps.gov.** You must have your employee ID number (it's the eight-digit number printed on your earnings statement just above the words "employee ID"). You will also need your USPS PIN (it's the same one you use to access PostalEASE).
  - **The Blue Page** (Intranet) at work.
  - **Employee Self-Service Kiosks** located at some USPS facilities.
  - **PostalEASE** by telephone. Call 877-4PS-EASE (877-477-3273) and enter Option 1.
  - Annuitants and retirees can enroll by calling **Employee Express** at 800-332-9798, by going to OPM's Open Season website at [retireefehb.opm.gov](http://retireefehb.opm.gov) if you are a retiree, or by submitting a Standard 2809 to your retirement office.
- If you submit your change by mail, the address is: OPM, Open Season Processing Center, P.O. Box 5000, Lawrence, KS 66046-0500.

The information in this article is just a summary of some of the features of the NALC Health Benefit Plan. Detailed information on the NALC Health Benefit Plan can be found in the official 2017 brochure (RI 71-009) at [nalchbp.org](http://nalchbp.org). All benefits are subject to the definitions, limitations and exclusions set forth in the official brochure.

"This Open Season is your chance to check out the many benefits of the NALC Health Benefit Plan," President Rolando said. "I think you'll agree that it's the best plan for you and your family."

## Terms and conditions of 2011-2016 contract remain in effect

NALC and the U.S. Postal Service remain at the bargaining table, continuing productive discussions on the terms of a new collective-bargaining agreement.

"We are committed to remaining at the table as long as we have a realistic chance to reach a deal that is good enough to send to our active members for ratification," NALC President Fredric Rolando said.

As bargaining continues during this extended period of negotiations, the terms and conditions of the 2011-2016 contract remain in effect. Any change in the status of contract negotiations will be posted at [nalc.org](http://nalc.org) and sent through the NALC Member App for smartphones via push notification.

### 25th anniversary: Saturday, May 13

## Early Food Drive registration underway

Early registration for the 2017 Letter Carriers' "Stamp Out Hunger" Food Drive has begun for branch presidents who can access the registration form posted to the Members Only portal at [nalc.org](http://nalc.org).

The 25th annual food drive will be held on its traditional second Saturday in May—Saturday, May 13, 2017.

Those who register now will secure their orders for Food Drive-reminder postcards.

If you haven't yet created your Members Only portal account, go to [nalc.org](http://nalc.org) and click on the box in the upper right-hand corner of the screen labeled "Members Only," then enter the simple information required to create your account access.

**If you have any trouble creating your account, contact the NALC Membership Department at 202-662-2836.**

Once you're in the portal, select the "Branch Presidents" button and then select the "2017 Letter Carrier Food Drive" button.

Complete all of the information fields, including how many residential deliveries are in your branch's delivery area.

Note that this becomes your order for postcards.)

Also, be sure to confirm whether you have a sponsor for bags and, if so, identify the sponsor(s).

When you are finished, select "Complete registration."

You must complete all fields for your registration to be confirmed. You will receive a confirmation notification once you are confirmed.



## Two 2017 Branch Officers Training sessions set

Two sessions of NALC's Branch Officers Training have been scheduled for 2017.

Branch Officers Training sessions consist of three and a half days of educational seminars tailored to assist branch presidents, vice presidents, treasurers, recording secretaries, financial secretaries and trustees in the performance of their duties.

The training covers the basics for financial officers: taxes; accounting systems and maintenance of proper controls; reporting to the Department of Labor; fiduciary duties under the Landrum-Griffin Act; bonding of branch officers and IRS reporting requirements.

Additional training topics include the *NALC Constitution* and branch bylaws; branch operations and identifying branch policies; running a branch meeting; maintaining accurate and complete meeting minutes; member notification requirements; record keeping; branch elections and branch dues and how to read a dues roster.

A complete overview of what the training includes is included in Secretary-Treasurer Nicole Rhine's November *Postal Record* article.

One session of Branch Officers Training will take place Jan. 10-13 in Phoenix. The registration deadline for the January training is Dec. 2. Room rate (single/double) is \$179 plus tax.

The other session will take place March 6-9 in St. Louis. Registration deadline for the March training is Jan. 30. Room rate (single/double) is \$119 plus tax.

