



NALC

Number 18-01

Jan. 24, 2018

# Bulletin

## NALC presses for sensible pricing as PRC weighs rate changes

In December, the Postal Regulatory Commission (PRC) finished its review of the system used to set postage rates for letter mail and other “market dominant” products delivered by the Postal Service. It found that the system was not working as intended under the 2006 Postal Accountability and Enhancement Act (PAEA).

“We’re pleased that the PRC came to this conclusion,” NALC President Fredric Rolando said, noting that the agency’s judgment agreed with that of NALC, the other postal unions and the Postal Service itself.

“But unfortunately, the replacement system that the PRC has proposed falls far short of what the Postal Service needs,” Rolando added.

As noted in the January *Postal Record* (available for review at [nalc.org](http://nalc.org)), the PRC’s report came at the end of its year-long review of the current rate-setting system, during which dozens of USPS stakeholders and customers—including NALC—submitted testimony for the agency’s consideration.

The PRC examined USPS’s financial situation and found that, while the agency had achieved short-term stability under the current rate-setting system—as evidenced by operating profits from FY2014 through FY2016—the system has failed to ensure medium- or long-term stability.

As President Rolando stated in his President’s Message in the January issue of *The Postal Record*, there were a number of flaws in the PRC’s approach to improving the current rate-setting system.

On the bright side, there still is time for the PRC to improve its proposal before it comes out with a final ruling. The PRC currently is sponsoring a 120-day comment period on its proposed rate-setting system. NALC will participate in this process and make our views known.

“Assuming we can get the basic rate structure right and make allowances for future congressional mandates, a more suitable price index, such as the CPI for Delivery Services, might be workable,” Rolando said. “A sensible rate-setting system is within our grasp—so long as the PRC takes advantage of its second chance to get things right.”

For more on the PRC’s decision and NALC’s analysis, see the February issue of *The Postal Record*.



## “Stamp Out Hunger”® Food Drive Task No. 1: Register

Scores of NALC branches around the country are now registering for the 26th annual Letter Carriers’ “Stamp Out Hunger”® Food Drive.

The Food Drive—the country’s largest one-day food-collection event—takes place on the second Saturday of May. This year, that’s Saturday, May 12.

“Registering for the drive is easy,” NALC President Fredric Rolando said, “and it’s always a good idea to get that part out of the way quickly so you can focus more attention on recruiting volunteers and generating enthusiasm in your branch.”

Register via the NALC website’s “Members Only” portal. Find the link to the “Members Only” portal at [nalc.org](http://nalc.org) in the upper right-hand corner of the page. Once you’ve logged in, click on the “Stamp Out Hunger” icon to register. Branches also can use the portal to order promotional materials. If you are a newly elected president, make sure that your branch has notified Headquarters. Only branch presidents of record will have access to the food drive registration forms.

Remember, the deadline to register is March 1.

In February, Rolando will mail letters to branches that have not yet registered, encouraging them to get involved with this year’s drive. A registration form will be included with the letter, for the convenience of those who aren’t yet comfortable with signing up electronically.

Stay on top of the latest food drive news at [nalc.org/food](http://nalc.org/food), and follow the Food Drive on Facebook at [facebook.com/StampOutHunger](https://www.facebook.com/StampOutHunger) and on Twitter at [@StampOutHunger](https://twitter.com/StampOutHunger).



# NALC

71ST BIENNIAL CONVENTION



## 2018 Detroit convention hotel information

NALC has made special arrangements with 18 hotels to accommodate letter carriers attending the 2018 convention in Detroit July 16-20. Information on these hotels in Detroit and Dearborn (13 miles away) is in the February issue of *The Postal Record* and online at [nalc.org/convention](http://nalc.org/convention). There you can find information about parking availability and prices, and amenities such as wi-fi and gyms, listed by the size of the NALC hotel room block. Additionally, a map shows the location of those hotels and illustrates their proximity to stations on the QLine, Detroit’s recently opened streetcar system. Please do not contact the hotels. All room reservations will be made through NALC’s official housing company.

## USPS tops Gallup poll of favorite agencies

A December survey found that the U.S. Postal Service remains the most favorite federal agency with a 74 percent positive rating, besting the Centers for Disease Control and Prevention and the Secret Service, which came in second and third, respectively.

USPS’s ratings grew 2 percent from levels in 2014, the last time the survey was conducted.

Gallup found a 12-point difference in the favorable ratings of Republicans and Democrats on the Postal Service: 66 percent of Republicans hold a favorable image of the Postal Service compared with 78 percent of Democrats.

Ratings of Government Agencies			
	How would you rate the job being done by ... ?		
	Excellent/Good	Only fair	Poor
	%	%	%
The U.S. Postal Service	74	19	5
The Centers for Disease Control and Prevention, or the CDC	66	21	6
The Secret Service	63	21	5
The Department of Homeland Security	59	26	10
The Federal Bureau of Investigation, or the FBI	58	22	15
The Central Intelligence Agency, or the CIA	57	25	9
NASA -- the U.S. space agency	56	22	5
The Federal Emergency Management Agency, or FEMA	55	25	13
The Federal Reserve Board	49	28	8
The Food and Drug Administration, or FDA	46	32	18
The Environmental Protection Agency, or EPA	46	26	21
The Internal Revenue Service, or the IRS	45	32	19
The Veterans Administration, or VA	38	34	24

GALLUP, DEC. 18-19, 2017

### OSHA:

## USPS must post injury/illness summary beginning Feb. 1

The Occupational Safety and Health Administration reminds employers of their obligation to post a copy of OSHA’s Form 300A, which summarizes job-related injuries and illnesses logged during 2017. Each year, between Feb. 1 and April 30, the summary must be displayed in a common area where notices to employees are usually posted. Businesses with 10 or fewer employees and those in certain low-hazard industries are exempt from OSHA recordkeeping and posting requirements. Visit OSHA’s Recordkeeping Rule webpage ([www.osha.gov/recordkeeping2014/records.html](http://www.osha.gov/recordkeeping2014/records.html)) for more information on recordkeeping requirements.

Safety activists should review the USPS posting to make sure that the local safety committee is provided with a copy of the corresponding Form 1769 to evaluate the cause of each injury and to assist with development of methods to prevent a similar injury. This is one of the responsibilities assigned to the local safety committee in accordance with the *Handbook EL-809*.



## Lassan appointed as Region 8 national business agent

NALC President Fredric Rolando has appointed Steve Lassan as national business agent (NBA) for Region 8 (Alabama, Louisiana, Mississippi and Tennessee). Lassan replaces retired Region 8 NBA Pete Moss, a member of Gulf Coast Merged Branch 1374, who had served as NBA since being elected to the position in 2010.



Pete Moss

“Our thanks go to Pete Moss for his many years of dedicated service to NALC members, and we wish him a happy retirement,” Rolando said.

Lassan, a member of Nashville Branch 4, joined the Postal Service as a city carrier in Nashville in 1985, and soon became a shop steward. He served as dispute resolution team (DRT) representative for the Tennessee District and then as an arbitration advocate for Region 8.

Branch 4 elected Lassan as branch secretary in 2004. That year, then-NALC President William H. Young appointed Lassan to serve as regional administrative assistant (RAA) for Region 8.



Steve Lassan

## Mutual Benefit Association interest rates hold steady



The United States Letter Carriers Mutual Benefit Association (MBA) has announced that the interest rates paid on MBA policies will remain the same for 2018. The MBA is currently paying 3.25 percent interest on the Retirement Savings Plans (except for those policies which guarantee a higher minimum rate). Reminder: April 16, 2018, is the last day to make a contribution to a traditional IRA or Roth IRA for the 2017 tax year.

### National Association of Letter Carriers

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# Bulletin

## Spring agenda complicated by White House budget proposals

On Feb. 12, the Trump administration released its explosive fiscal year 2019 budget, calling on Congress to add at least \$7.1 trillion to the federal debt over the next decade, even while it calls for the same job-killing delivery service cuts to the U.S. Postal Service that last year's budget proposal did. Additionally, it calls for massive federal spending reductions over 10 years, including major cuts to federal and postal employee benefit programs, and a federal pay freeze starting in 2019.

Though Congress is still working out the appropriation bills for the current 2018 fiscal year (for more on those, see the March issue of *The Postal Record*), the process for next year's budget begins with the annual submission of the president's budget. The administration's budget blueprint is not binding, but it does signal to Congress which policies the president advocates for.

While calling for massive cuts to Medicare (\$554 billion) and Medicaid (\$250 billion) over 10 years, the administration's new budget also calls for gutting the Affordable Care Act and aims direct attacks at federal and postal employees and their agencies.

"The chickens are coming home to roost from last year's tax cuts, which increased the federal budget deficit to more than \$1 trillion this year," NALC President Fredric Rolando said. "The administration is once again targeting the Postal Service for service reductions and calling for pension and health insurance cuts for postal and federal

employees—all to pay for last year's corporate tax giveaways. These proposals are outrageous and we will resist them with all our might."

A summary of the budget's attacks on federal retirement, Federal Employees Health Benefit Program health insurance, the Postal Service and the Labor Department is available on [nalc.org](http://nalc.org). It shows that the proposed budget would cost letter carriers and their families thousands of dollars annually—more than wiping out any tax savings provided to us by the temporary middle-class tax cuts enacted in 2017.

"In the weeks ahead, we will work with allies in both parties to fight these proposals," Rolando said.

Some of the proposals may find champions in Congress, as over the course of the 115th Congress, Speaker of the House Paul Ryan (R-WI) and others have stated their intentions to cut Medicare, Medicaid and Social Security entitlements as one way to reduce the deficit. Additionally, Ryan and others in Congress have cut federal employees' pay and benefits in the past and could do so again. Letter carriers' pay and benefits, along with Postal Service days of delivery and service standards, also could be on the table for future negotiations.

## RAA, community service appointments

President Rolando has appointed Chris Strickland as regional administrative assistant (RAA) for Region 8 (Alabama, Louisiana, Mississippi and Tennessee). Strickland filled the vacancy created by the appointment of Steve Lissan as Region 8 national business agent.

A member of Tuscaloosa, AL Branch 1096, Strickland began his postal career as a letter carrier in Tuscaloosa in 2001. He became a steward in 2005, branch vice president in 2006 and branch president in 2007, a position he held until his appointment as RAA. Strickland also served as a member of the dispute resolution team, an arbitration advocate, an executive delegate-at-large for the Alabama State Association and his branch's MDA coordinator. For the last three years, Strickland worked as an instructor for Region 8, teaching topics including Article 8, technology, grievance procedure, discipline and LMOU negotiations.

Strickland graduated from Leadership Academy Class 20 in 2015. Prior to joining USPS, he served in the Alabama Army National Guard for six years.



Chris Strickland

President Rolando also appointed Christina Davidson as assistant to the president for community services.

Davidson, a member of Durham, NC Branch 382, began carrying mail in 1999 as a casual, becoming a full-time carrier in 2001. She was elected secretary of her branch in 2003 and branch vice president in 2006. She has also served as a Step B representative and dispute resolution team facilitator. For the last 10 years, Davidson worked as MDA coordinator for Branch 382 and as a volunteer for her branch's food drive efforts.

Before joining the Postal Service, Davidson was a paratrooper in the Army and Army reserves from 1996 to 2006. She graduated from Leadership Academy Class 10 in 2010. Davidson filled a vacancy left by Pam Donato, who recently retired from the Postal Service and decided to leave NALC to enjoy her retirement.

"Pam set a high bar guiding the union's national community outreach," Rolando said. "We thank her for her service and wish her all the best."



Christina Davidson

## Deadlines set for convention

Delegate eligibility lists for the 71st biennial national convention in Detroit 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 May 17 in order for branch representatives to be registered as delegates to the convention. The convention is set for July 16-20.

All proposed amendments to the *NALC Constitution* to be submitted for consideration at the convention must be received by Rhine's office by May 17. That date is 60 days in advance of the convention, as prescribed by the *Constitution*. Proposed amendments will appear in this June's *Postal Record* for the membership to review.

Resolutions to be considered by delegates also must be received by the May 17 deadline in order to be printed in the *Resolutions and Amendments* book provided to delegates. Resolutions received after May 17 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 to secure guidelines and forms. The completed forms must be returned to Headquarters by April 2.

Go to [nalc.org](http://nalc.org) for more convention news.



Members of the NALC Executive Council met at NALC Headquarters in January to discuss important issues facing letter carriers. Some of the items the Council addressed included the Joint Workplace Intervention Process, Article 12 withholding, conversions of city carrier assistants, OWCP, organizing, and the grievance/arbitration process. The council also discussed key legislative items, including the status of postal reform and budget talks.



## Food Drive art unveiled

Thanks to a close relationship between cartoonist Bil Keane and his letter carrier, Keane's popular "Family Circus" comic strip had been associated with local letter carrier food drives even before the Letter Carriers' "Stamp Out Hunger" Food Drive went national in 1992.

Following Bil's death in 2011, his son Jeff has followed in his father's footsteps, creating and donating special artwork to help spread the word about the annual event. This year's drawing (below left) will no doubt find its way onto any number of promotional items such as posters, T-shirts and yard signs, not to mention paper and plastic Food Drive bags.

The cartoon and more promotional artwork also are available on the food drive tool kit for branches' promotional efforts.

The deadline is nearing for branches to register for this year's annual food drive, which will be held on Saturday, May 12. With the 2018 drive only about two months away, time is rapidly running out.

Branch presidents can register quickly and efficiently by using the "Members Only" portal at [nalc.org](http://nalc.org). Once they've logged into the portal, they can simply select the "Food Drive" button. Enter information into all of the fields, then select "Complete registration." A notification will be provided to confirm registration.

Branch registration locks in a branch's order for food drive reminder postcards, so it's important for branches to register as soon as possible to ensure proper allocation of postcards.



SAT, MAY 12, 2018

## NALC president walking for MDA

On May 19, NALC President Fredric Rolando will take a few steps to help "Deliver the Cure" for muscular dystrophy by participating in a Muscular Dystrophy Association (MDA) Muscle Walk fundraiser in Alexandria, VA.

"Every day, kids and adults are diagnosed with muscular dystrophy and related diseases that take away from the most basic freedoms—the freedom to walk, talk, hug and even breathe," Rolando said. "By taking part in this Muscle Walk to help raise money and awareness for NALC's only official charity, I hope to help those striving to get some of those freedoms back."

Rolando is walking in the MDA Muscle Walk of Greater Washington, one of more than 150 such events held across the country each year. Rolando will join participants of all ages and abilities on a wheelchair- and equipment-friendly course.

If you are in the Alexandria, VA, area, please sign up for Muscle Walk to participate as part of Rolando's team. If you are unable to join him in Alexandria, you can support his effort with a donation.

To visit Rolando's official Muscle Walk page, go to [www2.mda.org/goto/TeamRolando](http://www2.mda.org/goto/TeamRolando). If you would like for your branch to receive the credit for your donation, be sure to type in your branch number in the "Recognition Name Box" at the end of the billing information.

If you prefer to donate by mail, send a check or money order, payable to MDA, along with your name, branch number, amount sent and an indication that it is for the MDA Muscle Walk—or go to [nalc.org](http://nalc.org) for a printable form. Mail your donation to Rolando MDA Muscle Walk, National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001.

To find a Muscle Walk near you, go to [mda.org/get-involved/participate-in-an-event](http://mda.org/get-involved/participate-in-an-event).

## Fourth COLA set at \$520

The fourth contract COLA was finalized on Feb. 14 at \$520 annually with the release of the January 2018 CPI-W. The fifth COLA will be finalized with the release of the July 2018 CPI-W in August 2018. The paychart with the COLA is below.

## Letter Carrier Pay Schedule

### City Carrier Wage Schedule: Effective March 3, 2018

The following salary and rate schedule is for all NALC-represented employees.

#### Career city letter carrier increases

Date	Type of Increase	Amount
July 2016	COLA	\$21
Nov. 26, 2016	General wage increase	1.2%
Jan. 2017	COLA	\$333
July 2017	COLA	\$270
Nov. 25, 2017	General wage increase	1.3%
Jan. 2018	COLA	\$520
July 2018	COLA	TBD
Nov. 24, 2018	Upgrade/Pay Schedule Consolidation*	2.1%
Jan. 2019	COLA	TBD
July 2019	COLA	TBD

#### City carrier assistant increases

Date	Type of Increase	Amount
Nov. 26, 2016	General wage increase	2.2%
Nov. 25, 2017	General wage increase	2.3%
Nov. 24, 2018	Upgrade/Pay Schedule Consolidation**	3.1%

\*\* All Grade 1 and Grade 2 CCAs will receive an average increase of 3.1%.

\* All career Grade 1 and Grade 2 letter carriers will receive an average increase of 2.1%.

Note that the full COLAs will be added to the salaries of all steps in Table 1 and Step O of Table 2, with proportionate application of the COLA to Steps A-N of Table 2.

#### Table 1: City Carrier Schedule

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013. RSC Q (NALC)

CC Grade	Basic Annual Salaries																MOST PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		
1	49,540	53,521	55,067	58,026	58,435	58,845	59,245	59,652	60,061	60,463	60,872	61,278	61,686	62,096	62,499	409	
2	51,575	55,810	55,908	58,939	59,379	59,821	60,256	60,692	61,136	61,563	62,007	62,449	62,883	63,331	63,768	444	
Part-Time Flexible Employees - Hourly Basic Rates																	
1	24.77	26.76	27.53	29.01	29.22	29.42	29.62	29.83	30.03	30.23	30.44	30.64	30.84	31.05	31.25		
2	25.79	27.91	27.95	29.47	29.69	29.91	30.13	30.35	30.57	30.78	31.00	31.22	31.44	31.67	31.88		
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
1	23.82	25.73	26.47	27.90	28.09	28.29	28.48	28.68	28.88	29.07	29.27	29.46	29.66	29.85	30.05		
2	24.80	26.83	26.88	28.34	28.55	28.76	28.97	29.18	29.39	29.60	29.81	30.02	30.23	30.45	30.66		
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.		
Grades 1 - 2	96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4		

#### Table 2: City Carrier Schedule

This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013. RSC Q7 (NALC)

CC Grade	Basic Annual Salaries																MOST PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		
1	38,439	40,155	41,874	43,593	45,313	47,031	48,750	50,467	52,188	53,905	55,624	57,343	59,062	60,782	62,499	1,719	
2	39,218	40,970	42,725	44,478	46,232	47,985	49,740	51,493	53,247	55,001	56,755	58,507	60,261	62,014	63,768	1,754	
Part-Time Flexible Employees - Hourly Basic Rates																	
1	19.22	20.08	20.94	21.80	22.66	23.52	24.38	25.23	26.09	26.95	27.81	28.67	29.53	30.39	31.25		
2	19.61	20.49	21.36	22.24	23.12	23.99	24.87	25.75	26.62	27.50	28.38	29.25	30.13	31.01	31.88		
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
1	18.48	19.31	20.13	20.96	21.79	22.61	23.44	24.26	25.09	25.92	26.74	27.57	28.40	29.22	30.05		
2	18.85	19.70	20.54	21.38	22.23	23.07	23.91	24.76	25.60	26.44	27.29	28.13	28.97	29.81	30.66		
Percent Step O																	
1	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%		
2	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%		
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.		
Grades 1 - 2	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4		

#### Table 3: City Carrier Assistant Schedule

This schedule applies to CCA Hires with no previous TE service. RSC Q4 (NALC)

Grade	Hourly Rates			RSC Q4 (NALC)
	CC	BB	AA	
1	16.78	17.28	17.78	18.18
2	17.13	17.63	18.13	18.54
Steps (From-To)	CC-BB	BB-AA		
Grade 1 - 2	12	40		

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NALC

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March 20, 2018

# Bulletin

## Supreme Court hears arguments in union fees case

The Supreme Court heard oral arguments in late February in *Janus v. American Federation of State, County, and Municipal Employees (AFSCME), Council 31*, a case that could threaten the future of state and local public-sector unions.

The issue centers on the fees that many public-sector unions collect from non-members to cover the cost of collective-bargaining activities. To fund their operations, these unions rely largely on dues and other contributions from their members. But they also can collect smaller fees from non-members who benefit from the results of the unions' collective bargaining, including higher wages and better working conditions.

Twenty-three states allow their public-sector unions to collect these fees. The Supreme Court upheld the system in the 1977 case *Abood v. Detroit Board of Education*. Under *Abood*, unions can collect the fees without violating the Constitution as long as they use the revenue only to cover costs directly related to their collective-bargaining work. At the same time, the Court said, the money can't be used to pay for a union's political activities.

At NALC, political activities are paid through voluntary contributions to the Letter Carrier Political Fund. The plaintiff in this case, Mark Janus, is an Illinois state employee. He argues that the non-member fees are coerced speech that violate his First Amendment rights, and is seeking to overturn a decades-old precedent. He contends that collective bargaining with government entities is a public-policy issue because it has to do with taxes and how the government chooses to spend its money.

Many unions maintain that these fees are necessary to help fund the collective-bargaining work they still would be required to do on behalf of non-members, and further that such employees would be "free-riders." Unions work because we all pay our fair share and we all benefit from what we negotiate together. Fair share fees provide public service workers with the power in numbers they need to negotiate better wages, benefits and protections that improve work conditions and set standards for everyone," AFSCME said in a statement.

Several powerful anti-union entities are backing Janus in his case, including the National Right to Work Foundation, which seeks to chip away at labor's collective-bargaining rights and at unions in general.

Oral arguments in the case previously were made in 2016, but after the death of Justice Antonin Scalia, the court deadlocked 4-4. With President Trump's chosen replacement for Scalia, Justice Neil Gorsuch, now on the bench, the arguments were brought forward again in a new case. The debates within the courtroom provided no signs of evolving positions among the original eight justices, while Justice Gorsuch remained silent, giving no indication of his position.

It was expected that Justice Scalia would have ruled against union fees and many observers anticipate the same from Justice Gorsuch. Such a ruling would be a serious blow to unions that represent teachers and other public-sector employees at state and local levels.

The case is not expected to have a direct impact on NALC dues, as the union does not collect fees from non-members, even though it is required to represent non-members in collective bargaining.

A decision is not expected until the end of June. For more on the case's implications, see NALC President Fredric Rolando's message in the April *Postal Record*.



Union members rallied in Washington, DC, to stress the importance of union fees to allowing them to perform their collective-bargaining responsibilities.

## April a reminder to focus on workers' physical and emotional safety

With April being the Employee Assistance Program (EAP) Awareness Month and April 28 being Workers Memorial Day, this is a good time to account for the physical and emotional safety of yourself, your co-workers and your family.

### Dignity and Respect

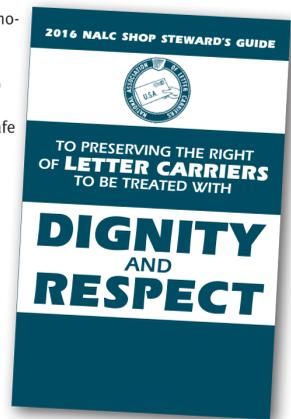
On April 28, NALC and the other unions of the AFL-CIO observe Workers Memorial Day to remember those who have died on the job and to renew the fight for safe jobs that respect workers' rights.

One way to work for good, safe letter carrier jobs is by upholding our right to be treated with dignity and respect. NALC has worked with the Postal Service to highlight management's obligation as well as both parties' intent to ensure a safe working environment free of threats, intimidation, harassment and violence.

NALC developed the *NALC Shop Steward's Guide to Preserving the Right of Letter Carriers to be Treated with Dignity and Respect*. The booklet, available on the NALC "Members Only" portal at [nalc.org](http://nalc.org), brings together the various tools, documents and guidance related to dignity, respect and violence prevention, providing a resource to assist branch representatives.

The guide takes a shop steward through the five key elements necessary for successful grievance handling. The booklet also addresses how to document important events on the workroom floor that may later be used to support grievances. The booklet contains a copy of the Joint Statement on Violence in the Workplace (M-01242), with guidance on which sections should be cited for different types of violations.

"Unfortunately, there still are instances of mistreatment of letter carriers," Rolando said. "It was the parties' intent that all postal employees would be able to work in a safe environment where they would receive the respect they deserved. We created this booklet to give NALC representatives guidance on using the tools available to stop the mistreatment of our members."



### Joint Workplace Improvement Process (JWIP)

The 2016 National Agreement contains a memorandum of understanding establishing the Joint Workplace Improvement Process (JWIP). JWIP was negotiated to give us a defined joint process to address factors that contribute to poor working environments for letter carriers.

JWIP does not replace or change the existing related contractual tools such as the *NALC Shop Steward's Guide to Preserving the Right of Letter Carriers to be Treated with Dignity and Respect*. JWIP is intended to be an additional avenue for addressing these issues. Specifically, the agreement calls for the parties to jointly address the treatment of employees.

All of the national business agents have reached out to the branches in their respective regions to gather information on offices that could be addressed in this process. The information has been compiled at Headquarters and the parties are working to begin the process in several locations.

### Employee Assistance Program

EAP is a free, voluntary and confidential program that offers assessment, counseling, consultation, life coaching and training to any postal employee, as well as to family members living in the employee's household, to help with life's challenges.

"Many carriers never need EAP, but for those who do, it can be a lifesaver," President Rolando said.

Reasons a postal employee might turn to EAP include difficulty dealing with such matters as family, children, marriage, parenting, divorce, care for the elderly, child care, depression and other emotional issues, grief or loss, substance abuse, anxiety, job performance, and personal or work relationship problems.

EAP also helps postal employees support each other or deal with the repercussions of other people's challenges. If you notice a co-worker who may need help, you can contact EAP. The counselors will help you size up the problem and decide how to approach that person to offer help, including possibly referring the co-worker, or your own family member, to EAP.

EAP is jointly administered by NALC, other postal unions and the U.S. Postal Service. All EAP counselors have a minimum of a master's degree in counseling or social work, as well as clinical experience in dealing with a wide range of personal and workplace concerns.

Communications with EAP are confidential—your privacy is protected by strict federal and state confidentiality laws and regulations and by professional ethical standards for counselors. Letter carriers seeking EAP services can call 800-EAP-4-YOU (800-327-4968) or can go to [eap4you.com](http://eap4you.com).

## Federal budget process update

The government is continuing to operate on a series of temporary funding measures known as continuing resolutions (CRs), which allow the government to function at current spending levels. Even this stopgap method of funding the government has proved difficult to maintain for the divided Congress, as in the past few months there have been two brief federal shutdowns. The current CR is set to expire on March 23.

While Congress is attempting to promote consensus on a long-term spending bill for Fiscal Year (FY) 2018, it has also established a 16-person bipartisan panel to identify problems with the long-term budgeting process and offer potential solutions. The panel's deadline to provide a report is Nov. 30.

Even though the Postal Service is not a taxpayer-funded agency, NALC continues to keep a close eye on the budget process. Congress has the authority to reduce federal employees' pay and benefits, as it has done in the past and could do again. In addition, letter carriers' pay and benefits, the Postal Service days of delivery and service standards could be on the table.

Letter carriers should remain on alert by visiting the Government Affairs section of [nalc.org](http://nalc.org) and downloading the NALC Member App to their smartphones.

### 'Stamp Out Hunger'® Food Drive

## May 12 almost here

NALC's 26th annual Letter Carriers' Stamp Out Hunger® Food Drive is just weeks away—on Saturday, May 12—and with that date drawing ever closer, food drive coordinators in hundreds of NALC branches across the country are finalizing their preparations for the nation's largest one-day food collection event, designed to help replenish local food banks.

"Too many people in this country are going hungry," NALC President Fredric Rolando said. "We know this to be true because we see it as we deliver to every address in the United States at least six days a week."

Sadly, statistics back this up. About 49 million Americans—almost 1 in 6—are unsure where their next meal is coming from. This includes 13 million children, 5 million seniors and 3 million veterans.

Since 1992, when the national food drive began, letter carriers in every part of the country have worked with other postal co-workers and allies to use the second Saturday in May as a day to give something back to the communities that know and trust us.

Last year, the food drive collected more than 72 million pounds of non-perishable food, raising the total amount of donations picked up over the drive's quarter-century to more than 1.5 billion pounds.

By the time our national food drive rolls around each year, the shelves of food pantries and other charitable organizations have nearly run out of donations made over the holidays—turning our hard work on Food Drive Day into a much-needed replenishment with summer fast approaching. The drive's timing is particularly important because most school meal programs aren't available in summer.

### Crucial partnerships

"Letter carriers lead this massive collection effort," President Rolando said, "but we couldn't make the food drive a reality without the help of our national partners."

This year's partners are the U.S. Postal Service, the United Food and Commercial Workers International Union (UFCW), the National Rural Letter Carriers' Association (NRLCA), Valpak, United Way Worldwide, the AFL-CIO and Valassis. "These partners provide tangible support that helps to encourage the generous participation of our postal customers," Rolando said.

This effort would not be possible without the support of the U.S. Postal Service. "I encourage postal employees across the country to support the food drive by delivering postcards and promotional bags in advance and collecting donations on May 12," Postmaster General Megan Brennan said. "I look forward to working with you as we deliver food for families in need and help stamp out hunger."

And UFCW President Marc Perrone noted, "Helping feed America's hungry is a mission we are proud to share in, and by participating in the Letter Carriers' 'Stamp Out Hunger' food drive, we can give American families wholesome, nutritious food. It is a crucial step to creating the better America we all believe in."

UFCW's support, along with that of the other national food drive partners, means that postcards for 2018 are completely funded.

"The postcards are great," President Rolando said. "They are an important piece of our larger communication strategy." Working with local post offices to make sure the postcards are distributed in a timely manner also is crucial, he said.

In addition, the contributions of the labor community are vital, such as in sponsoring bags, helping gather volunteers and getting out the message about the food drive.

For branch food drive coordinators, the Food Drive tool kit at [nalc.org/food](http://nalc.org/food) has all the resources you need, from promotional artwork to forms, thank-you cards to city proclamation templates. It's a great place for coming up with new ways to help promote the drive in your community.

A public-facing website is at [stampouthungerfooddrive.us](http://stampouthungerfooddrive.us). This website debuted last year and has tools specifically for people who are making the food drive donations, including a post office locator, downloadable files, contact information and answers to frequently asked questions.

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



## NALC's MDA Honor Roll

Below are the award-winning branches for NALC's annual MDA Honor Roll, which recognizes branches for their fundraising efforts for the union's official charity in 2017. The branches in the top spots for each of 10 branch membership size categories and the branch with the largest overall total are celebrated with an opportunity to attend a special function designated by President Rolando.

The total raised in 2017 was \$1,200,381. For a list of all the branches that contributed, see the April *Postal Record*.

"Letter carriers should be very proud of their efforts to support MDA, and the children and adults whose lives are made better and longer through its work," Rolando said.

GRAND PRIZE WINNER		GOLD WINNER	
Long Island Merged, NY Br. 6000	\$60,221	Sheridan, WY Br. 1006	\$111.36 per capita
Category 1 (2,500+)		Category 6 (350-499)	
St. Louis, MO Br. 343	\$30,574	Yonkers, NY Br. 387	\$17,461
Category 2 (1,500-2,499)		Category 7 (200-349)	
Portland, OR Br. 82	\$20,888	Green Bay, WI Br. 619	\$9,580
Category 3 (1,000-1,499)		Category 8 (100-199)	
Arizona Merged Br. 1902	\$20,073	Fargo-West Fargo, ND Br. 205	\$15,477
Category 4 (700-999)		Category 9 (50-99)	
Northeastern New York Br. 358	\$24,235	Manitowoc, WI Br. 490	\$7,090
Category 5 (500-699)		Category 10 (10-49)	
Colorado Springs, CO Br. 204	\$27,039	Sheridan, WY Br. 1006	\$2,450



## Deadlines for national convention

Delegate eligibility lists for the 71st biennial national convention in Detroit 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 May 17 in order for branch representatives to be registered as delegates to the convention. The convention is set for July 16-20.

All proposed amendments to the *NALC Constitution* to be submitted for consideration at the convention must be received by Rhine's office by May 17. That date is 60 days in advance of the convention, as prescribed by the Constitution. Proposed amendments will appear in this June's *Postal Record* for the membership to review.

Resolutions to be considered by delegates also must be received by the May 17 deadline to be printed in the *Resolutions and Amendments* book provided to delegates. Resolutions received after May 17 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 to secure guidelines and forms. The completed forms must be returned to Headquarters by April 2. Go to [nalc.org](http://nalc.org) for more convention news.

## Salute to retiring national officers

All retiring national officers will be honored at a reception and dinner on Thursday, July 19, at the Detroit Marriott Renaissance Center during the national convention.

The Retiring Officers' Dinner will honor the five members of the NALC Executive Council who have already retired: Executive Vice President Timothy O'Malley, Trustee Randall Keller, Region 8 National Business Agent Peter Moss, Region 12 NBA William Lucini and Region 13 NBA Timothy Dowdy. Several other national officers also will be honored who plan to announce their retirement by the end of the 2014-2018 term.

National Auxiliary officers and NALC regional administrative assistants who retire from their positions during the 2014-2018 term will also be recognized.

The event will begin with a reception at 5 p.m., with dinner served at 6 p.m. A program honoring the retirees will follow, and the event will continue with dancing until 11:30 p.m. More information on how to purchase tickets will be in the April *Postal Record*.

### National Association of Letter Carriers

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## An executive order follows the president's postal tweets

President Trump resumed his criticism of the e-commerce giant Amazon this month, placing the U.S. Postal Service in the political crossfire. This time, in addition to the tweets, the president also issued an executive order for a postal task force. On behalf of letter carriers and the hundreds of millions of Americans and businesses who rely on the Postal Service, NALC will seek to have input.

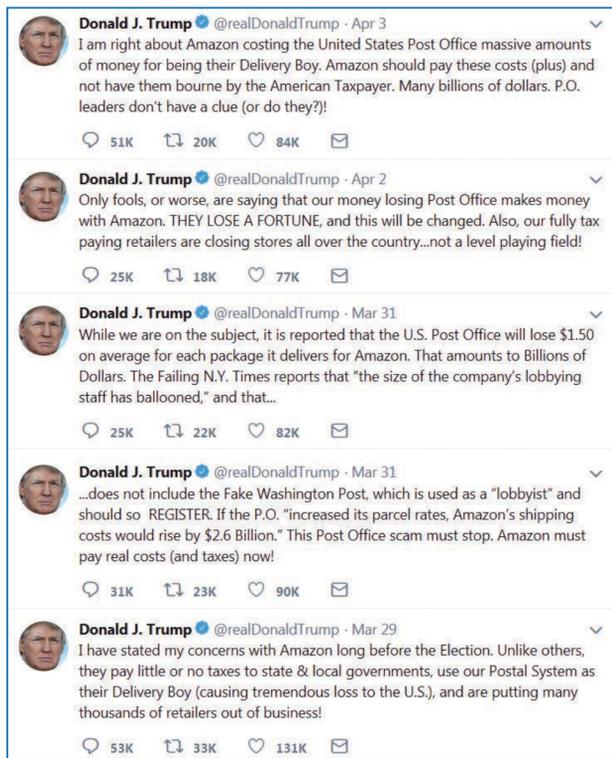
In January, NALC reported on the first of the president's tweets directed at Amazon for allegedly exploiting the Postal Service. He charged that USPS loses money by setting prices on Amazon's deliveries too low. As we noted then, the source of the president's ire seems to be his objections to his coverage by *The Washington Post*, which is owned by Amazon founder Jeff Bezos.

Federal law prohibits the Postal Service from subsidizing its competitive products, such as parcel delivery, including those for Amazon. The law specifically requires that the rates for parcel delivery be sufficient to cover the Postal Service's costs. The law further mandates that USPS earn a profit on its competitive products. Also, unlike United Parcel Service (UPS) and FedEx, the Postal Service is required by law to deliver to every address in the country six days a week.

Between March 29 and April 3, the president unleashed a stream of five tweets repeating claims about USPS losses on Amazon packages and adding the charge that Amazon is unfairly avoiding state and local taxes.

While Amazon can certainly address the tax issue by itself, letter carriers deserve to know the facts about the Postal Service with respect to the president's tweets.

Below are the tweets that began on March 29 and ended April 3:



First and foremost, the proud men and women who deliver the nation's mail, many of whom served in the military before coming to the Postal Service, might take umbrage with the term "Delivery Boy," but there is no doubt that all letter carriers are proud to deliver for tens of millions of customers every day, including Amazon.

Second, as noted, it simply is not true—because the law prohibits it—that USPS loses money on Amazon deliveries. So how did this notion arise? Most likely from the discredited claim by a hedge fund investor in FedEx, using unverified data from UPS—an unfortunate episode that has been chronicled by several observers and publications.

In fact, in August of 2017, the Postal Service made clear that "by law our competitive package products, including those that we deliver for Amazon, must cover their costs. Our regulator, the Postal Regulatory Commission (PRC), looks carefully at this question every year and has determined that they do. The PRC also has noted that competitive products help fund the infrastructure of the Postal Service."

A few simple realities emerge from the tweet storm, most notably:

- The Postal Service, by law, is self-supporting. It has not received any taxpayer subsidies since the early 1980s.
- The Postal Service's losses since 2007 have nothing to do with parcel pricing or Amazon. As letter carriers know, nearly 90 percent of the losses since then are due to the misguided 2006 congressional mandate that requires USPS to pre-fund retiree health benefit costs 75 years in advance and pay it over a decade. No other enterprise in America is required to carry such a crushing burden.
- And, most importantly, if the president really wants to help the Postal Service, he should focus on relieving the unreasonable pre-funding burden.

Following the tweets, on April 12, President Trump issued an executive order to form a task force charged with evaluating the finances of the U.S. Postal Service, including pricing, policies and workforce costs.

The task force has been instructed to regularly consult with the postmaster general and chair of the Postal Regulatory Commission, and will be composed of department and agency heads or their designees, including chair of the task force Steven Mnuchin (secretary of the Treasury), Mick Mulvaney (director of the Office of Management and Budget), Jeff Pon (director of the Office of Personnel Management) and any other department or agency head the chair may designate.

In a report due no later than Aug. 10, the task force will provide a "thorough evaluation of the operations and finance of the USPS, including:

- the expansion and pricing of the package delivery market and the USPS's role in competitive markets;
- the decline in mail volume and its implications for USPS self-financing and the USPS monopoly over letter delivery and mailboxes;
- the definition of the "universal service obligation" in light of changes in technology, e-commerce, marketing practices, and customer needs;
- the USPS role in the U.S. economy and in rural areas, communities, and small towns; and
- the state of the USPS business model, workforce, operations, costs, and pricing."

Once the evaluation is completed, the task force will develop recommendations on administrative and legislative reforms to USPS. According to the executive order, recommendations will consider the views of the USPS workforce and industry.

"NALC is hopeful that the inclusion of the Postal Service workforce in this evaluation and report will provide NALC the opportunity to provide input throughout the process," NALC President Fredric Rolando said.

"We know that 90 percent of the Postal Service's losses are not due to improper pricing, but are the direct result of the 2006 congressional mandate to pre-fund retiree health benefits—an onerous burden that no other private or public entity in America is required to carry. NALC looks forward to working with the administration and Congress to address this issue and to restore financial stability to the agency while protecting the employees and the universal network that is so critical to Americans and their businesses, large and small."

## Deadlines for national convention

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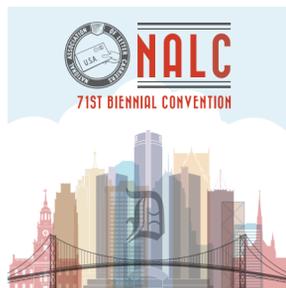
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Resolutions will be considered by delegates also must be received by the May 17 deadline in order to be printed in the *Resolutions and Amendments* book provided to delegates. Resolutions received after May 17 still may be considered at the convention.

NALC and the American Red Cross will be hosting a blood drive at the national convention in Detroit. Delegates to the convention are encouraged to schedule an appointment. The drive will be on Tuesday, July 17, from 9 a.m. to 3 p.m. Go to [nalc.org/convention](http://nalc.org/convention) to make an appointment. Go to [nalc.org](http://nalc.org) for more convention news.

## Help deliver the cure with MDA pin

A special commemorative pin will be available for sale at the MDA booth at the national convention in Detroit. The pin will highlight the partnership between NALC and the Muscular Dystrophy Association. Proceeds from the sale will go to MDA.



## Bipartisan postal bill released

On March 22, Sens. Tom Carper (D-DE), Jerry Moran (R-KS), Heidi Heitkamp (D-ND) and Claire McCaskill (D-MO) introduced S. 2629, "The Postal Reform Act of 2018," a bill that incorporates elements of both the House Oversight and Government Reform Committee's Postal Reform Act of 2017 (H.R. 756) and Sen. Carper's "Improving Postal Operations, Service and Transparency Act (iPOST)," which was introduced during the prior Congress. The senators will use provisions of what is known as Senate Rule 14, which will allow the bill to bypass regular committee action and instead be placed on the Senate calendar. Therefore, the bill could be called to the floor at any moment for a vote, though given congressional priorities, it appears unlikely that it will.

This bipartisan legislation contains significant improvements over prior reform efforts, including:

- Securing our country's universal delivery system by protecting six-day mail delivery.
- Rejecting unnecessary changes to door delivery service for business and residential customers.
- Calling for a two-year moratorium on changes to service standards, giving the legislation time to work in a way that will relieve the pressure for misguided service cuts.
- Granting the Postal Service the ability to innovate, including using its networks to ship beer, wine and liquor to boost revenue.
- Exempting annuitants and their eligible spouses from the proposed mandate to enroll in Medicare Part B at age 65 if they can derive no benefit from enrolling (veterans with full VA care, native Alaskans, etc.) or if enrollment would cause extreme financial hardship.