Use the registration form below to register. **Note: Please do not make airline reservations until you receive an acceptance letter.**

## Branch Officers Training registration form

**Please register me for one of the following NALC Branch Officers Training seminars:**

**Jan. 10-13, 2017, in Phoenix, AZ**

Registration deadline is Dec. 2. Room rate [single/double] is \$179 plus tax.\*

**March 6-9, 2017, in St. Louis, MO**

Registration deadline is Jan. 30. Room rate [single/double] is \$119 plus tax.\*

**If your chosen seminar is already full, check here if you'd like to be registered for the other one.**

**PLEASE PRINT LEGIBLY**

Name \_\_\_\_\_ (one registrant per form, please)

Branch or state position \_\_\_\_\_

Branch # \_\_\_\_\_ Branch city \_\_\_\_\_ State \_\_\_\_\_

Home address: \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Phone number (required) \_\_\_\_\_

**Send to:**

**Secretary-Treasurer Nicole Rhine  
National Association of Letter Carriers  
100 Indiana Avenue NW  
Washington, DC 20001-2144  
FAX: 202-737-1540**

**\* Please do not make airline reservations until you receive an acceptance letter.**

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## Rolando announces NALC HQ, regional leadership shifts

**Brian Renfro**

On Dec. 2, NALC President Fredric Rolando appointed Director of City Delivery Brian Renfro as executive vice president. Renfro fills the vacancy created when Timothy O'Malley retired earlier this year.

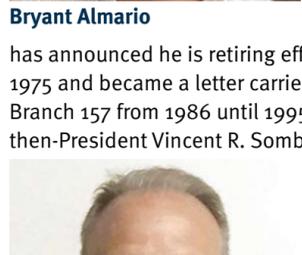
Renfro is a second-generation letter carrier who began his career in 2004 in Hattiesburg, MS Branch 938. He served as shop steward, vice president and president of the branch as well as president of the Mississippi State Association. Rolando appointed him to work at NALC Headquarters in 2011 in the Contract Administration Unit and he later served as Rolando's special assistant. In 2014, he was appointed director of city delivery and was elected to the post by acclamation during the national convention in Philadelphia.

Renfro's appointment as executive vice president was effective Dec. 5.

To fill the vacancy created by Renfro's appointment, President Rolando has named Region 1 National Business Agent Christopher Jackson as director of city delivery, effective Jan. 2. A member of Garden Grove, CA Branch 1100, Jackson became a letter carrier in 1982. From 2001 to 2005, he served Branch 1100 as vice president until he was appointed a regional administrative assistant for Region 1.

He was elected as NBA for Region 1 by acclamation at the national convention in Anaheim in 2010 and was re-elected in 2014.

Region 1 RAA Bryant Almario has been appointed by President Rolando to be that region's NBA to fill the vacancy created by Jackson's appointment as NALC director of city delivery. Almario became a letter carrier in 1987 and joined NALC as a member of Santa Cruz, CA Branch 269, which later merged with Santa Clara Branch 1427. He served the branch as steward and vice president, and then held the office of branch president from 1990 through 2003 when he was appointed as a Region 1 RAA by then-President William H. Young. Almario's appointment also is effective Jan. 2.

**Bryant Almario**

In other news, Region 12 NBA William Lucini

has announced he is retiring effective Dec. 21. Lucini joined the Postal Service in 1975 and became a letter carrier in 1980. He served as an officer of Philadelphia Branch 157 from 1986 until 1995 when he was appointed as a Region 12 RAA by then-President Vincent R. Sombrotto. He was appointed NBA in early 2006 by then-President Young and was elected by acclamation to that position that summer at the 2006 national convention in Las Vegas. Lucini was re-elected by ballot in 2010 and again in 2014 by acclamation at the Philadelphia convention.

President Rolando has appointed Region 12 RAA Dave Napadano as that region's NBA to fill the vacancy created by Lucini's retirement. Napadano became a letter carrier and a steward for New Castle, PA Branch 22 in 1978. He served as the branch's president for 22 years until 2006, when he was appointed as RAA by then-President Young. Napadano's appointment as Region 12 NBA is effective Jan. 2.