"We thank all four senators for their creativity in developing a variation of the Medicare-based approach to postal reform," NALC President Fredric Rolando said. "Assuming there is support for this approach from Sen. Ron Johnson, chairman of the Senate Homeland Security and Governmental Affairs Committee, and from the committee's GOP majority, we support using this bill as the basis for further legislative action."

The path forward for postal reform in general and this bill in particular remains uncertain, and as this issue was going to press, the financial analysis of the Postal Reform Act of 2018 had not yet been completed. NALC will monitor this bill, update letter carriers as we learn more, and continue to work with lawmakers and stakeholders through the legislative process to achieve meaningful postal reform.

## Senate committee holds hearing on USPS Board of Governors nominees

On April 18, the Senate's Homeland Security and Government Affairs Committee (HSGAC) held a hearing on the nominations of David Williams, Robert Duncan and Calvin Tucker to the U.S. Postal Service's Board of Governors.

As letter carriers know, the USPS Board of Governors consists of a nine-member panel in addition to the postmaster general and deputy postmaster general, and is comparable to a board of directors for a publicly held corporation. The board has not been fully staffed since 2010, it has lacked a quorum since 2014, and it lost its final appointed governor in December 2016, leaving those nine positions vacant.

Much of the hearing involved HSGAC members voicing their concerns on issues ranging from the current state of the Postal Service's finances and pricing to service-related issues (such as the Postal Service's "universal service obligation") to opioids. Significant time was spent questioning the nominees on how they will address issues facing the agency, given the recent interest by the administration.

During the hearing, the three nominees provided background information on themselves as well as other relevant information.

Of particular note to letter carriers during the hearing was that the nominees recognized the invaluable contribution of the workforce and expressed a commitment to working with the employee groups. In fact, all nominees cited workplace morale as a top priority, with Duncan stating that improved communication between labor and management is key to achieving that, in terms of the tone set by "the management of the Postal Board of how they work with the union representatives, but also the rank-and-file everyday member of the organization."

Williams went further, recognizing that "the last couple years have been really rough on the Postal Service employees, and in response to that they have risen to the occasion. They were the first ones back after 9/11, after Katrina, and their morale has taken a beating, but it is extremely high. It is a very dedicated group."

The committee is expected to advance the nominees in the coming weeks. Following committee passage, the nominees will be ready for Senate action. NALC will continue to work with the Senate and the White House administration to ensure that letter carriers' interests are represented.

For more on the hearing, see the June issue of *The Postal Record*.

## Food Drive a few weeks away

The 26th annual Letter Carriers' Stamp Out Hunger® Food Drive, the nation's largest one-day drive, provides letter carriers, other postal employees and thousands of volunteers across the nation the opportunity to help feed the many hungry residents in their local communities.

"Letter carriers touch every residential and business address in this country at least six days a week," NALC President Fredric Rolando said, "so we are well aware of the staggering numbers of people in need."

Hunger affects 1 in 6 Americans, many of them in households with at least one person working. Among those most at risk are millions of children, elderly and veterans.

"Our goal is to help restock community food banks, pantries and shelters for needy families during the summer, when the need is particularly acute because most school food programs are not available," Rolando said.

The drive is held each year on the second Saturday in May, and so Saturday, May 12, has for months been circled on the calendars of hunger-relief advocates who have watched as food supplies donated during winter holiday drives dwindle.

"We are honored to be able to help those in need," Rolando said.

The food drive's national partners are the U.S. Postal Service, the United Food and Commercial Workers International Union, the National Rural Letter Carriers' Association, United Way Worldwide, the AFL-CIO, Valassis and Valpak. Be sure to capture the action on Saturday, May 12, by sharing your best photos and video on your Facebook, Twitter and Instagram accounts. You can help us find them by using the hashtag #StampOutHunger and making the posts public.

Branch collection results are due at NALC Headquarters by June 9. The official results form can be found on the Food Drive Tool Kit page at [nalc.org](http://nalc.org), in the "For Food Drive Coordinators" section. If you have questions about the drive, get in touch with Assistant to the President for Community Services Christina Vela Davidson at 202-662-2489 or at [c Davidson@nalc.org](mailto:c Davidson@nalc.org).



## Keep yourself safe from the sun and heat of summer

Letter carriers should be prepared for the heat of summer. Under OSHA law, employers are responsible for providing workplaces free of known safety hazards. This includes protecting workers from extreme heat. An employer with workers exposed to high temperatures should establish a complete heat-illness prevention program that includes the following:

- Providing workers with water, rest and shade.
- Allowing new or returning workers to gradually increase workloads and take more frequent breaks as they acclimatize, or build a tolerance for, working in the heat.
- Planning for emergencies and training workers on heat-illness prevention.
- Monitoring workers for signs of illness.

Go to [osha.gov/heat](http://osha.gov/heat) and read all of the information available on heat safety. This information will give you a full understanding of the dangers of working in the heat. Here, letter carriers also can download and install the OSHA and the National Institute of Occupational Safety and Health (NIOSH)'s Heat Safety Tool smartphone app. Once the app is installed, it can detect your location and provide you with the current temperature, humidity and heat index (combination of temperature and humidity). It also will provide the expected heat index for the balance of the workday.

The NALC Safety and Health page on the NALC website also provides material on heat safety. Before the heat season begins, local NALC representatives should initiate a conversation with their supervisors/managers/postmasters asking that they share their plans to prevent letter carriers from suffering a heat injury, including copies of the training materials that will be used in stand-up talks. If there is pushback, shop stewards have the right to investigate what management plans to do to prevent you from suffering harm.

For more on heat safety, see the Contract Talk column in the *May Postal Record*.



The Heat Safety Tool smartphone app

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## OPM proposes retirement cuts

On May 4, Office of Personnel Management (OPM) Director Jeff Pon sent a letter to Speaker of the House Paul Ryan (R-WI) making four legislative recommendations that, if enacted, would require current and future federal employees to make larger pension contributions, and also would scale back retirement benefits for current retirees. The proposals would mainly affect Federal Employees' Retirement System (FERS) participants; Civil Service Retirement System (CSRS) employees would be affected to a lesser extent.

OPM's proposals reflect the White House's last two budget requests, which called for:

- **Increasing FERS federal employee pension contributions to 7.25 percent.** Currently, for the exact same level of FERS benefits, federal and postal employees contribute differing amounts each pay period, depending on when they were hired: Those hired before 2013 contribute 0.8 percent of pay; those hired in 2013 contribute 3.1 percent; and those hired in 2014 or after contribute 4.4 percent. This proposal calls for raising FERS pension contributions for all federal and postal workers, both current and future, by 1 percent more each year until all such employees are contributing 7.25 percent of their basic pay into the pension. These increases come without any corresponding pension increase, representing a significant pay cut for postal and federal employees.
- **Replacing the high-3 with the high-5 in the FERS annuity formula.** This would significantly cut the retirement annuity of postal and federal employees.
- **Eliminating or reducing the federal retiree cost-of-living adjustments (COLAs).** This proposal would eliminate the COLA for FERS participants and cut the COLA for CSRS participants, preventing postal and federal retiree pensions from keeping pace with inflation and slashing the future incomes of all federal annuitants.
- **Eliminating the FERS annuity supplement for employees who retire before qualifying for Social Security.** This proposal would take away the possibility for many postal and federal workers to retire before the age of 62. It also needlessly harms firefighters, law enforcement officers and others who must retire before age 62.

The White House has called on Congress to adopt these changes and, while it has yet to do so, these proposals can come up throughout the remainder of the 115th Congress, so letter carriers should be prepared.

"These drastic and unfair proposals are nothing but a blatant attack on postal and federal workers," NALC President Fredric Rolando said. "We will do everything in our power to prevent the administration and Congress from putting the burden of reducing the federal deficit they exploded last year on the backs of letter carriers, other federal employees and retirees."

## Contract implementation update

Since ratification of the 2016 National Agreement in August of last year, headquarters officers and staff have continued to work to implement the provisions of the Agreement. Notably, six wage increases have already been implemented for career letter carriers—two general wage increases and four cost-of-living adjustments (COLA) identified below.

- July 2016: COLA—\$21
- Nov. 26, 2016: General wage increase—1.2 percent
- Jan. 2017: COLA—\$333
- July 2017: COLA—\$270
- Nov. 25, 2017: General wage increase—1.3 percent
- Jan. 2018: COLA—\$520

City carrier assistants (CCAs) have received the general wage increases identified above as well an additional 1 percent general increase retroactive to Nov. 26, 2016, and an additional 1 percent increase on Nov. 25, 2017. CCAs also have received wage hikes of 50 cents per hour after 12 weeks of service and an additional 50-cent increase after another 40 weeks of service.

Most recently, the provisions of the Memorandum of Understanding (MOU) Re: Step Credit for Former Transitional Employees were implemented effective May 26. This MOU advanced certain CCAs who have been converted to career status and who served as transitional employees (TEs) after Sept. 29, 2007, in the city carrier pay scale as follows:

Length of creditable TE Service	No. of Additional Steps
2 years but less than 3 years	1
3 years but less than 4 years	2
4 years but less than 5 years	3
5 or more years	4

For those eligible CCA employees whose conversion to career occurs in the future, the one-time placement to a higher step will take effect on the conversion date. When placed in a higher step under the provisions of this MOU, former CCAs will retain current time-in-step credit.

For those who served five or more years as a TE, the four-step advancement will result in a wage increase of more than 11 percent.

The next potential wage increase for career letter carriers will come in the form of a COLA after the release of the July 2018 Consumer Price Index (CPI). Any COLA necessitated by the CPI will likely be payable in early September.

In November, all letter carriers will be upgraded pursuant to the MOU Re: Pay Schedule Consolidation. Effective Nov. 24, 2018, career and CCA letter carriers currently paid at Grade 1 will be moved to the equivalent step in the Grade 2 scale. The average pay increase will be about 2.1 percent. All letter carriers currently being paid at Grade 2 will receive additional compensation equivalent to 2.1 percent of their applicable hourly rate.

In addition to the upgrade for all letter carriers, CCAs will receive an additional 1 percent wage increase on Nov. 24. The final potential wage increases under the terms of the 2016 National Agreement will be in the form of COLAs paid to career carriers after the release of the January 2019 CPI and the July 2019 CPI.

## 'Stamp Out Hunger'® Food Drive Carriers deliver again —for the 26th time

Letter carriers in 10,000 cities and towns across the United States shouldered the load again for the 26th straight year, delivering compassion to the communities they serve by participating on May 12 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 taking on the extra burden to make sure this humanitarian effort is such a success year after year," NALC President Fredric Rolando said. "I'm certain that the recipients of our efforts appreciate it."

Letter carriers had to do the extra work through blazing sunshine and heat in the southern United States, while a band of thunderstorms rolled across the North. But no matter the weather, nothing could put a dent in the enthusiasm among participating letter carriers and their family members, friends and countless volunteer food drive helpers.

This issue of the *NALC Bulletin* was heading to press just as many branch collection results forms were on their way to NALC Headquarters, even as other branches were simply swamped by the overwhelming generosity of postal customers. Coordinators in those places were busily calculating just how much non-perishable food had been donated.

As totals were being tabulated, local and regional food drive coordinators across the country were optimistic that the 2018 drive would continue the amazing results from recent years. Last year, the drive hauled in 75 million pounds of food. (From the national drive's beginning in 1992 through last year, the drive had collected 1.6 billion pounds of food.)

"It's too early to know what the results of this year's drive will be," Assistant to the President for Community Services Christina Davidson said, "but no matter the result, the food banks and pantries that receive these contributions will make the most out of every single pound."

None of this would have been possible without the assistance of the Stamp Out Hunger Food Drive's national partners. "These partners provide tangible support that helps to encourage the generous participation of our postal customers," Rolando said.

This year's partners were the U.S. Postal Service, the United Food and Commercial Workers International, the National Rural Letter Carriers' Association, Valpak, United Way Worldwide, the AFL-CIO and Valassis.

There were plenty of other helpers too, from American Postal Workers Union volunteers to local bag sponsors. Every little bit helped.

"It wasn't hard to find evidence that there was some sort of national charity effort underway on Saturday, May 12," Davidson 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."

Branch collection results forms are due at NALC Headquarters by June 9. A form was included with this mailing of the *NALC Bulletin*. 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, will appear in a future issue of *The Postal Record*.



Flushing, NY Branch 294



Florence, SC Branch 1416



## President Rolando makes Executive Council appointments

Brian Hellman, director of the NALC Health Benefit Plan, announced that he will retire after the 71st Biennial Convention in Detroit in July.

Hellman, a member of New York City Branch 36, was first elected health benefits director in 2010 during the 67th Biennial Convention in Anaheim, CA. He also served as NALC director of safety and health, director of life insurance and national business agent (NBA) for Region 15 (New York, northern New Jersey, western Connecticut, Puerto Rico and the Virgin Islands).

"Brian has served our union in so many ways, and his contributions have been invaluable," NALC President Fredric Rolando said. "We wish him all the best in his retirement."

Rolando will appoint Stephanie Stewart to fill the remainder of Hellman's term. Stewart is currently a regional administrative assistant (RAA) for Region 5 (Missouri, Iowa, Nebraska and Kansas).

A member of Central Iowa Merged Branch 352, Stewart began her letter carrier career in Des Moines, IA, in 1995. She served in many roles for the union, including Branch 352 president and Iowa State Association vice president, before Rolando appointed her as RAA in 2015. Stewart graduated from Leadership Academy Class 9 in May 2010.

"Join me in welcoming Stephanie to the NALC Health Benefit Plan," Rolando said. "Stephanie will continue the health plan's tradition of offering excellent benefits at reasonable costs."

Additionally, President Rolando appointed Javier Bernal as NBA for Region 10 (New Mexico and Texas) to fill the vacancy left by Kathy Baldwin, who retired.

After serving in the Navy from 1978 to 1982, Bernal joined the Postal Service as a clerk in 1983. He switched to the letter carrier craft in 1988 and became a steward in 1991.

In 2007, Bernal was certified as a member of the dispute resolution team (DRT) and became an arbitration advocate. He also served on the route count and inspection team for Houston-area offices.

Bernal graduated from Leadership Academy Class 7 in 2009. Later that year, when Baldwin was appointed to be Region 10 NBA, President Rolando appointed Bernal to replace her as RAA. He held this position until his appointment as NBA.

Also, President Rolando appointed Chicago Branch 11 President Mack I. Julion as a national trustee to fill the vacancy left by Randall Keller, who retired.

Julion joined the Postal Service as a letter carrier in 1997. He became a steward in 2001 and was elected sergeant-at-arms and auditor of Branch 11 in 2005. Julion also is an arbitration advocate and intervention specialist. He graduated from Leadership Academy's Class 2 in 2006.

In 2008, then-NALC president William H. Young appointed Julion to the post of RAA for Region 3 (Illinois). The next year, Branch 11 elected Julion as branch president.



Stephanie Stewart



Javier Bernal



Mack I. Julion

Below is information on the 71st Biennial Convention in Detroit, July 16-20. A schedule of workshops to be held at the convention and the proposed amendments to the *NALC Constitution* that will be considered are printed in the June issue of *The Postal Record*.

## Accommodations for disabled attendees

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):

### 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.

### Oxygen

If you require oxygen refills while in Detroit, please check out NALC's convention web page at [nalc.org/convention](http://nalc.org/convention) for information on a local supplier.

### Parking

Handicapped parking spaces are available to individuals with valid disability parking permits in all Cobo Center parking lots.

### 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 Secretary-Treasurer Nicole Rhine at NALC Headquarters by June 22.

### Wheelchair lift vehicles

NALC is providing free shuttle bus service to/from the Cobo Center for hotels within the hotel block that are not within walking distance. (A complete list will be available on NALC's website soon.)

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.

## Veterans group project to assist local veterans

According to the Center for American Progress, veterans are disproportionately homeless in relation to other groups. The Center states that:

- Nearly 1 in 7 homeless adults are veterans, as of December 2011.
- More than 67,000 homeless veterans were counted on a given January night in America last year. More than 4 in 10 homeless veterans were found unsheltered.
- Almost half of homeless veterans were African American in 2008, despite the fact that only 11 percent of veterans overall are African American.
- About 1.5 million veterans are at risk of homelessness due to poverty, lack of support networks and dismal living conditions in crowded or substandard housing.

"The NALC Veterans Group is about veterans helping veterans," Assistant to the President for Community Services Christina Davidson said. "The group is 10,600 strong and growing. At the national convention in Detroit, I am asking our fellow letter carrier NALC Veterans Group members to join me in the Veterans Group Project."

The project will consist of assembling 2,000 homeless care kit bags to provide assistance to fellow veterans. Davidson is asking for NALC Veterans Group volunteers to join her on Tuesday, July 17, after the general session to assemble and distribute bags, which will provide assistance to those veterans in need.

"I hope letter carriers in the Veterans Group will volunteer for this project to support their fellow veterans in need and do their part to ensure that no one is left behind," Davidson said.

## Help deliver the cure in Detroit

A special commemorative pin will be available for sale at the MDA booth at the national convention in Detroit. The pin will highlight the partnership between NALC and the Muscular Dystrophy Association (MDA). Proceeds from the sale will go to MDA.

Additionally, the MDA booth will be selling raffle tickets. For each 1,000 raffle tickets sold, NALC will raffle off one \$3,000 travel voucher, allowing the winner to pick their destination. Tickets will be \$20 each. More information on the raffle is in the June issue of *The Postal Record*.

NALC would like to thank all of those who donated to the MDA Muscle Walk by President Rolando. The effort raised more than \$16,000 for MDA.

## Convention blood drive

NALC and the American Red Cross will be hosting a blood drive at the national convention in Detroit. Delegates to the convention are encouraged to schedule an appointment.

The need for blood is constant and only volunteer donors can fulfill that need for patients in every community. Nationwide, someone needs a unit of blood every 2 to 3 seconds and almost everyone will need blood in their lifetime.

The drive will be on Tuesday, July 17, from 9 a.m. to 3 p.m. Go to [nalc.org/convention](http://nalc.org/convention) to make an appointment.

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## NALC responds to OMB proposal to privatize USPS

NALC President Fredric Rolando criticized the Trump administration's Office of Management and Budget (OMB) proposal to privatize the United States Postal Service, which was released on June 21, as part of an overall plan to radically reorganize the federal government. His statement read:

"This report takes direct aim at numerous agencies including USPS under the guise of reforming and restructuring for the 21st century," President Rolando said. "The White House is making very clear that privatization of the Postal Service is its goal, despite the fact that the stakeholder meetings with the White House Postal Task Force are ongoing.

"NALC has long been committed to working with all of the stakeholders and not one has floated the idea of privatization except private shippers, who would love nothing more than to see the Postal Service dismantled.

"NALC had high hopes in engaging with this administration and its Postal Task Force to address the underlying issues facing the Postal Service, which stem from the 2006 mandate to pre-fund future retiree health benefits. The NALC, along with the other postal employee unions, provided recommendations to the Task Force. We were hopeful that this administration was seeking real solutions to stabilize this agency with an 88 percent public approval rating where veterans make up almost 25 percent of its workforce.

"Now that we know that this administration and its Task Force will make recommendations on reforms to achieve OMB's privatization goals, NALC will work tirelessly with other stakeholders and Congress to oppose this faulty privatization plan every step of the way to preserve this public institution, which is based in the Constitution."

The full report, which is titled, "Delivering Government Solutions in the 21st Century," calls for massive changes in the organization of virtually every agency in the federal government. Of special note to letter carriers is the plan to merge the departments of Labor and Education into a new Department of Education and the Workforce (DEW), a move that would place our workers compensation program the Office of Workers' Compensation Programs (OWCP), the Occupational Safety and Health Administration (OSHA) and other agencies that enforce labor market standards into a new Enforcement division of the DEW. Leaving aside the dubious logic of having a single agency deal with everything from K-12 education to workplace safety and labor market regulation, the real impact would depend on funding levels and other crucial matters.

The report also calls for breaking up the Office of Personnel Management (OPM), shifting the agency's policy-making activities on federal employment regulations to the Executive Office of the President (EOP) in the White House and sending the administration of our retirement and health benefit programs to the General Services Administration, an agency that now manages federal real estate and government-wide procurement contracts. Given that the Trump administration's budgets have called for huge cuts in federal pension and health benefits, the proposed reorganization of OPM should be seen as a direct threat to letter carrier benefits.

## NALC submits postal workforce recommendations to White House

In a meeting with the White House on June 5, NALC President Fredric Rolando delivered policy recommendations to the White House Task Force on the U.S. Postal Service. The task force, composed of the leaders of the Office of Personnel Management (OPM), the Office of Management and Budget (OMB) and the Department of the Treasury, was established in April by an executive order from President Donald Trump. It has been charged with evaluating the finances of USPS—including its pricing, operations and workforce costs.

The task force is required to provide, in a report due no later than Aug. 10, 2018, a "thorough evaluation of the operations and finance of the USPS," along with possible legislative and administrative actions to reform the agency. In the executive order, the White House committed to considering the views of the USPS workforce and industry, and NALC was invited to meet with the task force.

NALC coordinated with the other three postal unions—the American Postal Workers Union (APWU), the National Rural Letter Carriers' Association (NRLCA) and the National Postal Mail Handlers Union (NPMHU)—to prepare a comprehensive analysis of the Postal Service's current situation and to offer concrete recommendations ("white paper") that can be taken to stabilize USPS, a treasured agency based in the Constitution.

The materials provided and the workforce recommendations can be found on [nalc.org/white-paper](http://nalc.org/white-paper).

The four postal unions collectively represent more than 500,000 Postal Service employees who are a critical part of the \$1.4 trillion mailing industry, which employs 7.5 million Americans.

At the meeting, NALC made it clear that the Postal Service, an agency with an 88 percent favorability rating with the public, does not need a new business model or a fundamental restructuring. Instead, Rolando called on the task force to focus on the real source of the Postal Service's financial crisis: the 2006 mandate to pre-fund retiree health benefits decades in advance, which accounts for 92 percent of the agency's reported losses since the mandate went into effect in 2007.

During the meeting, the representatives of Treasury, OPM and OMB engaged Rolando and his team about the materials provided by the four unions, asking questions and making comments on the proposals offered in the white paper.

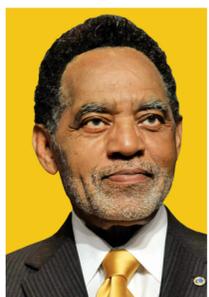
"NALC's goal is to protect the interests of all its members, active and retired alike," Rolando said. "We appreciate the opportunity to engage with the White House to find real solutions to the financial crisis caused by the 2006 mandate to pre-fund retiree health benefits. Our shared goals should be to restore USPS to financial stability while protecting its employees and strengthening the universal mail delivery network that is so critical to Americans and their businesses, large and small. NALC looks forward to working with the postal task force in the weeks and months ahead."

## Detroit Convention—Shuttle buses

NALC will provide shuttle bus service to and from the Cobo Center. Shuttle service will include hotels in the NALC block that are not listed as walkable, including those in Dearborn and Southfield. A detailed schedule will be available on [nalc.org/convention](http://nalc.org/convention) by the end of June. The list of walkable hotels is below.

### Walkable Hotels

- Courtyard Marriott Detroit Downtown
- DoubleTree Suites Hilton Downtown
- Detroit Foundation Hotel
- Holiday Inn Express Detroit Downtown
- Detroit Marriott at the Renaissance Center
- Westin Book Cadillac



## Former APWU President William Burrus has died

William Burrus, a postal clerk who rose to be president of the American Postal Workers Union (APWU) from 2001 to 2010, died on May 19. He was 81. He was the first African American directly elected president of a major national union, the APWU said.

His career began in Cleveland in 1958 when he became a distribution clerk. He participated in the 1970 postal strike and soon after became president of the Cleveland local.

He served as APWU President Moe Biller's executive vice president for 21 years and was involved in every contract negotiation held between the union and USPS from 1980 until 2006. He had a reputation as a skilled negotiator and powerful advocate for postal workers, a union representative said.

During his time as APWU president, he served as a vice president of the AFL-CIO and was listed as one of the 100 most influential black Americans by *Ebony* magazine.

## Food Drive nets 71 million pounds; reports still coming in

Letter carriers across the country gave hope to the hungry through the 26th annual Letter Carriers' Stamp Out Hunger® Food Drive on Saturday, May 12.

"Letter carriers see the needs of their communities as they deliver the mail at least six days a week," NALC President Fredric Rolando said. "Food Drive Day is the very special day when we have the privilege of bringing food to the tables of the families that depend on our efforts."

Thanks to the generosity of millions of postal customers who donated food at their doorsteps, letter carriers collected more than 71 million pounds of food this year and delivered the donations to food banks, pantries and shelters, providing a lifeline of nutrition for the needy. While results were still coming in as this *Bulletin* went to press, the results confirm that this is the 10th year the food drive has collected more than 70 million pounds. This year's collection brings the total amount

of food collected for hungry families nationwide in the 26 years of the Letter Carriers' Food Drive to more than 1.6 billion pounds.

Bad weather in many parts of the country did not deter letter carriers from picking up tens of millions of pounds of food left near mailboxes as they delivered the mail. Thanks to their dedication, food pantries in all 50 states, the District of Columbia, Puerto Rico, Guam and the U.S. Virgin Islands received critical replenishments of their food stocks.

Los Angeles, CA Branch 24 again topped the list of branch food collection totals by bringing in more than 2 million pounds. The leading branches among different branch size groups, and results reported from every branch, are listed in the July issue of *The Postal Record*.

Nationwide, the food drive effort came together with the sustained energy of letter carriers and their families. President Rolando congratulated them for their success and thanked the NALC's national partners in this year's drive—the U.S. Postal Service, the United Food and Commercial Workers International Union (UFCW), the National Rural Letter Carriers' Association (NRLCA), AFL-CIO, Valpak Direct Marketing Systems, United Way Worldwide and Valassis. Thousands of local community organizations and volunteers helped to sort food and bring it to local food banks in each town.



Caldwell, ID Branch 1386



## Senate committee advances two Board of Governors nominees

The Senate Homeland Security and Government Affairs Committee (HSGAC) held a business meeting on May 7 and voted to advance the nominations of David Williams and Robert Duncan to the U.S. Postal Service's Board of Governors. Their nominations proceeded to the Senate floor, where they may be considered in the coming weeks.

While such nominations often are adopted by unanimous consent, it has been reported that Williams's nomination has been put on hold by an individual senator. In the Senate, a hold is a parliamentary procedure that allows one or more senators to prevent a motion from reaching a vote on the Senate floor.

Williams, nominated to serve a term expiring on Dec. 8, 2019, has a long history of government service, most recently as the Inspector General (IG) at the Postal Service from 2003 until his retirement in 2016.

Robert M. (Mike) Duncan, nominated to serve a term expiring on Dec. 8, 2025, is a banker and currently chairman and CEO of Inez Deposit Bank, as well as chairman of the President's Commission on White House Fellows. He served on the board of the Tennessee Valley Authority, and was chairman of the Republican National Committee from 2007 to 2009.

The USPS Board of Governors consists of a nine-member panel in addition to the postmaster general and deputy postmaster general, and is comparable to a board of directors for a publicly held corporation. The board has not been fully staffed since 2010; it has lacked a quorum since 2014 and it lost its final appointed governor in December 2016, leaving all nine positions vacant.

Of note, Calvin Tucker, the third nominee to the Board of Governors, was not included in the business meeting. It is unclear if his nomination will be advanced or removed entirely.

While two additions to the board would be a welcome start, more are necessary to achieve a quorum. There is currently no word on additional nominees for the remaining vacancies. NALC will continue to work with the Senate and the Trump administration to ensure that letter carriers' interests are represented.

## PMG explains rates to president



Postmaster General Megan Brennan

On May 18, *The Washington Post* reported that President Donald Trump had met with Postmaster General Megan Brennan and urged her to increase the cost of parcel shipping for Amazon and similar companies, as much as double the rates they currently pay.

Trump has argued on Twitter that the Postal Service is undercharging Amazon to the tune of \$1.50 per package. According to the report, Brennan explained the beneficial arrangements between USPS and Amazon and that these contracts must be reviewed by a regulatory commission.

The \$1.50 argument has been widely reported, though it has been shown to be based on flawed analysis (see the June issue of *The Postal Record*).

## White House issues executive orders on federal employees

On May 25, the president signed three executive orders that rolled back long-held civil service protections for federal employees: putting restrictions on official time, cracking down on unions in contract negotiations, and moving aggressively to fire employees with records of misconduct or poor performance.

While the administration has argued that these changes could save taxpayers millions of dollars, unions representing federal employees have said that they would hurt federal employees and infringe on legal protections. The American Federation of Government Employees (AFGE) filed a lawsuit at the end of May to block the official time executive order.

NALC requested a legal analysis from its outside attorneys. That analysis concluded that the three executive orders do not apply to the Postal Service or its unions, a conclusion that was confirmed in writing by officials of OPM.

NALC President Fredric Rolando issued the following statement on the executive orders:

"These executive orders are an outrageous attack on America's civil servants, the everyday heroes who make sure that our airlines and foods are safe, our Social Security checks are distributed, and the air, water and environment we depend on is clean. As my friend and fellow union brother J. David Cox Sr., the president of the American Federation of Government Employees, said: 'This is more than union busting—it is democracy busting. These executive orders are a direct assault on the legal rights and protections that Congress has specifically guaranteed to the 2 million public-sector employees across the country who work for the federal government.' I totally agree. The NALC stands in solidarity with AFGE and all the federal unions and will work with them to reverse these executive orders."

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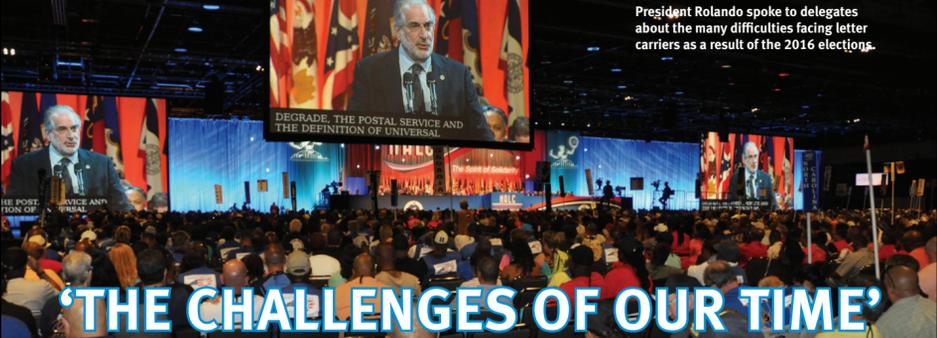
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## NALC CONVENTION CHRONICLE

Covering the first session: Monday, July 16, 2018



President Rolando spoke to delegates about the many difficulties facing letter carriers as a result of the 2016 elections.

### 'THE CHALLENGES OF OUR TIME'

The 71st biennial convention of the National Association of Letter Carriers began on Monday, July 16, with a rigorous assessment of the challenges facing letter carriers—especially political, legislative and regulatory—and a call to action by NALC President Fredric Rolando to the 5,000-plus delegates gathered at the Cobo Center in Detroit.

Rebound from the local ravages of the 2008 Great Recession, as symbols of resilience and resurgence. "Just as Detroit's comeback is a work in progress, so too is the Postal Service's," Rolando said. Even as USPS has made significant progress in recent years, policy decisions in Washington, DC—including pre-funding and pricing—pose difficulties that need to be addressed.

stage to deliver a rousing rendition of "The Star-Spangled Banner." He was followed by Detroit Branch 1 Vice President Cornell Fears, who led delegates in reciting the Pledge of Allegiance. Father Ryan Adams of St. Anne Catholic Church gave the invocation. Rhine then called to the stage Detroit Branch 1 President Sandra Laemmel, who warmly welcomed delegates to her city. She then introduced Detroit Chief of Police and Deputy Mayor James Craig, as well as Detroit Postmaster Derron Bray, who each made brief welcoming remarks.



After Secretary-Treasurer Nicole Rhine convened the convention (below), Detroit Branch 1 President Sandra Laemmel (bottom r) and Region 6 National Business Agent Patrick Carroll (bottom l) welcomed delegates.

#### PAST AND PRESENT

Shortly after 10 a.m., NALC Secretary-Treasurer Nicole Rhine called the convention to order. Minneapolis Branch 9 President Mike Zagaros was next on

#### CHALLENGES IN WASHINGTON

"Elections—they have consequences," Rolando said early in his speech, refer-

tion of a bipartisan House resolution that calls on Congress to oppose postal privatization. H.Res. 993 was introduced in Congress by a group of 10 bipartisan House members Monday morning. "You can count one thing for sure: NALC will be at the center of the fight to preserve and strengthen the Postal Service for the 21st century," Rolando said. He forcefully proclaimed that NALC will work against privatization and deregulation while protecting affordable universal service, the sanctity of the mail, the security of America's mailboxes and letter carriers' rights to collective bargaining.

we've also developed the tools to appeal to what matters most to Washington politicians: their desire to be elected and re-elected. That takes votes and money—and we can deliver both."

But the task force hasn't been the only battlefield. The administration's budgets have targeted the federal budget deficit and exposing federal employees' jobs, pay and benefits to potential cuts. Executive orders are harming workers with the loss of overtime provisions and are gutting federal employees' union rights.

He pointed to the NALC Member App as a way to help NALC influence votes, through push notifications sent directly to members' smartphones. This communication can help members know NALC's stance on which lawmakers to vote for and against. It also instantly alerts them when Congress is getting ready to vote on important postal matters.

Months ago, NALC organized a full-throated defense of the Postal Service and its business through the development of a white paper, together with the other three postal unions, that was presented to the task force, President Rolando said. It challenged the White House's assumptions and offered policy recommendations.

"I urge every delegate to spread the word on the Member App to the carriers in their stations," Rolando said. "Downloading the app is free and easy. Best of all about that app, you can choose the type of communications that you want to receive from the union—making members who are interested in legislation and politics, which right now needs to be everybody, easy to identify and easy to activate."

#### RISKS, AUDIENCE AND TOOLS

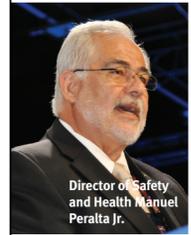
Returning to a message he's delivered far and wide, Rolando spoke about how NALC must convince a bipartisan majority in both chambers of Congress to support letter carriers and the Postal Service. "Fortunately, at least postal issues are not particularly partisan," he explained. "So we're well-positioned to appeal to our key audience, even in these polarized times. But that alone is not enough—

"Not everyone wants to donate to a fund that goes to politicians," he said. "But I'll tell you what: If we do our job and educate our members about the risks we face, the audience we must reach and the tools at our disposal, our members will step up and they will take action. We don't need a lot from anybody, we just need a few dollars from a whole lot of our members, and we've got our war chest."

Lang announced the committees for the week. The Committees were as follows:

- Providing step advancements for certain former transitional employees; and
- Preserving our protections against contracting out and layoffs.

That agreement was overwhelmingly approved by members. "This tremendous unity within NALC is incredibly gratifying because it will be vital as we prepare for the next round of bargaining," Rolando said, pointing out that negotiations for the next contract will begin in June 2019, and that the union's priorities will be guided by the National Agreement resolutions adopted



Director of Safety and Health Manuel Peralta Jr.

during this convention. President Rolando also discussed the less noticeable work done to strengthen the union by deepening alliances, boosting solidarity within the membership and raising the capacity to serve those members. He spoke highly of the value of working with the AFL-CIO as well as with such organizations as A Grand Alliance to Save Our Public Postal Service, UNI Global Union and the National Vote at Home Coalition. These allies are vital in promoting our goals as a union.

#### 'THE SOLIDARITY OF HUMAN BROTHERHOOD'

In closing, President Rolando called for letter carriers to continue working for the betterment of humanity as trade unionists and as good citizens. He cited both Pope Francis, who has called on people to be kind and decent as "artisans of the common good," and the late Walter Ruther, a longtime president of the Detroit-based United Auto Workers (UAW). Rether famously said, "There is no power in the world that can stop the forward march of free men and women when they are joined in the solidarity of human brotherhood." He also said, "There

is no greater calling than to serve your fellow men. There is no greater contribution than to help the weak. There is no greater satisfaction than to have done it well."

Adding to that idea, Rolando concluded, "Let's embrace this power and this calling this week in Detroit. And more importantly, over the next two years, let's embrace them and the spirit of solidarity to improve the lives of our members, their families and our fellow workers in America and around the world."

#### BUSINESS AS USUAL

Following a spirited standing ovation for Rolando, Silver Spring, MD Branch 2611 letter carrier Delano Wilson came to the stage to deliver the preliminary report of the Convention Credentials Committee. Wilson reported that by 10 a.m. on Monday, July 16, the convention had registered 28 national officers, 60 delegates-at-large and 5,256 delegates, for a grand total of 5,344 delegates representing 595 branches from all 50 states, the District of Columbia, Guam, Puerto Rico and the Virgin Islands.

Convention delegates will continue to arrive and be registered throughout the convention; the Credentials Committee will give its final report later in the week. President Rolando next called the Rules Committee to the microphone to deliver its report: Dan Tegreeny, Central Florida Branch 1091 (chairman); Troy Scott, Baton Rouge, LA Branch 129; Margaret Parker, Aurora, IL Branch 219; Tim Foote, Harrisburg, PA Branch 500; and Carol Bailey, Columbus, GA Branch 546. Delegates approved a motion to accept the convention rules as listed in the Amendments and Resolutions booklet.

Invited to the stage next was Board of Tellers Chairman Andrew Weiner, a member of Jamaica, NY Branch 562 who also serves as election commissioner. Weiner then introduced the members of his committee: Raquel Acasio, San Diego Branch 70; Helen Amill, New York, NY Branch 36; David Barbuzzi, Massachusetts Northeast Merged Branch 25; James Brown, Nashville Branch 4; David Bugay, Pittsburgh, PA Branch 84; Alvin Charleston, Chicago Branch 11; Rene Eberhardt, Casper, WY Branch 1681; Rich Folmer, Princeton, NJ Branch 268; Henry Gomez, Youngstown, OH Branch 385; Corey Grotte, Eau Claire, WI Branch 728; Robert Hamilton, Brunswick, GA Branch 313; Mike Harazmus, Western Massachusetts Branch 46; Jeff Hartman, Centennial, CO Branch 5996; Colleen Haynes, Southeast PA Merged Branch 725; Bob Henning, Northeast Florida Branch 53; Keith Hooks, Washington, DC Branch 142; Brad

Johnson, Salina, KS Branch 486; David Kennedy, Cincinnati, OH Branch 43; Jim Lostonbo, Syracuse, NY Branch 134; Vincent Mase, New Haven, CT Branch 19; Guillermo McPherson, Austin, TX Branch 181; Mark Meyers, Seattle Branch 79; David Miller, Oklahoma City, OK Branch 458; Marie Montano, Albuquerque, NM Branch 504; Ronny Morgan, Chicago Branch 11; Dishonte Munnings, South Florida Branch 1071; Karen Nance, Washington, DC Branch 142; Carmen Penny, Montgomery, AL Branch 106; Francisco Pecunia-Vega, Fayetteville, NC Branch 1128; Salvador Rodriguez, El Paso Branch 505; Gary Smith, Northern Kentucky Branch 374; Jerri Stockberger, Lafayette, IN Branch 466; Richard Thurmon, St. Louis, MO Branch 343; Timothy Whelan, Philadelphia, PA Branch 157; and Traci Wyrick, Killeen, TX Branch 4217.

President Rolando invited Director of Safety and Health Manuel Peralta Jr. to the podium to read resolutions for consideration. The delegates then discussed, debated and adopted several resolutions. Among the resolutions adopted was one that supported converting CCAs with TE time to career status and another supporting additional limits on CCA temporary reassignments.

President Rolando then called UAW President Gary Jones to the podium. Jones decided the recent Supreme Court *Janus* decision as a political decision, but said unions would resist as they have throughout their history when necessary.

"I guarantee we've been hit even harder in our shared history and we've come back to win again and again and again," Jones said. He cited the recent successes by teachers in several states as an example of how determined workers can win even in a hostile political environment.

The delegates rewarded Jones with a letter carrier cheer.

The letter carriers in the convention hall viewed a film featuring new carriers talking about the demands of their jobs, what they like best about carrying the mail and how the Postal Service can do a better job of retaining and converting CCAs to career status.

In a video, Sen. Gary Peters (D-MI) greeted delegates, telling them, "Your work keeps our communities connected to the whole world," and pledging to fix the Postal Service's financial challenges



UAW President Gary Jones



Executive Vice President Brian Renfro

without cuts to health or retiree benefits for postal employees. President Rolando read a letter of greeting from NALC President Emeritus William Young, who could not attend this convention. "The danger we face is clear," Young warned. "All the gains we have made in negotiations can be taken away by Congress. We must elect as many worker-friendly candidates as possible."



Assistant to the President Christina Davidson and Special Assistant to the President Paul Barner

Sen. Debbie Stabenow (D-MI) also greeted the convention in a video. "Every day, you're moving our nation forward," she said, "and just as importantly, you're fighting for our working families."

Executive Vice President Brian Renfro presented awards for branches with the best organizing rates, noting that the union's overall organization rate is 92.1 percent of letter carriers, the best among national open-shop unions in the country. The winners were:

- Under 500 members—Joliet, IL Branch 325—100 percent organized
- 500-999 members—San Bernardino, CA Branch 411—97.36 percent organized
- 1,000 or more members—Boston, MA Branch 34—97.6 percent organized

President Rolando welcomed Thea Lee, president of the Economic Policy Institute (EPI), to the stage. Lee called letter carriers "heroes of the American economy."