**Dave Napadano****Christopher Jackson****William Lucini**

## 2016 Penalty Overtime Exclusion period

As referenced in Article 8, Sections 4 and 5 of the National Agreement between NALC and USPS, the December period during which penalty overtime regulations are not applicable consists of four consecutive service weeks. This year, the December Penalty Overtime Exclusion period begins Pay Period 25-16, Week 2 (Dec. 3) and ends Pay Period 01-17, Week 1 (Dec. 30).

## Collective-bargaining update

In the December issue of *The Postal Record*, NALC President Fredric Rolando provided an update on the collective-bargaining process between the union and the U.S. Postal Service.

"We are continuing to engage the Postal Service in negotiations for a new contract," he wrote in his President's Message. "We continue to have productive discussions in many areas of our National Agreement, including increased CCA pay and benefits, step advancements for former transitional employees, and the issue of financially rewarding all letter carriers for their contributions to the operational success of the Postal Service.

"We are continuing these discussions because the path to a new agreement remains open. As long as that path remains open and we continue to make progress, we will continue to pursue it. However, we are fully prepared to pursue our goals through interest arbitration if progress toward a good contract stalls or if the path to an acceptable agreement closes."

NALC and the USPS announced on May 20 that the bargaining period would be extended beyond the midnight expiration of the 2011-2016 National Agreement. As bargaining continues during this extended period of negotiations, the terms and conditions of that contract remain in effect. Any change in the status of contract negotiations will be posted at [nalc.org](http://nalc.org) and sent via push notification through the NALC Member App for smartphones.

## Scholarships deadline approaches

In honor of NALC's president from 1941 to 1962, the William C. Doherty Scholarship Fund will again award five \$4,000 scholarships to children of members in good standing.

The John T. Donelon Scholarship Fund will award one scholarship in honor of Donelon, longtime NALC assistant to three national presidents between 1941 and 1976.

Applicants must be high school seniors and must meet all of the following eligibility criteria to be considered:

- Applicant must be the son, daughter or legally adopted child of a letter carrier NALC member in good standing—active, retired or deceased. Stepchildren and grandchildren are eligible if they live with the letter carrier in a regular parent-child relationship.
- Applicant's parent must be a member in good standing of NALC for at least one year prior to making application.
- Applicant must be a high school senior when making application and must submit the application form signed by the NALC member and an officer of the member's NALC branch. The form must be returned to NALC Headquarters by Dec. 31.

The form, containing more information, was published in recent editions of *The Postal Record*, and it is also available for download at [nalc.org](http://nalc.org).

## 'Advanced Formal A & Beyond'

NALC's "Advanced Formal A and Beyond" training is for union activists who have some experience at Formal Step A. The focus of this program is to teach participants to look at every Formal Step A case file from an arbitration advocate's point of view. This training also sharpens the skills needed for enforcing the National Agreement at Formal Step A and provides an experience of what it's like to serve as a Step B representative.

There is a lot of emphasis placed on handling situations where management fails to follow the grievance procedure as required by the National Agreement.

Three sessions will be held in 2017: April 2-7, Sept. 17-22 and Oct. 22-27.

To be accepted to attend this training, applicants must have some current experience presenting grievances at the Formal Step A level of the grievance procedure and be able to bring a Windows-based laptop computer (not Apple products) to the training. (Attendees will be using computers a lot during this week of training, and some of the applications are not compatible with Apple products, hence the restriction on Apple computers for this training program.)

Each Advanced Formal A and Beyond training session begins on Sunday afternoon and ends on Friday at noon. This training is conducted at the Maritime Institute just outside of Baltimore. This is a union facility that is located just minutes from the Baltimore-Washington International (BWI) Airport. A free shuttle to and from the airport is available.

Visit the Contract Administration page at [nalc.org](http://nalc.org) to learn more and to download the application form. Look for further details in NALC Vice President Lew Drass' column in the January *Postal Record*.

## Register now for 2017 Food Drive

Early registration for the 2017 Letter Carriers' "Stamp Out Hunger" Food Drive has begun. Branch presidents can access the registration form posted to the Members Only portal at [nalc.org](http://nalc.org).

The 25th annual food drive will be held on its traditional second Saturday in May—Saturday, May 13, 2017. Those who register now will secure their orders for Food Drive reminder postcards.

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## 2017 Branch Officers Training—update

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