Lee explained how EPI presents data and analysis to counter anti-labor messages by pro-corporate think tanks. Pro-union policies boost economic growth and improve equality, she said, not the failed ideas that help only the wealthy and corporate interests.

"A healthy, vibrant economy is one where we actually invest in our workforce," Lee said. "If workers don't have money in their pockets, consumers don't have money in their pockets and the economy cannot be strong."

The delegates gave Lee a hearty letter carrier cheer. President Rolando called Alvin Matsuura of Honolulu, HI Branch 860, Chairman of the Committee on the President's Biennial Report, to the podium. Matsuura introduced committee members

Tony Diaz of Tampa, FL Branch 599, Andy Tuttle of Lawrence, KS Branch 104, Amanda Greer of St. Paul, MN Branch 28 and Louise Jordan of San Antonio, TX Branch 421. The delegates approved a motion to accept the president's report. The president also called to the podium Special Assistant to the President Paul Barner, who introduced Assistant to the President for Community Services Christina Davidson. Barner said the NALC Veterans Group would distribute 2,000 personal care knapsacks to homeless veterans in Detroit this week, including postcards from delegates thanking them for their service. The postcards, available at the Veterans Group booth, should be filled out and returned to the booth by 2 p.m. today. Veterans Group members who want to help fill the knapsacks will gather this afternoon from 3:15 to 4:45 in Exhibit Hall E.

Throughout the day, the delegates honored letter carriers who deserve special recognition. They remembered carriers who had died since the previous biennial convention; recognized delegates who are CCAs, former CCAs and participants in the Great Postal Strike of 1970; honored deceased broadcaster Ed Schultz (a friend of letter carriers); and memorialized six letter carriers who recently died while on the job.

The convention adjourned for the day shortly after 3 p.m.

#### NALC AUXILIARY

The meeting for the National Association of Letter Carriers Auxiliary was called to order by President Cythensis Lang at 10:14 a.m.

The color guard, consisting of Rick Baird (WA) and Timothy Meurer (FL) presented the flag. All members recited the Pledge of Allegiance and was followed by the collect. The National Anthem was sung by Austin Cooper (Branch 79, Seattle, WA).

We welcomed our three past national officers, Linda Kirby, Marie Rasmussen and Edith Pottenger.

First-time delegates were asked to introduce themselves. We were happy to have seven new delegates.

Lang announced the committees for the week. The Committees were as follows:

- Mileage and Per Diem:** Linda Davis (WA), Jennifer Scott (CA) and Janice Vandenberg (NE).
- Rules and Resolutions:** Cythensis Lang (AL), Gaye Meredith (TX) and Doris Lauer (NY).
- Bylaws:** Cynthia Martinez (AZ), Samatha Yerg (OH) and Margret Castilleja (TX).
- Sergeant-at-Arms and Color Guard:** Rick Baird (WA) and Timothy Meurer (FL).
- Credentials:** George Anna Myers (MO), Linda Kirby (WI) and Tessa Fisher (NM).
- Audit:** George Anna Myers (MO), Linda Becker (TX) and Ann Borewski (WI).
- Nominations:** Linda Davis (WA), Evelyn A. Jones (MD) and Patsy Davis (MO).
- Teller:** Rick Baird (WA) and Timothy Meurer (FL).

The Credential Committee reported that 25 auxiliaries were represented from 14 states with two past national officers and five state presidents, and a total of 47 voting delegates. Rules for the convention were adopted. Six bylaws were approved, three were not approved and one was tabled.

President Lang reminded delegates about the Veterans Group project on Tuesday. Auxiliary members will wear their Auxiliary shirts. Bags will be stuffed at 3:15 p.m. in Hall E. Donations for the Muscular Dystrophy Association and the Letter Carrier Political Fund will be collected on Wednesday.

President Lang recessed the meeting at 1:49 p.m.

—Submitted By George Anna Myers, NALC Secretary



EPI President Thea Lee



## NALC CONVENTION CHRONICLE

Covering the second session: Tuesday, July 17, 2018



# 'WE'VE GOT YOUR BACK'

**S**tanding shoulder to shoulder in unity, delegates to NALC's 71st biennial convention in Detroit on Tuesday celebrated the power of solidarity and heard from union leaders who pledged their support in the struggles ahead.

Leaders from sister postal unions and the broader labor movement encouraged letter carriers to rely on the power of unity in the battles to stop privatization, preserve retirement benefits and maintain a high level of

service, six days a week, among other issues, and renewed their support for our cause.

Delegates recognized those among them who had served their country in a military uniform, many of them wearing special red NALC Veterans Group T-shirts reading "Veterans Helping Veterans." Their work wasn't done: On Tuesday afternoon, veteran carriers volunteered to help their fellow veterans in need.

And solidarity doesn't end when carriers hang up their satchels. Retired carriers and family members also must do their part to preserve the gains they helped win in the past through political activism, collective bargaining and the Great Postal Strike of 1970.

Letter carriers face many challenges, but speaker after speaker vowed that our fight is their fight. The spirit of solidarity shone through when each delegate turned to their neighbor and told them, "I've got your back."

### BUSINESS RESUMES

At 10 a.m. sharp, NALC President Fredric Rolando called to order the

second day of the union's 71st biennial convention.

The president first called to the stage Lafayette, LA Branch 1760 Tiffany Rubin to sing "The Star-Spangled Banner." Western Wayne County, MI Branch 2184 President Mark Judd led delegates in reciting the Pledge of Allegiance. Delivering the day's invocation was Pastor Kenneth Flowers of Greater New Mt. Moriah Missionary Baptist Church in Detroit.

Rolando next asked all letter carrier



Executive Vice President Brian Renfro



Secretary-Treasurer Nicole Rhine



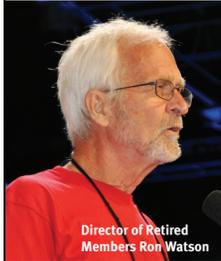
A teller vote was called for during debate on resolutions.

military veterans in the room to stand and be recognized in their red veteran T-shirts. He thanked them for their service and said he was confident that there would be enough volunteers Tuesday afternoon to pack 2,000 homeless care kits to be distributed to four veterans' homes in Detroit.

He then released NALC Executive Vice President Brian Renfro and the members of the Committee to Extend Greetings to the NALC Auxiliary: Elisabeth Goodwin of Houston Branch 283 (chairman); Laurie McLemore of Chattanooga, TN Branch 62; Jim Thigpen of Northeast Florida Branch 53; Patrick VanEgeren of Green Bay, WI Branch 619; and Lou Wagner of Grand Rapids, MI Branch 56.



Director of City Delivery Christopher Jackson



Director of Retired Members Ron Watson

### AMENDMENTS AND RESOLUTIONS

NALC Secretary-Treasurer Nicole Rhine was on stage next to kick off consideration of constitutional amendments. Leading the discussion of the four amendments before the convention were the members of the NALC Board of Trustees: Larry Brown (chairman), Mike Gill and Mack Julion. Convention delegates ultimately approved three proposed amendments to the NALC Constitution that clarified existing language about the minimum monthly dues structure and retirees not having a vote in contract ratification.

NALC Vice President Lew Drass then announced that members who wish to make appeals to the convention will do so on Friday.

A delegate asked the convention to hold a moment of silence for John W. Bourlon, a longtime NALC member and president emeritus of West Coast Florida Branch 1477, who died on the first day of convention.

Rolando next brought NALC Director of City Delivery Chris Jackson, followed by NALC Director of Retired Members Ron Watson, to the podium to resume discussing three resolutions that were not included in the Resolutions and Amendments book. Convention delegates approved two:

- A resolution to provide for the option of darker blue uniforms and cargo pants with large pockets, and
- A resolution to negotiate the placement of the blind spot negating front area view Pot Lid mirror in all ProMaster vehicles.

A lively debate took place around a proposed resolution suggesting that letter carriers who are at least 55 years of age with 20 years of service or have 30 years of service at any age, should not be forced to work off their bid assignments. Delegates ultimately voted down this resolution via a teller vote of 2,197 to 2,075.

### 'SOLIDARITY IS EVERYTHING'

At noon, President Rolando called to the stage Sara Nelson, president of the Association of Flight Attendants-CWA.

In a fiery speech, Nelson spoke about the challenges her union has faced from corporate interests. She stressed the importance of unions during these times and urged convention delegates not to let the powers that be divide us.

"The attacks on federal workers, the attacks on our union rights, are really about getting rid of the last roadblock to those who have the power and money to control everything," she said.

She told the delegates that postal unions are not the only ones fighting against privatization. Nelson became emotional remembering flight attendants who died when United Airlines Flight 175 hit the South Tower of the World Trade Center in New York City on Sept. 11, 2001. "My friends died and, by God, this country will not forget," she said. Nelson used that emotion in a successful fight against privatizing TSA workers at the Orlando airport.

She vowed that her union would stand in solidarity with postal workers in our own fight against privatization.

"We know one thing: We work. They don't," Nelson added. "Which side are we on? We're on your side. We've got your back. Solidarity is everything. It's a force stronger than gravity, and solidarity will win."

She said that solidarity comes in many forms: Sometimes we fight by rallying. Sometimes we fight by marching. Sometimes we fight by singing. Sometimes we fight by striking—but above all else, when we fight, we fight together."

After she led a singalong of "This Land is Your Land," delegates gave Nelson an enthusiastic letter carrier cheer.

President Rolando then called Rhine to the microphone to deliver her secretary-treasurer's report.

After that, the president welcomed American Postal Workers Union (APWU) President Mark Dimondstein to the podium. Dimondstein warned delegates to take seriously the recent proposals to privatize the Postal Service.

"Those in power mean business and want their hands on the \$70 billion of public postal revenue for their private profit—and they believe their time is now," he said. "For us, it must be a call to arms and action."

Pledging his union's support for coordinated advocacy against privatization and other threats through the group A Grand Alliance to Save the Postal Service, Dimondstein urged letter carriers to redouble their efforts.

"Maximum joint work of all four postal unions around our common cause is more vital than ever in this moment of crisis," he said. "Sisters and brothers, see you in the trenches, and solidarity forever!"

The delegates showed their appreciation with a letter carrier cheer.

### COMMUNICATING OUR MESSAGE

Emphasizing the vital need for external and internal communications, Executive Vice President Brian Renfro explained NALC's latest communication tools, including a new emphasis on social media and the members-only portal accessible through the union's website, nalc.org. Renfro announced that NALC is testing a members-only smartphone app to track work hours. The new app should be available soon.

President Rolando then presented the first place awards for branch publications:

- Best Website—Boston, MA Branch 34.
- Best Cartoon or Photo—Philip Navarro, Tri-Valley, CA Branch 2902.

- Best News or Feature Story—"Reflections of World War II Veteran Ted Hemen" by Tom Schulte of St. Louis, MO Branch 343.

- Promoting Unionism—"What Has the Union Done For Me?" by Kevin Flaherty of Boston, MA Branch 34.
- Best Editorial or Column—"Dicktation" by John Dick of Royal Oak, MI Branch 3126.
- General Excellence among Small Branch Publications—The 44 Magnum, New Hampshire Merged Branch 44.
- General Excellence among Large Branch or State Association Publications—Branch 34's CLAN, Boston Branch 34.

The delegates then viewed a video, the first in a series to be shown throughout the week that highlights how letter carriers stepped up in a time of crisis. The video focused on the massive flooding suffered by the people of Houston and the Gulf Coast in August 2017 as a result of Hurricane Harvey.

President Rolando then called Paul Hogrogian, president of the National Postal Mail Handlers Union, to the stage. Pointing to previous wins and the struggles ahead over privatization and retirement benefits, Hogrogian called for all postal union members to remain united and resist the urge to bicker over small issues.

"We've got bigger battles to fight," he said. "We can't be fighting each other."

Hogrogian harkened back to his union's cooperation with NALC on issues affecting each craft: "That's how it works—we support you, you support us."

Contrasting the Trump administration's claimed goal of building trust in government with the Postal Service's high public trust rating in surveys,



Delegates gave Association of Flight Attendants-CWA President Sara Nelson a letter carrier cheer.

year after year, Hogrogian derided the administration's proposal to privatize USPS.

"If they want to restore trust in the government, they should work with us, not against us," he said. "Work with us to fix it—don't sell it to the highest corporate bidder who will just run it into the ground."

Looking toward the coming struggle, Hogrogian invoked the power of solidarity. "We've got to let them know we're not alone," he said. "It's not just the postal workers; we've got the federal workers. It's not just the federal workers; we've got the whole labor movement behind us. It's not just the labor movement behind us; we've got the American people behind us!"

The delegates showed their appreciation with a letter carrier cheer.

The NALC trustees, from l: Chairman Larry Brown, Mike Gill and Mack Julion



APWU President Mark Dimondstein



NPMHU President Paul Hogrogian



The NALC trustees, from l: Chairman Larry Brown, Mike Gill and Mack Julion



NALC Auxiliary President Cynthia Lang introduced members of the Auxiliary Board.

back home to join. "We want to grow this Auxiliary," Lang said. "The Auxiliary are the people who are going to stick with you through thick and thin."

President Rolando then called on Director of Retired Members Watson, who introduced the Retirement Committee: Chairman Ernie Kirkland of Lexington, KY Branch 361; Doug Gulle of Columbus, OH Branch 78; JoAnn Pyle of Seattle Branch 79; Michael Sheridan of South Macomb, MI Branch 4374; and John Walsh of Albany, NY Branch 29. Kirkland delivered the committee's report.

After a few housekeeping announcements, the session adjourned shortly after 3 p.m.

### FRIENDS AND FAMILY

President Rolando then brought the Mileage and Per Diem Committee to the stage: Antonia Shields of Birmingham, AL Branch 530 (chairman); Barry Bode of Jonesboro, AR Branch 1131; Kenneth Montgomery of Rochester, NY Branch 210; Vanessa Sanchez of San Antonio, TX Branch 421; and William Wray of Raleigh, NC Branch 459. Shields announced that the committee had set a per diem rate of \$180. The recommendations of the committee were adopted by voice vote.

The president then brought the members of the Nalcrest Committee to the stage: Matty Rose of South Florida Branch 1071 (chairman); Tom Young of Garden Grove, CA Branch 1100; and Don Southern of Lakeland, FL Branch 1779. The committee

With an overwhelming turnout, hundreds of veterans in red shirts helped stuff 2,000 bags with toiletries and food during the Tuesday afternoon workshop session. The bags will be delivered to organizations in the Detroit-area serving homeless veterans.

members gave delegates an update on activities at Nalcrest, including improvements to make the retirement facility more environmentally friendly.

Renfro then introduced NALC Auxiliary President Cynthia Lang, who introduced Vice President Cynthia Martinez, Secretary George Anna Myers and Assistant Secretary Linda Davis. Lang urged delegates to support the Auxiliary and to ask family members of their fellow branch members



## NALC AUXILIARY

TUESDAY, JULY 17

President Cythensis Lang reconvened the meeting at 10:14 a.m. All members recited the Pledge of Allegiance and the collect.

President Lang then asked the members to read over the minutes from the previous day. There were a couple of minor corrections, and the minutes were approved as corrected.

President Lang then called Auxiliary Vice President Cynthia Martinez to the podium for the memorial service. Martinez gave greetings to the members before reading Psalm 23, leading the members in prayer and reciting a poem. Members lined up to bring flowers to the table for each of the 36 deceased members whose names were read. Austin Cooper of Seattle, WA Branch 79 honored our members with a song, "It's

So Hard to Say Goodbye to Yesterday."

NALC Executive Vice President Brian Renfro brought his committee over to speak with us about the importance of the Auxiliary in our current political climate, as well as how much he appreciated what we are doing to help our letter carriers. The committee consisted of Elisabeth Goodwin of Texas (chairman); Patrick VanEgeren of Wisconsin; Laurie McLemore of Tennessee; Jim Thigpen of Florida; Lou Wagner of Michigan; and Larissa Parde of Nebraska. Ohio State Association President John Dyce came over to thank the Auxiliary for all that we do.

President Lang asked the members to send in items they have going on in their states, along with pictures, so that she

may submit them to *The Postal Record*.

Bylaws Chairman Cynthia Martinez returned to continue with bylaws. Six were adopted, one was not and one was tabled.

Washington State Association President Brian Wiggins stopped in with some supporting words and appreciation for the Auxiliary.

The Nominating Committee, consisting of Chairman Linda Davis, Patsy Davis and Evelyn Jones, had two nominees, which were Crystal Bragg of Illinois and Samantha Yerg of Ohio, for the national secretary position. Voting will take place at 10:30 a.m. on Wednesday, followed by our luncheon at 11:30 a.m.

—Submitted By George Anna Myers, NALC Secretary

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## NALC CONVENTION CHRONICLE

Covering the third session: Wednesday, July 18, 2018



Delegates from Region 3 celebrate National Business Agent Michael Caref's election by consent.

### THE POWER OF DEMOCRACY

On the third day of NALC's 71st biennial convention, delegates demonstrated that when union members use the democratic process to forge a common goal, they fulfill the promise of solidarity.

At Wednesday's session, delegates meeting in Detroit put democracy into action, nominating candidates for election to the Executive Council. As a result, NALC members across the country will elect 10 national officers, three national trustees and national business agents for three regions by mail-in ballot this fall.

Several speakers also brought inspiration from nearby Flint, MI, from across the Detroit River in Canada and from the worldwide postal labor movement. They rallied delegates with stories about how everyday people, and rank-and-file union members, are standing up to protect the vulnerable against moneyed interests and neglectful governments—and preserving the blessings of democracy for all.

#### RESOLUTIONS

NALC President Fredric Rolando called the convention to order at 10 a.m. Performing the National Anthem was San Diego, CA Branch 70 member George Elias. He was followed by Detroit Branch 1 Recording Secretary Elaine Jones, who led the Pledge of Allegiance, and by Pastor Steve Bland of Liberty Temple Baptist

Church in Detroit, who delivered the invocation.

Coming to the stage at Rolando's invitation was NALC Director of Life Insurance Myra Warren, who read five resolutions to the National Agreement, which were all approved by the convention delegates. These were emergency suspensions being given priority consideration by the dispute resolutions teams, GPS data not being used for discipline, adding dry-fit and UV-protected fabric as well as cold wear gear clothing to the uniform program, and providing that street communications between letter carriers and supervisors

Director of Life Insurance Myra Warren



Region 10 NBA Javier Bernal (l) and Region 14 NBA Richard DiCecca celebrate their elections.

be conducted via the Mobile Delivery Device (MDD).

Rolando next asked NALC Secretary-Treasurer Nicole Rhine to come to the stage to begin the convention's considerations of general resolutions. One was approved, one disapproved and another was withdrawn.

The one that was approved, General Resolution 3, called for NALC members to participate in legislative and grassroots efforts with postal allies to oppose Trump administration policies. Letter carriers are encouraged to download the NALC Member App, contribute to the Letter Carrier Political Fund, and to perform get-out-the-vote actions such as phone and text banking and canvassing.

#### NOMINATIONS

President Rolando turned to the next order of business, as required by the NALC Constitution: calling for nominations for national office. President Rolando ceded the chair to Executive Vice President Brian Renfroe, because the

first nomination was for the office of president. Renfroe called for nominations, and two were forthcoming from the floor—for Fredric V. Rolando of Sarasota, FL Branch 2148, and for David Noble of Washington, DC Branch 142.

Returning to the microphone, President Rolando sought nominations for all remaining offices, which were offered from the floor as follows (uncontested nominees were elected by consent; contested nominees are listed in nominating order):

**Executive Vice President (contested)**  
—Brian Renfroe, Hattiesburg, MS Br. 938  
—Rachael Elmore, Freehold, NJ Br. 924

**Vice President (contested)**  
—Lew Drass, Huntsville, AL Br. 462  
—Sara Gresham, Newport News, VA Br. 609

**Secretary-Treasurer (contested)**  
—Nicole Rhine, Lincoln, NE Br. 8  
—Jerry Kerner Jr., Baltimore, MD Br. 176

**Assistant Secretary-Treasurer (contested)**  
—Paul Barner, Roswell, GA Br. 4862  
—Kathryn R. Myers, Billings, MT Br. 815

**Director of City Delivery (contested)**  
—Christopher Jackson, Garden Grove, CA Br. 1100  
—Thomas A. Houff, Richmond, VA Br. 496

**Director, Safety and Health (contested)**  
—Manuel L. Peralta Jr., Garden Grove, CA Br. 1100  
—Douglas L. Peters II, Lansing, MI Br. 122

**Director of Life Insurance (contested)**  
—James W. Yates, Long Island Merged, NY Br. 6000  
—Alan Nagata, Salt Lake City, UT Br. 111

**Director, Health Benefit Plan (contested)**  
—Stephanie Stewart, Central Iowa Merged Br. 352  
—Robert R. Brunette, Sheboygan, WI Br. 102

**Director, Retired Members (contested)**  
—Daniel Toth, Lorain, OH Br. 583  
—Thomas E. Fath, Decatur, IL Br. 317

**National Trustees (three positions; contested)**

—Lawrence D. Brown Jr., Los Angeles, CA Br. 24  
—Michael Gill, South Florida Br. 1071  
—Mack I. Julion, Chicago Br. 11

—Carol E. Paxton, New Orleans, LA Br. 124  
—Rolando Rodriguez, Anderson, IN Br. 489

**Region 1 NBA**  
—Bryant Almaro, Santa Clara, CA Br. 1427

**Region 2 NBA (contested)**  
—Nick Vafades, Longview, WA Br. 2214  
—Michael Wahlquist, Salt Lake City, UT Br. 111

**Region 3 NBA**  
—Michael B. Caref, Chicago, IL Br. 11

**Region 4 NBA (contested)**  
—Dan Versluis, Tucson, AZ Br. 704  
—Anita Lewallen, Conway, AR Br. 1592

**Region 5 NBA**  
—Michael Birkett, Dubuque, IA Br. 257

**Region 6 NBA**  
—Charles Troy Clark, Lexington, KY Br. 361

**Region 7 NBA**  
—Troy D. Fredenburg, Minneapolis Br. 9

**Region 8 NBA**  
—Steve Lassan, Nashville, TN Br. 4

**Region 9 NBA (contested)**  
—Kenneth R. Gibbs Jr., Brunswick, GA Br. 313  
—Lynne Pendleton, Central Florida Br. 1091

**Region 10 NBA**  
—Javier Bernal, Houston Br. 283

**Region 11 NBA**  
—Mark Camilli, Northeastern New York Br. 358

**Region 12 NBA**  
—David J. Napadano, New Castle, PA Br. 22

**Region 13 NBA**  
—Vada E. Preston, Tidewater Virginia Br. 247

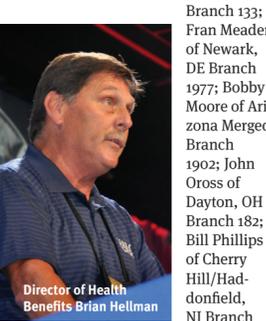
**Region 14 NBA**  
—Richard J. DiCecca, Massachusetts Northeast Merged Br. 25

**Region 15 NBA**  
—Larry Cirelli, New Jersey Merged Br. 38

#### CREDENTIALS COMMITTEE

Rolando turned the microphone over to Credentials Committee Chairman Delano Wilson of Silver Spring, MD Branch 2611, who introduced the other committee members: Marc Ashmon of Linden, NJ Branch 2876; Linda Boroughs of Dallas Branch 132; Jon Calloway of Springfield, IL Branch 80; BaLynda Croy of Appleton, WI Branch 822; Chris Crutchfield of Anchorage, AK Branch 4319; John Dyce

of Youngstown, OH Branch 385; Ethel Ford of Houston Branch 283; Rachael Freehauf of Fargo-West Fargo, ND Branch 205; Sonny Guadalupe of New York, NY Branch 36; Tina Hunt of St. Louis, MO Branch 343; Caroline Jones of High Point, NC Branch 936; Anthony Lauderdale of Nashville, TN Branch 4; John McPherson of Sacramento, CA Branch 133; Fran Meader of Newark, DE Branch 1977; Bobby Moore of Arizona Merged Branch 1902; John Oross of Dayton, OH Branch 182; Bill Phillips of Cherry Hill/Haddonfield, NJ Branch 769; Yesenia Robles of Garden Grove, CA Branch 1100; Brian Simmons of Southeast MA Merged Branch 18; Percy Smith of Emerald Coast, FL Branch 4559; Robert Sweerus of Camden, NJ Merged Branch 540; Michelle Safran of Western Wayne County, MI Branch 2184; and Derlwyn Taylor of Detroit Branch 1.



Director of Health Benefits Brian Hellman

Wilson gave a committee report, stating that 5,552 delegates representing 605 branches from all 50 states, the District of Columbia, Guam, Puerto Rico and the Virgin Islands were in attendance.

Rolando then brought NALC Director of Safety and Health Manuel Peralta Jr. to the stage, who addressed the convention delegates on recent successes in the Customer Connect program, including several carriers who have made \$1 million sales, which were displayed on the convention screens. Since the program's inception in 2002, letter carrier have secured sales leads totaling \$2.60 billion in annual revenue.

The delegates then viewed a video about the 1936-37 Flint, MI, autoworkers' strike against GM, a critical turning point in labor history.

Sequencing from Flint's past to its present and future, President Rolando next

welcomed Dr. Mona Hanna-Attisha, the pediatrician in Flint who revealed in 2015 that lead levels in the blood of children in the city had doubled after the city's water source changed.

A daughter of union workers, Hanna-Attisha told delegates that the Flint public health crisis involved far more than bad drinking water. It reflects a broader problem involving inequality, injustice and erosion of democracy—a connection that union members understand. "The union movement got it immediately," she said. "You understood what was happening in Flint and you understood that it was a symptom of a larger problem that is happening throughout our nation."

"To truly fix Flint, and the Flints everywhere, it will take a rebuilding of the American Dream—that grand bargain that was first born in Flint," she said. "As a pediatrician, the most important medication I can prescribe to our children is living-wage jobs for their parents."

Hanna-Attisha compared the Flint crisis to letter carriers' current struggle: "The fight against privatization of the post office—the public post office—is the same as our fight to preserve our public spaces and our public resources, and it is the same fights our struggle in Flint to fight for affordable and safe public water."

The delegates rewarded Hanna-Attisha with a letter carrier cheer. They also approved a motion to pass the hat to support the Flint Child Health and Development Fund.

After considering more resolutions, the delegates viewed a video highlighting carriers who work in the Florida Keys and how they responded to the impact of Hurricane Irma in September 2017, the second video in a series being shown this week about letter carriers responding to natural disasters.

**INTERNATIONAL SOLIDARITY**

President Rolando brought Christy Hoffman, General Secretary of UNI Global Union, to the podium. Hoffman told the delegates that her organization strives to fulfill solidarity on a global scale.

"All of our problems," she said, "are bigger than one union, one town, one state—or even one country."

**CLEAN WATER AND JUSTICE**

The delegates then viewed a video about the 1936-37 Flint, MI, autoworkers' strike against GM, a critical turning point in labor history.

Sequencing from Flint's past to its present and future, President Rolando next

said, "That's how they started in Canada—when they released a report about the post office where they predicted the sky was going to fall and the stars wouldn't shine. They used that to justify their attacks on working people in public services."

Canadian postal workers mounted an aggressive campaign against the cuts. "Everywhere we went, people told us it was a done deal," Palacek said. "We refused to believe that."

"Together, we are more powerful than any government," Palacek said, but not without the help of the public. "We knew we couldn't do it ourselves. We had to reach out to the communities we serve because we know that at the end of the day, people care about their postal service."

"We fought them on every plane we could think of," he said, including at the ballot box. Activists made postal cuts one of the top five issues on voters'

minds. In the 2015 election, Canadian voters overturned a conservative majority in Parliament, and the new government suspended the postal cuts.

"No matter how bad it looks, no matter how dark it gets, even when everybody tells you it can't be done," Palacek said, "don't believe it, brothers and sisters."

Palacek led the delegates in a Canadian union chant: "So-so-so-solidarity!" The delegates then responded with a letter carrier cheer.

**COMMITTEE REPORTS**

President Rolando invited the NALC trustees, Larry Brown of Los Angeles Branch 24 (chairman), Mike Gill of South Florida Branch 1071 and Mack Julion of Chicago Branch 11, to the stage. The three trustees delivered their Board of Trustees report.

Next, President Rolando brought Health Benefit Plan Director Brian Hellman to the stage for the Health Benefit

Committee report. Hellman introduced the members of the committee: Pete Bednarz of New Jersey Merged Branch 38 (chairman); Robert Murphy of Cleveland, OH Branch 40; and Tom Nelson of New York, NY Branch 36. The committee reported that the NALC Health Benefit Plan currently has 253,711 enrollees, 7,106 of whom enrolled during the last Open Season.

President Rolando summoned the Scholarship Committee to the stage, introducing committee members Jacqueline White of Los Angeles Branch 24 (chairman), Sandra Laemmel of Detroit Branch 1 and Larry Kania of Western New York Branch 3. The committee members delivered their report.

Throughout the day, the delegates honored several NALC members and family members who had lost their lives or been injured.

After consideration of a few more resolutions, the session adjourned at 3 p.m.



Canadian Union of Postal Workers President Mike Palacek led delegates in a union chant.



A delegate makes a point of privilege.

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## NALC AUXILIARY

The meeting were reconvened at 9:33 a.m. by President Cythensis Lang. The Pledge of Allegiance and collect was recited by the members. Assistant Secretary Linda Davis gave the thought for the day.

The Credentials Committee gave an updated report. There are 26 auxiliaries present, with 14 states represented, four national officers, five state presidents and one past national president, for a total of 48 delegates.

The Bylaws Committee returned to address the last tabled motion. The bylaw was not adopted.

President Lang gave a door prize. She also gave a gift to Legion Cresswell of

Dallas, TX Aux. #28 for all his hard work at our Country Store. He is also our youngest member in attendance.

Vice President Cynthia Martinez gave as door prizes two convention pins donated by Laurie MacLemore, the state president of Tennessee.

President Lang then called for the election process to begin. After the voting, members attended our Wednesday luncheon at Andiamo on the Detroit Riverfront.

We were very pleased to have 44 members and guests in attendance. A blessing was given by Jim Doman of Aux. #1248 in Oklahoma. Guests were treated to an awesome meal and a Chinese auction.

Auction items were two beautiful handbags, a pretty dress and two bottles of excellent wine. The winner of the red MK handbag was Teré Petrey of Aux. #1064 in Texas. The winner of the green-and-white cross-body bag was Tessa Fisher of Aux. #698 in New Mexico. The winner of the beautiful dress was Beatrice Fuentes of Aux. #233 in Texas. The winner of the rosé wine was Selina Doman of Aux. #1248 in Oklahoma. The winner of the white wine was Sharon Ward of Aux. #47 in Maryland.

After the auction, the luncheon was concluded.

—Submitted by George Anna Myers, NALCA Secretary

## National Association of Letter Carriers

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## NALC CONVENTION CHRONICLE

Covering the fourth session: Thursday, July 19, 2018



From L: NALC President Fredric Rolando with Jaxson Hunt, Ady Barkan and Mark Perrone

### 'BE HEROES IN THIS MOMENT'

**O**n the fourth day of the 71st biennial convention, delegates embraced their power to effect positive change beyond the workplace. Whether bringing their message to voters and to Congress, feeding hungry families through the Letter Carrier Food Drive or working for social and economic justice, letter carriers meeting in Detroit renewed their commitment to creating a better world.

Speakers urged delegates on Thursday to remember that in their unity lies the power to embrace their values by helping the hungry, giving hope to the sick, defending the powerless and resisting those who discriminate or seek to divide.

The delegates responded, donating money on the floor and in raffles for those in need and wearing blue T-shirts displaying their support for the union's political fund, which helps broadcast our message. They strengthened their resolve to stand up for working men and women everywhere and build stronger communities—to "be heroes in this moment."

#### BACK TO WORK

The day began at 10 a.m. as NALC President Fredric Rolando called the

delegates to order and invited to the stage Los Angeles Branch 24's Juanetta McKissick to perform "The Star-Spangled Banner." Detroit Branch 1 Treasurer Michael Slavin led the Pledge of Allegiance, and Pastor Ian Reed Twiss of Trinity Episcopal Church in Belleville, MI, delivered the invocation.

#### 'YOU CAN BE AN AMERICAN HERO'

Rolando next invited to the stage Ady Barkan of the Center for Popular Democracy.

Barkan, who has ALS and needs Medicaid to help pay for his care, has been an advocate on Capitol Hill for progressive change.

"I'm losing my ability to speak, so I'm asking people to be my voice," he said in a moving introductory video shown to the delegates. "I'm losing my ability to walk, so I'm asking people to march for me—to vote to replace these Republicans in Congress with people who listen to families like ours."

Barkan began his speech by saying that the country's values of justice and equity are under attack from a president who cares only about profits, not people. "And I know that you, as the women and men who are our neighbors, block by block, door by door, you know better than anyone what this government is doing to our families and friends and neighbors," he said.

He continued by saying that, because we have the power of solidarity and the power of the American people, it is our duty to use that power against hatred, greed and xenophobia. Barkan urged delegates in the hall to turn out in force for the midterm elections in November, and to become community organizers as proud, brave Americans committed to a different vision.

"Think about how close we are to building a

Assistant Secretary-Treasurer Judy Willoughby



dramatically different world," he said. "We need each and every one of you to be heroes in this moment."

#### COMMITTEES

Rolando continued the day's events by announcing the members of the National Election Committee: Barbara Sticker, Garden Grove, CA Branch 1100; Mike O'Neill, New Jersey Merged Branch 38; Rod Holub, Manhattan, KS Branch 1018; Delano Wilson, Silver



USW Vice President Fred Redmond

Spring, MD Branch 2611; Antonia Shields, Birmingham, AL Branch 530; Paul Roznowski, Royal Oak, MI Branch 3126; Ethel Ford, Houston, TX Branch 283; Tom Dlugolen

Heroes program, and Carrier Alert. The Mileage and Per Diem Committee returned to the stage. Chairman Antonia Shields gave the committee's final report. 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.

#### A SEA OF BLUE

President Rolando returned to the stage. "Boy, do we have a sea of blue out there," he commented, seeing the myriad of contributors in the crowd clad in their stylish light blue Letter Carrier Political Fund (LCPF) T-shirts. "Currently, over 24,000 members contribute to the Letter Carrier Political Fund. That's impressive—but it's only 9 percent of our membership," Rolando said. "One thing I know for sure is we are more than a 9 percent union, and we've made good progress educating our members and growing the PAC since we last met in Los Angeles."

He then announced the awards for participation in LCPF by branch size through June 15. The first place winners were:

**PARTICIPATION RATE**  
2,000-plus members—Chicago Branch

11, 14.58 percent  
**1000-1,999 members**—Austin, TX Branch 181, 35 percent  
**500-999 members**—Birmingham, AL Branch 530, 30.85 percent  
**300-499 members**—Reading, PA Branch 258, 46.5 percent  
**Under 299 members**—Newport, RI Branch 57, 83.8 percent  
**State Association**—Rhode Island, 33.94 percent

**Region**—Region 8 (Alabama, Louisiana, Mississippi and Tennessee), 15.32 percent  
**PER CAPITA DONATIONS**  
**2,000-plus members**—Chicago Branch 11, \$25.02  
**1,000-1,999 members**—Austin, TX Branch 181, \$63.55  
**500-999 members**—Honolulu, HI Branch 860, \$80.48  
**300-499 members**—Central California Coast Branch 52, \$68.79  
**50-299 members**—Newport, RI Branch 57, \$151.26

**LARGEST INCREASE**  
**2,000-plus members**—New Jersey Merged Branch 38, 4.89 percent  
**1,000-1,999 members**—Austin, TX Branch 181, 5.29 percent  
**500-999 members**—Birmingham, AL Branch 530, 12.92 percent  
**300-499 members**—Reading, PA Branch 258, 21.64 percent  
**50-299 members**—Linden, NJ Branch 2876, 39.19 percent  
**State Association**—Rhode Island, 7.82 percent

**Region**—Region 3 (Illinois), 4.06 percent  
President Rolando then introduced NALC Assistant Secretary-Treasurer Judy Willoughby, who read three legislative resolutions pertaining to how to use NALC fact sheets, as well as the union's stances on social and ecological issues. All three were approved after recommended changes.



#### 'TOUGH IS WHAT WE DO'

After a video of the Rev. Dr. Martin Luther King Jr. delivering his "I Have a Dream" speech in Detroit, Rolando said racism is still a challenge for America before introducing Fred Redmond, international vice president of the United Steelworkers Union of America.

Redmond reminded the delegates of the labor movement's central role, from its earliest years to today, in promoting social and economic justice and opposing racism, sexism and other forms of discrimination. Our united action in service of our values, he said, prepares us for the struggles that face us today.

"These are tough times," Redmond said. "But in the labor movement, tough is what we do. We fight every day for working families, because in this labor movement, we pride ourselves on the morality of our core values and our mission of being a collective voice for the voiceless."

Redmond harshly criticized the Trump administration's disrespect for human rights and dignity, shown, for example, by its treatment of undocumented immigrant families.

"I think we are all astonished and saddened that our country has stooped to separating children at the border from their parents," he said. "Brothers and sisters, that's not the America that we know. That's not the America that some of you in this room served to defend by your military service."

He urged letter carriers to rise to the many challenges as one. "If we stand by the principles of the labor movement, if we work with our community partners and allies, then one day, one day soon, we will be able to stand up and look our children square in the eye and tell them, because of what we have done in this movement, the best days of America are not behind us," he said.

The delegates showed their appreciation with a letter carrier cheer. The delegates then viewed a video in the "We Carry On" series about how their brothers and sisters in Puerto Rico, St. Thomas and St. Croix dealt with the devastating impact of Hurricanes Irma and Maria last September.

#### STAMP OUT HUNGER

President Rolando invited to the stage Marc Perrone, president of the United Food and Commercial Workers (UFCW) International Union, a national sponsor of the Letter Carriers' Food Drive.

"Bag by bag and door by door, millions of pounds of food have been donated by our union and your union," Perrone said. "We have changed the lives of countless families all across this country, and I want to thank you for the work that you've done."

Perrone praised letter carriers for their role in uniting the American people. "You help remind people that, every day, we are a nation—a single nation. You treat everybody equally," he said. "You reflect our values: equality, unity, community, respect and dignity, decency and selflessness."

He reminded the delegates that their hard work, and unions' struggle overall to win a fair share for their labor, is what makes America run. "No organization, no company, no government has ever succeeded in spite of its workers," he said. "We succeed because of our workers."

"When those with wealth and power and political agendas come after us," he added, "it isn't because we've

done something wrong—no, it's because we've done something right."

Perrone urged the delegates to transform their values into action. "Let me call on all of you to embrace the power that you all have, that we all have, to be able to shape the kind of America that we believe in."

In a memorable moment following his speech, Perrone announced that UFCW will double its contribution to the Letter Carriers' Food Drive next year.

The delegates rewarded Perrone with a letter carrier cheer. President Rolando invited Gerry Brisson, president and CEO of Gleaners Community Food Bank in Detroit, to the podium. "We are inspired and deeply grateful to you," Brisson said. Tellers then moved through the convention hall to collect donations for letter carriers suffering personal setbacks, to raise money to help fund a Fisher House for injured veterans' families in Ann Arbor, MI, and for the children of Flint, MI. The effort raised \$15,369, which the NALC trustees will decide how to distribute on Friday. Additionally, donations of bottled water for Flint will be collected on the floor Friday.

The president then announced the



Danielle Harada raffled off her art as prizes to raise money for MDA.



Delegates from Hawaii marched to the stage to invite delegates to the 2020 convention in Honolulu.

Branch 343; Portland, OR Branch 82; Arizona Merged Branch 1902; North-eastern New York Branch 358; Colorado Springs, CO Branch 204; Yonkers, NY Branch 387; Green Bay, WI Branch 619; Fargo-West Fargo, ND Branch 205; Manitowac, WI Branch 490; and Sheridan, WY Branch 1006. The Gold Prize winner for the most raised per capita (\$111.36) was Branch 1006.

President Rolando introduced Danielle Harada, an artist and MDA ambassador who provided several works of art she raffled at the convention to raise money for MDA. Harada said NALC's support for MDA has helped develop a treatment for the type of muscular dystrophy she has. And she announced the winners of the raffle. The president said that NALC's raffle and sales for MDA at the convention had raised about \$63,000 so far.

The Convention Site Committee took the stage. Rhine introduced the members of the committee: Howard Komine, Honolulu, HI Branch 860 (chairman); Jim Korolowicz, South Macomb, MI Branch 4374; and Glenn Norton, Las Vegas, NV Branch 2502. Rhine delivered the committee's report and Komine explained the process of choosing a site for future conventions. As president of the host branch for the 72nd biennial convention in Honolulu in 2020, Komine led his branch in inviting delegates to his city in two years. After some housekeeping items, the convention adjourned shortly after 3 p.m.

top collections of food in last May's Letter Carriers' Food Drive:

- 1-25 members**—Avon Park, FL Branch 4000, 63,992 pounds
  - 26-49 members**—Helena, MT Branch 220, 148,242 pounds
  - 50-99 members**—Butte, MT Branch 621, 166,500 pounds
  - 100-199 members**—Charlottesville, VA Branch 518, 349,164 pounds
  - 200-349 members**—Columbia, MO Branch 763, 1,095,148 pounds
  - 350-499 members**—Fort Meyers, FL Branch 2072, 292,095 pounds
  - 500-699 members**—North Oakland County, MI Branch 320, 537,683 pounds
  - 700-999 members**—Oklahoma City, OK Branch 458, 1,802,922 pounds
  - 1,000-1,499 members**—West Coast Florida Branch 1477, 1,312,092 pounds
  - 1,500-2,499 members**—Central Florida Branch 1091, 1,062,835 pounds
  - More than 2,500 members**—Los Angeles, CA Branch 24, 2,017,939 pounds
- Branch 24 also collected the most pounds of any branch, while Branch

458 collected the most money, \$105,217, for the food drive.

#### DELIVERING THE CURE

The president invited Jacob Hunt and his family, including son Jaxson, to the stage. Hunt described his family's struggle to deal with Jaxson's diagnosis with Duchenne Muscular Dystrophy (DMD) and how the Muscular Dystrophy Association (MDA)—NALC's official charity—boosted his confidence in facing Jaxson's future.

"What do you have if you don't have hope?" asked Hunt. "We're here today because we have hope."

"Today, boys with DMD often become men," he said. "They live into their 20s and 30s, which was often not the case 15 or 20 years ago."

President Rolando announced the top MDA fundraising branches. The grand prize winner, with \$60,221 raised last year, was Long Island Merged, NY Branch 6000. The other top branches were St. Louis, MO

**NALC AUXILIARY THURSDAY, JULY 19**

President Cythensis Lang reconvened the meeting at 10:10 a.m. All members recited the Pledge of Allegiance and the collect. The thought of the day, about putting positive impulses into action, was given by Auxiliary Vice President Cynthia Martinez. The minutes were approved as read. The Executive Board will approve the minutes for the last meeting. All committees gave their final reports and were thanked for their service by President Lang. The nominating committee reported the election results. The elected officers are as follows: president, Cythensis Lang; vice

president, Cynthia Martinez; secretary, Crystal Bragg; assistant secretary, Linda Davis; and treasurer, Pamela Fore. Past National Auxiliary President Linda Kirby swore in the newly elected officers. After six years of service to our NALCA Board, George Anna Myers retired from the position of secretary. Myers has retired from the Auxiliary but will continue to work hard for NALC and NALCA. Brooks Bennett of Washington thanked the Auxiliary for all our work in helping letter carriers. Luke Wiggen shared a touching video of his mother's last day on her route in Washington. It was beautifully done and illustrated the connection between letter

The NALCA Board was installed on Thursday.

carriers and their customers. Geneva Robinson of Aux. #4 in Missouri shared her thoughts about the benefits of an optimistic attitude. The flags were retired and the meeting was closed until the 72nd NALC biennial convention in Honolulu.

—Submitted by George Anna Myers, NALCA Secretary



## NALC CONVENTION CHRONICLE

Covering the fifth session: Friday, July 20, 2018



AFL-CIO President Richard Trumka called on letter carriers to get mobilized in the efforts to protect workers' rights.

### 'FIGHT LIKE HELL'

**O**n the closing day of the 71st biennial convention, speakers from both sides of the political aisle sized the delegates meeting in Detroit as they prepared for the return to their cities and branches. The guests encouraged delegates to stand strong in the ongoing struggle to defend union rights, protect wages and benefits and stop privatization and other assaults on the Postal Service.

Two letter carrier-friendly Republican members of Congress praised the Postal Service and pledged to join letter carriers in their quest to defend it, including from the White House's overtures to privatize it. House Minority Leader Nancy Pelosi (D-CA) also committed to opposing any efforts at privatization or cuts to service or postal employee benefits.

AFL-CIO President Richard Trumka told delegates that their struggles to protect their pay and benefits were not isolated. He explained that the labor movement is strong and determined and has the backing of workers everywhere. By standing in unity, the nation's workers can succeed.

The delegates took the message to heart, taking the opportunity to renew

the spirit of solidarity before rejoining the fight. Remembering brothers and sisters who passed away, they closed the convention in the spirit of legendary mine workers organizer Mother Jones, whose motto was, "Pray for the dead, and fight like hell for the living!"

### BACK TO WORK

Friday's session opened with Tim Greene of Asheboro, NC Branch 2560 singing the National Anthem, followed by the Pledge of Allegiance led by Michael Hendren, president of South Macomb, MI Branch 4374. Rev. Timothy Thompson Sr. of Emmanuel House in Detroit delivered the invocation.

Executive Vice President Brian Renfro reported that during the week, 472 delegates had become new donors to the Letter Carrier Political Fund, 215 increased their contribution levels and 65 non-delegates contributed.

### REPUBLICAN SUPPORT

President Rolando then welcomed Rep. Dan Donovan (R-NY) to the podium to address the convention.

Donovan, the lone GOP member of New York City's congressional delegation, praised letter carriers for their reliable service and for the many ways they look out for their neighborhoods, including taking heroic actions to save the lives of customers.

"We are a grateful nation for your service to our community," he said. "What can Congress do for you to show our appreciation? We will make sure that we maintain that six-day delivery service." Donovan also said the Postal Service should preserve door delivery and keep USPS a public agency.

"How do you guys feel about this privatization thing?" he asked, drawing boos. "Hey, you know what? So do I."

Donovan pledged to work with members of Congress on both sides of the aisle to stand up for the Postal Service. The delegates rewarded Donovan with a letter carrier cheer.

The president invited to the stage Rep. Rodney Davis (R-IL) to address the delegates.

"You all don't get enough credit for what you do every day," he said, "and too many people take it for granted."



Delegates gave President Trumka a letter carrier cheer.

Despite attempts to chip away at the power of the labor movement, Trumka said, "we're still strong. We're powerful. We're united. And it's high time we took our country back, because we're the ones who carry the mail; we're the ones who teach the classes; we make the roads; we bake the bread; we lift the load. We stand tall—we don't run and hide. We wake our country up every day and we tuck her into bed. We are the American labor movement, and we will not be denied!"

The delegates showed their appreciation with a letter carrier cheer.

### 'STAND OUR GROUND'

Rolando then returned to the stage to introduce the final guest speaker of the day, House Minority Leader Nancy Pelosi (D-CA).

Pelosi praised letter carriers for their role in America's social fabric. "You bind the nation and the world together, connecting friends, family and far-flung communities and businesses," she said. "Every corner of the country relies on you, not only as letter carriers, but as neighbors and leaders."

Pelosi said that members of her party in Congress support letter carriers and a public Postal Service, noting that House Democrats voted overwhelmingly to kill Wednesday's measure that would have barred USPS from providing financial services to the public.

To restore financial stability to the Postal Service, Pelosi called on Congress to end the mandate that USPS

pre-fund retiree health care and to return the billions of dollars already set aside for pre-funding to the agency.

"Congress should solve this crisis," she said. "It could do it in a heartbeat." "Democrats will fight any measure that fails to provide a long-term solution," she added, "or that exploits the crisis to push an anti-worker agenda."

Pelosi pledged to seek bipartisan solutions to postal and labor concerns, but not to capitulate in the process. "If we can't find common ground, we must stand our ground."

Reflecting on this fall's elections for House and Senate, Pelosi said, "Elections can be about who wins—what person—but also at stake in the elections is what is important. And whoever wins, the American people must win, and America's working families must win." She urged letter carriers to boost their activism in politics.

Pelosi pledged to stand up for letter carriers and working people in Congress, Pelosi drew a line in the sand, saying:



Minority Leader Nancy Pelosi (D-CA) was escorted to the stage by California letter carriers.

Davis is a co-sponsor of H.Res. 993, the bipartisan House resolution introduced on Monday, the convention's first day, to reject postal privatization. "We're going to make sure the United States Postal Service remains an independent establishment of the federal government and is not subject to privatization," he said.

Warren then introduced the members of the Uniform Committee: Stafford Price Jr. of Chicago Branch 11 (chairman); Gina Mendoza-Telck of Fort Worth, TX Branch 226; and Greg Klopfer of Jamaica, NY Branch 562. The committee delivered its report.

### HELPING OTHERS

The delegates viewed the final video in the "We Carry On" series about how letter carrier brothers and sisters in Santa Rosa, CA, are dealing with the aftermath of historic wildfires in October.

Rolando then introduced Special Assistant to the President Paul Barner, who spoke about the NALC Disaster Relief Foundation, which the union has established to respond to disasters. He said that the relief effort would set up response teams trained by government agencies. When disasters strike, the program will provide food, clothing and financial aid. The relief foundation has filed for tax-exempt status and, once details are finalized, Barner said, the program can begin helping carriers.

Board of Trustees Chairman Larry Brown reported how the trustees chose to allocate Thursday's collection of donations from delegates. The trustees allocated \$7,815.53 each to the Flint Child Health and Development Fund and to Naomi Martinez of Garden Grove, CA Branch 1100, who suffered a recent injury, with NALC matching each donation. The delegates donated \$4,771 for Fisher House in Michigan, which NALC also will match.

### 'THE CARRIERS OF DEMOCRACY'

President Rolando introduced Mike Pfeifer of the National Vote at Home Coalition, an effort co-founded by NALC to encourage more states to allow voting by mail.

"I'm here today to get you fired up about voting, our most fundamental right as citizens of this great country," he began. "You, the letter carriers of America, the carriers of democracy, can make the United States a stronger, more representative democracy by leading us to a system where more people participate."

The coalition supports vote-by-mail efforts in all 50 states, and vote-by-

mail already exists in three states (Colorado, Oregon and Washington), where voter turnout has increased dramatically, Pfeifer said.

"Vote-at-home hedges against bad weather, sick kids, and an unexpected bit of forced overtime and allows you to vote whenever you want to," he said. "It's a paradigm shift, to be sure."

Pfeifer also stated that voting at home puts the onus on the government to get ballots in the hands of registered voters, and that the process is both safer and less expensive.

The delegates rewarded Pfeifer with a letter carrier cheer.

### 'WE ARE THE AMERICAN LABOR MOVEMENT'

President Rolando then introduced AFL-CIO President Richard Trumka, who was escorted to the stage by NALC's AFL-CIO delegates.

Invoking the recent death on her route of Tri-Valley, CA Branch 2902 member Peggy Frank in 17-degree heat, Trumka rallied letter carriers to the labor cause. "We're not going to let Peggy die in vain," he said. "It's time to fight like hell to end the injustice that's plaguing us, to end the indignity that we face, to end the inequality that's crippling our country and to end the egregious idea that exploitation is the cost of doing business."

"This is our time to reclaim America for the people who built it," Trumka said. "We organize, we mobilize, we bargain, we agitate, we march, we register and vote because this is our country. It's time that we took it back."

Trumka girded carriers for their fight against postal privatization: "I have a message for every single one of those corporate hacks who want to upend our lives and line their pockets," he said. "Letter carriers don't just deliver the mail—they also know how to deliver a giant can of whoop-ass!"



Illinois Rep. Rodney Davis (R)



NALC's AFL-CIO delegates gave their report to the convention.

Secretary-Treasurer Nicole Rhine and Board of Trustees Chairman Brown. The delegates considered five appeals of rulings by the Committee on Appeals, upholding all.

The delegates then considered and approved some resolutions and observed moments of silence for carriers who had recently died.

The president introduced Distribution Committee Chairman Jill Lemons of Conoga Park, CA Branch 4006. Lemons addressed the convention and introduced the committee's members: Paul Belanger, Nashua, NH Branch 230; Loretta Brodeur, Las Vegas, NV Branch 2502; Lakeyshan Bryant, Greenwood, MS Branch 1080; Richard Byrne, Greeley, CO Branch 324; Homer Christian, Huntington, WV Branch 359; Alan Davenport, Lansing, MI Branch 122; Brenda Dobrosky, Pittsburgh, PA Branch 84; Angela Dunn, Atlanta, GA Branch 73; Andy Fontanetta, Flushing, NY

Branch 294; Glenn Gilbert, Anniston, AL Branch 448; Mark Godbee, Ballwin, MO Branch 5050; Michael Hamilton, Charleston, SC Branch 3902; Carly Hook, Santa Clara, CA Branch 1427; Sheila Hudson, Chicago Branch 11; Roy Jancio, New Jersey Merged Branch 38; Eddie Lofland, Sioux City, IA Branch 69; Brian Manning, Boston, MA Branch 35; Stephanie Matthews, Atlanta, GA Branch 73; Cheryl Mayda, Oak Brook, IL 825; Dave Norton, Portland, OR Branch 82; Ruben Perez, Austin, MN Branch 717; Mary Phelps, Greater East Bay, CA Branch 1111; Leon Prude, Los Angeles Branch 24; Melody Roberts, Memphis, TN Branch 27; Rai Santiago, Elizabeth, NJ Branch 67; Craig Schadewald, New Bern, NC Branch 780; Timothy Sheehan, Northeastern New York Branch 35; Eric Sloan, Atlanta, GA Branch 73; Norm Spence, South Jersey Branch 908; Cinque Stevens, Downers Grove IL Branch 1870; Kelly Strotman, Cen-

tral Iowa Merged Branch 352; Trelle Thomas, Baton Rouge, LA Branch 129; Tamara Twinn, Albuquerque NM Branch 504; Rich Wilson, Harrisburg, PA Branch 500; and Jerry Wyatt, Danville, VA Branch 595.

President Rolando announced that the convention had raised more than \$87,000 for the Muscular Dystrophy Association.

After delegates viewed a highlight video of the week's activities, the 71st biennial convention adjourned at 12:59 p.m.



Delegates considered five appeals of rulings by the Committee on Appeals.

Pointing to his vote as part of a bipartisan defeat on Wednesday of an amendment in the House that would have blocked the Postal Service from being able to explore the prospect of offering financial services, Davis said that when letter carriers get their message out, they can generate support for USPS in both parties. "Republicans and Democrats came together to make sure that we stopped a bad provision from being put into law."

The delegates thanked Davis with a letter carrier cheer.

### COMMITTEE REPORTS

Director of Life Insurance Myra

Warren then came to the stage. She introduced the MBA Committee members present: Christine Strasser of New Jersey Merged Branch 38 (chairman); Kyle Inosencio of Grand Rapids, MI Branch 56; and William Lodek of Reading, PA Branch 258; as well as Darren Brooks of Chicago

Branch 11, who was not present on stage. Strasser gave the report of the committee, saying that the MBA had issued 20,955 policies, generating assets of more than \$252 million.



National Vote at Home Coalition's Mike Pfeifer

### LOTS TO LEARN

With nearly 40 workshop sessions covering a wide range of topics from community service to work hour fraud, 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 before and after the general session Monday through Thursday. Many classes attracted capacity crowds, and several incorporated humor

to keep attendees entertained as they learned.

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 workplace 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.



## National Association of Letter Carriers

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NALC

Number 18-12

Aug. 9, 2018

# Bulletin

## CCAs with 30 months of relative standing to be converted to career

NALC and USPS have settled a number of national-level grievances, including a grievance regarding city carrier assistant (CCA) conversions to career status. This settlement (M-01892) provides that all city carrier assistants in any size office with 30 months of relative standing on Sept. 1, 2018, will be converted to career status within 60 days from the signing of the agreement on July 27, 2018. CCAs meeting this criteria in 200-workyear offices or larger will be converted to full-time regular, and CCAs meeting this criteria in all other offices will be converted to part-time flexible. All CCAs converted to career status in accordance with this settlement will be converted within their current installation.

NALC projects that this settlement will result in more than 5,000 CCA conversions to career status, including approximately 3,500 conversions to part-time flexible in smaller offices.

### Promotion pay and hold in place dispute settled

This settlement (M-01893) lifts the hold in place instituted by USPS. The carriers affected by the hold in place will receive their step increases as scheduled prior to being held. These carriers will receive any retroactive pay owed back to the time they should have received their step increase(s).

After the Nov. 24, 2018, pay schedule consolidation and upgrade, all city letter carriers will be consolidated into a single grade and carrier technicians will receive additional compensation equivalent to 2.1 percent of the employee's applicable hourly rate for all paid hours. However, carrier technicians will continue to be considered in a higher grade for the purpose of applying the provisions of Section 422.225 of the *Employee and Labor Relations Manual (ELM)*. The settlement does not modify the promotional increase currently being received by any city letter carrier.

### Interpretive dispute on CCA holidays settled, eligible CCAs to receive retroactive holiday pay

The issue in this dispute is the effective date of the provisions of Article 11.8, which provides holiday pay for CCAs. As a result of this settlement (M-01894), the parties agreed that eligible CCAs will receive holiday pay for holidays after the first wage increases under the terms of the 2016-2019 National Agreement (Nov. 26, 2016). Therefore, employees who were on the rolls as CCAs on Christmas Day 2016, New Year's Day 2017, Memorial Day 2017 and Independence Day 2017, and remained on the rolls as either a CCA or career letter carrier as of July 27, 2018, will receive retroactive holiday pay for these holidays in accordance with Article 11.8 of the 2016-2019 National Agreement. Management had taken the position that the provisions of Article 11.8 only applied after ratification of the Agreement (Aug. 7, 2017).

### Grievance on delayed CCA back pay resolved

The parties have settled a national-level grievance on the delay in retroactive payment to certain CCAs following ratification of the 2016-2019 National Agreement. In accordance with this settlement (M-01895), former CCA employees who converted to career status during the back pay period resulting from ratification of the 2016-2019 National Agreement who did not receive their retroactive pay on Feb. 23, 2018, for their time spent as a CCA, will receive a one-time lump-sum payment. The amount of the payment is determined by the length of time the employee was a CCA during the back pay period. The affected employees will receive the payments as follows: CCAs converted between Nov. 26, 2016, and Feb. 18, 2017, will receive \$50; CCAs converted between Feb. 18, 2017, and May 27, 2017, will receive \$100; and CCAs converted between May 27, 2017, and Aug. 7, 2017, will receive \$150.

### Step credit for former TEs to be recalculated

When applying the provisions of the Memorandum of Understanding Re: Step Credit for Former Transitional Employees, USPS divided the employees' total days on the rolls as a transitional employee (TE) by 365. This calculation was flawed. For example, this calculation would require a TE to work more than two weeks into their fourth year as a TE to get credit for three years. While this issue was not formally filed at the interpretive step, USPS has agreed to recalculate eligible employees' TE service by dividing their total TE days by 360. This agreement (M-01896) will result in more than 600 former TEs receiving an additional step advancement retroactive to May 26, 2018.

## House resolution introduced on USPS privatization

On July 16, a bipartisan group of 10 representatives introduced a House resolution (H. Res. 993) calling on Congress to take all appropriate measures to ensure that the Postal Service remain an independent agency of the federal government and not be subject to privatization.

The bipartisan resolution was introduced by Reps. Rodney Davis (R-IL) and Stephen Lynch (D-MA). Other original co-sponsors were Reps. Brian Fitzpatrick (R-PA), Paul Cook (R-CA), Brian Mast (R-FL), Don Young (R-AK), Cedric Richmond (D-LA), Stephanie Murphy (D-FL), Dave Loebsack (D-IA) and Marcia Fudge (D-OH).

The resolution's introduction comes in response to the recent Office of Management and Budget (OMB) government reorganization and restructure plan titled "Delivery Government Solutions in the 21st Century." While the report takes direct aim at numerous agencies, it also calls for privatizing the Postal Service.

"NALC commends our bipartisan friends in Congress for their immediate action to push back against this ill-conceived idea that would adversely affect the constituents they represent and the letter carriers who serve them seven days a week," said NALC President Fredric Rolando.

"Privatization of the Postal Service would inevitably increase costs and limit service for locations not deemed profitable, which is just the tip of the iceberg. Privatization will also threaten the standard of living of letter carriers and all postal employees," Rolando continued.

"Just as NALC laid out for the White House postal task force, we believe that sensible financial reforms are the way forward—not burning down the barn at the behest of private shippers," Rolando said. "We encourage all members of Congress to co-sponsor this important bipartisan resolution and oppose any effort to privatize this public institution based in the Constitution."

As of press time, the resolution had 80 co-sponsors. NALC encourages all letter carriers to contact their members of Congress to urge them to become co-sponsors of this resolution by going to <https://www.nalc.org/hres993>.

## Appeals court upholds dismissal of lawsuit

On July 17, the U.S. Court of Appeals in Washington, DC, upheld the dismissal of a 23-year-old lawsuit against certain former national officers and NALC.

As previously reported, a lower court had dismissed this case in January 2017. The suit was brought by a retired member of Washington, DC Branch 142. The suit claimed that 12 former officers, including President Emeritus William H. Young and the late President Emeritus Vincent R. Sombrotto, had improperly accepted a \$500 monthly allowance for in-town expenses. The suit also alleged that NALC had improperly withheld documents requested by the plaintiff. In its decision, the Court of Appeals found that "over the 23 years of this litigation, [the plaintiff] has failed to adduce any evidence of wrongdoing by the defendants."

To read the Court's decision, go to: [https://www.cadc.uscourts.gov/internet/opinions.nsf/2A34A9F8D5206B97852582CD0052AD9E/\\$file/17-7024-1740912.pdf](https://www.cadc.uscourts.gov/internet/opinions.nsf/2A34A9F8D5206B97852582CD0052AD9E/$file/17-7024-1740912.pdf)

## Branch Officers Training set for Minneapolis

NALC's Branch Officers Training has been set for Minneapolis in September.

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; 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 entails was included in NALC Secretary-Treasurer Nicole Rhine's November 2016 *Postal Record* article, available for review at [nalc.org](http://nalc.org).

Branch Officers Training will take place Sep. 17-20 in Minneapolis. The registration deadline for this training session is Aug. 24. Room rate (single/double) is \$179 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 the following NALC Branch Officers Training seminar:

**Sept. 17-20 in Minneapolis**

Registration deadline is Aug. 24. Room rate [single/double] is \$179 plus tax.\*

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.

## Election Committee appointed

In accordance with Article 6, Section 7 of the *NALC Constitution*, on July 19, NALC President Fredric Rolando appointed a National Election Committee to oversee the conduct of the 2018 election of NALC national officers.

The members of the National Election Committee are Barbara Stickler, Garden Grove, CA Branch 1100; Mike O'Neil, New Jersey Merged Branch 38; Rod Holub, Manhattan, KS Branch 1018; Delano Wilson, Silver Spring, MD Branch 2611; Antonia Shields, Birmingham, AL Branch 530; Paul Roznowski, Royal Oak, MI Branch 3126; Ethel Ford, Houston, TX Branch 283; Tom Dlugolenski, Syracuse, NY Branch 134; Margaret Parker, Aurora, IL Branch 219; and Brian Wiggins, Seattle, WA Branch 79.

Stickler was elected by the committee to be chairperson. Candidates may contact Stickler at [blstickler61@gmail.com](mailto:blstickler61@gmail.com).

Further information will be mailed to the candidates. If they wish to receive information electronically, they may contact Stickler at her email address.

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# Contract COLA update

The fifth regular cost-of-living adjustment (COLA) for career letter carriers under the 2016-2019 National Agreement is \$645 annually following the release of the July 2018 Consumer Price Index (CPI). This increase will be added to every step in Table 1 and Step O in Table 2, and then applied proportionately to Steps A through N in Table 2 (see chart at bottom right). The increase will be effective Sept. 1, 2018, and reflected on paychecks Sept. 21.

The sixth and seventh COLAs under the 2016-2019 National Agreement will be calculated following the release of the January 2019 and July 2019 CPI, respectively.

City carrier assistants (CCAs) will receive an additional 1 percent wage increase in lieu of COLAs effective Nov. 24, 2018, when all letter carriers will be upgraded and receive an average increase of 2.1 percent. The total increase for all CCAs on Nov. 24 will be 3.1 percent.

## NALC ballots set to be mailed

The National Election Committee, appointed at the Detroit National Convention to conduct the election of national officers for NALC, met on Aug. 13 in Washington, DC, to set the rules and procedures for the contested national and regional elections, as laid out in the *NALC Constitution*. It also conducted a random drawing to determine the order of the names as they will appear on the ballot for each office.

Candidates for 12 of the 15 national business agent (NBA) positions were unopposed and elected by consent at the Detroit convention. Two candidates were nominated from the floor for each of the following positions: president, executive vice president, vice president, secretary-treasurer, assistant secretary-treasurer, director of city delivery, director of safety and health, director of life insurance, director of health benefits, director of retired members, and NBAs for Regions 2, 4 and 9. Five candidates were nominated from the floor for three national trustee positions.

The election will be conducted by mail ballot in accordance with the *NALC Constitution*. The Election Committee has retained the services of Hartsfield Resolution Group of St. Clair Shores, MI, to assist it in supervising the conduct of the election. The committee has also retained Mosaic, a print communications company located in Cheverly, MD, to prepare and mail the ballots.

The committee has reviewed and approved all nominating forms and will create the ballot for mailing. Official election instructions will be included with all ballots mailed to eligible NALC members.

To be eligible to vote, a person must be a regular member of NALC and in good standing as of June 1, 2018. NBAs will be elected by the members in their respective regions.

Beginning on Aug. 27 and continuing until completion, components of the election mailing will be printed. Starting on Sept. 4 and continuing through Sept. 14, ballots will be prepared, inserted and mailed.

As noted on the NALC website, any active or retired member who does not receive a ballot by Friday, Sept. 21, is instructed that he or she must notify his or her branch officers. Those branches are instructed to immediately contact the NALC Membership Department to request a duplicate, replacement ballot.

The deadline for branch officers to contact the Membership Department is 4 p.m. Eastern Time on Monday, Sept. 24. **Only a branch officer can request a duplicate ballot.**

Ballots must be received by 9 a.m. on Thursday, Oct. 4, to be counted. The counting of ballots will begin that day. Nominees who will appear on the ballot (in the order that they will appear on the ballot) are:

- President**
  - Fredric Rolando, Sarasota, FL Br. 2148
  - David Noble, Washington, DC Br. 142
- Executive Vice President**
  - Brian Renfroe, Hattiesburg, MS Br. 938
  - Rachael Elmore, Freehold, NJ Br. 924
- Vice President**
  - Lew Drass, Huntsville, AL Br. 462
  - Sara Gresham, Newport News, VA Br. 609
- Secretary-Treasurer**
  - Jerry Kerner Jr., Baltimore, MD Br. 176
  - Nicole Rhine, Lincoln, NE Br. 8
- Assistant Secretary-Treasurer**
  - Paul Barner, Roswell, GA Br. 4862
  - Kathryn R. Myers, Billings, MT Br. 815
- Director of City Delivery**
  - Christopher Jackson, Garden Grove, CA Br. 1100
  - Thomas A. Houff, Richmond, VA Br. 496
- Director, Safety and Health**
  - Manuel L. Peralta Jr., Garden Grove, CA Br. 1100
  - Douglas L. Peters II, Lansing, MI Br. 122
- Director of Life Insurance**
  - Alan Nagata, Salt Lake City, UT Br. 111
  - James W. Yates, Long Island Merged, NY Br. 6000

- Director, Health Benefit Plan**
  - Robert R. Brunette, Sheboygan, WI Br. 102
  - Stephanie Stewart, Central Iowa Mgd. Br. 352
- Director, Retired Members**
  - Daniel Toth, Lorain, OH Br. 583
  - Thomas E. Fath, Decatur, IL Br. 317
- National Trustees (three positions)**
  - Lawrence D. Brown Jr., Los Angeles, CA Br. 24
  - Michael Gill, South Florida Br. 1071
  - Carol E. Paxton, New Orleans, LA Br. 124
  - Rolando Rodriguez, Anderson, IN Br. 489
  - Mack I. Julion, Chicago Br. 11

- Region 2 NBA**
  - Michael Wahlquist, Salt Lake City, UT Br. 111
  - Nick Vafiades, Longview, WA Br. 2214

- Region 4 NBA**
  - Dan Versluis, Tucson, AZ Br. 704
  - Anita Lewallen, Conway, AR Br. 1592

- Region 9 NBA**
  - Lynne Pendleton, Central Florida Br. 1091
  - Kenneth R. Gibbs Jr., Brunswick, GA Br. 313

The Election Committee, as appointed by President Fredric Rolando, is made up of Garden Grove, CA Branch 1100's Barbara Stickler (chairperson); Mike O'Neill, New Jersey Merged Branch 38; Rod Holub, Manhattan, KS Branch 1018; Delano Wilson, Silver Spring, MD Branch 2611; Antonia Shields, Birmingham, AL Branch 530; Paul Roznowski, Royal Oak, MI Branch 3126; Ethel Ford, Houston, TX Branch 283; Tom Dlugolenski, Syracuse, NY Branch 134; Margaret Parker, Aurora, IL Branch 219; and Brian Wiggins, Seattle, WA Branch 79.

## USPS releases Q3 financial report

On Aug. 10, the Postal Service released the financial statement for the third quarter of Fiscal Year 2018, covering the months of April, May and June of 2018. It showed USPS's underlying business strength while also indicating the need to address external matters beyond USPS control. Despite a \$402 million revenue increase compared to the same period last year (a 2.4 percent rise), USPS reported an operating loss of \$889 million.

"This shows the need for policymakers to address two public policy issues—the stamp price rollback and the congressional mandate that USPS pre-fund future retiree health benefits decades into the future," President Rolando said in a statement.

In April 2016, the price of a stamp was rolled back by 2 cents, reducing postal revenue by \$2 billion a year, or \$500 million a quarter. Without that decrease, the \$1.192 billion operating loss year-to-date (first three quarters) would be an operating profit of \$308 million.

The Postal Regulatory Commission (PRC) is in the midst of a legally mandated review of the postage rate-setting system. At present, USPS is constrained in its ability to adjust rates by no more than the Consumer Price Index (CPI), but the CPI is an economy-wide measurement of consumer goods and services that doesn't fit a transportation and delivery provider. The PRC has the ability to correct this mismatch and relieve the resulting financial pressure.

"Meanwhile, Congress should address the pre-funding burden it imposed in 2006, which requires USPS—alone among all public and private entities in the country—to pre-fund future retiree health care benefits at an annual cost of about \$5.8 billion," Rolando said. "It's important to note that this goes on the books as red ink whether or not it's actually paid in a given year."

## Stewart promoted to HBP



Stephanie Stewart

Central Iowa Merged Branch 352 member Stephanie Stewart has been named director of the Health Benefit Plan (HBP) following the retirement of Director Brian Hellman. NALC President Fredric Rolando appointed Stewart to complete Hellman's term after detailing her to the HBP.

Previously, Stewart was a regional administrative assistant (RAA) for Region 5 (Missouri, Iowa, Nebraska and Kansas). She began her letter carrier career in Des Moines, IA, in 1995. She served in numerous roles for the union, including as Branch 352 president and Iowa State Association vice president, before Rolando appointed her as RAA in 2015. Stewart graduated from Leadership Academy Class 9 in May 2010.

Rolando appointed David Teegarden of Kansas City, MO Branch 30 as Region 5 RAA to fill the vacancy left by Stewart.

Teegarden began his postal career in 1989 as a part-time flexible (PTF). He has served as a steward, arbitration advocate, branch treasurer, vice president and president. In 2015, President Rolando appointed him as a regional workers' compensation assistant (RWCA).



Larrissa Parde

To fill the RWCA vacancy left by Teegarden, President Rolando appointed Larrissa Parde of Lincoln, NE Branch 8.

Parde began her postal career as a PTF in 1999. She currently serves as president of her branch and president of the Nebraska State Association. She also has served as branch vice president, branch Office of Workers' Compensation Programs (OWCP) representative, state association director of education and letter carrier congressional liaison. Parde graduated from Leadership Academy Class 11.



David Teegarden

## NALC members continue push for House Resolution 993

In mid-July, a bipartisan group of 10 representatives introduced House Resolution 993, which calls on Congress to take all appropriate measures to ensure that the Postal Service remains an independent entity of the federal government and not be subject to privatization.

The introduction of the sense-of-the-House measure by Reps. Rodney Davis (R-IL) and Stephen Lynch (D-MA) came in response to the recent Office of Management and Budget (OMB) government reorganization and restructuring plan titled "Delivering Government Solutions in the 21st Century." The report, which takes direct aim at numerous agencies, calls for privatizing the Postal Service.

NALC members have contacted their representatives requesting they co-sponsor the resolution. As this *Bulletin* was going to press, 130 House members had co-sponsored the resolution, but 218 co-sponsors are needed to achieve a majority. To send a strong message to Congress and the administration that any attempt to privatize the Postal Service is dead on arrival, NALC is asking letter carriers and their friends and families to call their representatives and ask them to sign on to H. Res. 993. You can find more information about the resolution and about contacting your representative on the NALC Member App for smartphones or online at NALC's Government Affairs page.

## Letter Carrier Pay Schedule

### City Carrier Wage Schedule: Effective Sept. 1, 2018

The following salary and rate schedule is for all NALC-represented employees.

#### Career city letter carrier increases

Date	Type of Increase	Amount
July 2016	COLA	\$21
Nov. 26, 2016	General wage increase	1.2%
Jan. 2017	COLA	\$333
July 2017	COLA	\$270
Nov. 25, 2017	General wage increase	1.3%
Jan. 2018	COLA	\$520
July 2018	COLA	\$645
Nov. 24, 2018	Upgrade/Pay Schedule Consolidation*	2.1%
Jan. 2019	COLA	TBD
July 2019	COLA	TBD

#### City carrier assistant increases

Date	Type of Increase	Amount
Nov. 26, 2016	General wage increase	2.2%
Nov. 25, 2017	General wage increase	2.3%
Nov. 24, 2018	Upgrade/Pay Schedule Consolidation**	3.1%

\*\* All Grade 1 and Grade 2 CCAs will receive an average increase of 3.1%.

\* All career Grade 1 and Grade 2 letter carriers will receive an average increase of 2.1%. Note that the full COLAs will be added to the salaries of all steps in Table 1 and Step O of Table 2, with proportionate application of the COLA to Steps A-N of Table 2.

#### Table 1: City Carrier Schedule

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.																RSC Q (NALC)	
Basic Annual Salaries																MOST PREV. STEP	
CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		
1	50,185	54,166	55,712	58,671	59,080	59,490	59,890	60,297	60,706	61,108	61,517	61,923	62,331	62,741	63,144	409	
2	52,220	56,455	56,553	59,584	60,024	60,466	60,901	61,337	61,781	62,208	62,652	63,094	63,528	63,976	64,413	444	
Part-Time Flexible Employees - Hourly Basic Rates																	
1	25.09	27.08	27.86	29.34	29.54	29.75	29.95	30.15	30.35	30.55	30.76	30.96	31.17	31.37	31.57		
2	26.11	28.23	28.28	29.79	30.01	30.23	30.45	30.67	30.89	31.10	31.33	31.55	31.76	31.99	32.21		
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
1	24.13	26.04	26.78	28.21	28.40	28.60	28.79	28.99	29.19	29.38	29.58	29.77	29.97	30.16	30.36		
2	25.11	27.14	27.19	28.65	28.86	29.07	29.28	29.49	29.70	29.91	30.12	30.33	30.54	30.76	30.97		
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.		
Grades 1 - 2	96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4		

#### Table 2: City Carrier Schedule

This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.																RSC Q7 (NALC)	
Basic Annual Salaries																MOST PREV. STEP	
CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		
1	38,836	40,569	42,306	44,043	45,781	47,516	49,253	50,988	52,727	54,461	56,198	57,935	59,672	61,409	63,144	1,737	
2	39,615	41,384	43,157	44,928	46,700	48,470	50,243	52,014	53,786	55,557	57,329	59,099	60,871	62,641	64,413	1,772	
Part-Time Flexible Employees - Hourly Basic Rates																	
1	19.42	20.28	21.15	22.02	22.89	23.76	24.63	25.49	26.36	27.23	28.10	28.97	29.84	30.70	31.57		
2	19.81	20.69	21.58	22.46	23.35	24.24	25.12	26.01	26.89	27.78	28.66	29.55	30.44	31.32	32.21		
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
1	18.67	19.50	20.34	21.17	22.01	22.84	23.68	24.51	25.35	26.18	27.02	27.85	28.69	29.52	30.36		
2	19.05	19.90	20.75	21.60	22.45	23.30	24.16	25.01	25.86	26.71	27.56	28.41	29.26	30.12	30.97		
Percent Step O																	
1	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%		
2	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%		
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.		
Grades 1 - 2	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4	

#### Table 3: City Carrier Assistant Schedule

This schedule applies to CCA Hires with no previous TE service.				Hourly Rates				RSC Q4 (NALC)			
This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.											
Grade	CC	BB	AA	Grade	CC	BB	AA	Grade	CC	BB	AA
1	16.78	17.28	17.78	1	18.18	18.68	19.18	1	18.54	19.04	19.54
2	17.13	17.63	18.13	2	18.54	19.04	19.54	2	18.54	19.04	19.54
Steps (From-To)	CC-BB	BB-AA		Steps (From-To)	CC-BB	BB-AA		Steps (From-To)	CC-BB	BB-AA	
Grade 1 - 2	12	40		Grade 1 - 2	12	40		Grade 1 - 2	12	40	

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Fredric V. Rolando, President

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## ‘U.S. Mail: Not for Sale’ rallies planned across country for Oct. 8

On Columbus Day (Monday, Oct. 8), NALC, the American Postal Workers Union (APWU), the National Rural Letter Carriers’ Association (NRLCA) and the National Postal Mail Handlers Union (NPMHU) are collectively planning to hold rallies in each congressional district to demonstrate against any effort to privatize the U.S. Postal Service. The “U.S. Mail: Not for Sale” rallies result from increased grassroots interest from communities around the country that oppose privatizing the Postal Service.

This past spring, the White House announced the formation of a postal task force to make recommendations for potential legislative and administrative actions by Aug. 10. While the report had not been released at the time this article was written, the administration tipped its hand with actions taken by the Office of Management and Budget (OMB).

In June, OMB released a government-wide reorganization plan that called for major changes at federal agencies. Most notably, the plan called for restructuring the Postal Service before eventual privatization. This move prompted Congress to act, with the introduction of H. Res. 993, a bipartisan sense of the House of Representatives resolution that calls for the Postal Service not to be privatized.

With that resolution climbing toward the goal of 218 co-sponsors—a majority of the House—our focus has shifted to states where privatization of the Postal Service is highly unpopular. In response, NALC is working with the other postal unions, members of Congress and community allies to rally in every congressional district to highlight not only opposition to postal privatization, but to support lawmakers who stand for a public Postal Service.

“NALC is proud to join our brothers and sisters from APWU, NPMHU and NRLCA in a show of solidarity on Oct. 8 against this administration’s efforts to privatize the Postal Service,” NALC President Fredric Rolando said. “These rallies, to be held at congressional district offices in all 50 states, will be opportunities for us to thank our members of Congress who have signed onto House Resolution 993 already, to encourage members who have not yet signed on to do so ahead of the midterm elections, and to show the country that letter carriers and other postal employees will not tolerate the gutting of our nation’s most treasured government institution.”

NALC encourages letter carriers and their friends and families to participate in these rallies. For more information or to find an event near you, visit [nalc.org](http://nalc.org).



## What to do if you do not receive an NALC ballot

The ballots for the election of national officers for NALC have been mailed.

The National Election Committee, appointed at the Detroit National Convention to conduct the election, reviewed and approved all nominating forms and created the ballot for mailing. Official election instructions are included with all ballots mailed to eligible NALC members.

To be eligible to vote, a person must be a regular member of NALC and in good standing as of June 1, 2018.

National business agents (NBAs) will be elected by the members in their respective regions.

If you are eligible to vote and do not receive a ballot by Friday, Sept. 21, or if you have spoiled your ballot or need another ballot for any reason, you must notify a branch officer to request a duplicate ballot. When making this request, you should provide the branch officer with your name and current mailing address. Branch officers are instructed to immediately contact NALC at 202-393-4695 to request a duplicate, replacement ballot. If you cast your original ballot and a duplicate ballot, only the duplicate ballot will be counted.

The deadline for branch officers to contact NALC is 4 p.m. Eastern Time on Monday, Sept. 24.

Ballots must be received by 9 a.m. on Thursday, Oct. 4, to be counted. The counting of ballots will begin that day.

## Two confirmed for Board of Governors, two more nominated

On Aug. 28, the Senate confirmed the nominations of David Williams (D) and Robert Duncan (R) to serve as members of the U.S. Postal Service’s Board of Governors, each for one term.

David C. Williams was confirmed to serve the remainder of a seven-year term that ends Dec. 8, 2019. Williams has a long history of government service. He joined the Secret Service after a tour of military duty in Vietnam, and then served as part of the Department of Justice’s Organized Crime Strike Force. Following his work on President Ronald Reagan’s Commission on Organized Crime, he led the Office of Special Investigations at the General Accounting Office (since renamed the Government Accountability Office). He was then confirmed as the inspector general (IG) for several federal agencies, including the Nuclear Regulatory Commission, Social Security Administration, Department of the Treasury, Internal Revenue Service and Department of Housing and Urban Development. His longest stint as an IG, at the Postal Service (from 2003 until his retirement in 2016), led to his nomination to the Board of Governors.

Robert M. “Mike” Duncan was confirmed to serve for the remainder of a seven-year term that ends in Dec. 8, 2018. He is a banker and currently serves as chairman and CEO of Inez Deposit Bank, as well as chairman of the President’s Commission on White House Fellows. Previously, Duncan served on the board of the Tennessee Valley Authority and was chairman of the Republican National Committee from 2007 to 2009.

Duncan was later elected chairman of the Board of Governors during an open meeting of the Temporary Emergency Committee (TEC) of the Board, with Williams elected vice chairman. Additionally, Williams was elected chairman of the TEC, with Duncan serving as vice chairman.

On Sept. 6, the White House formally sent the nominations of Ron Bloom (D) and Roman Martinez IV (R) to the Senate for consideration.

Bloom, who will be nominated for the remainder of a seven-year term expiring Dec. 8, 2020, began his career as an investment banker and union consultant before serving as the special assistant to the president of the United Steelworkers for many years. President Barack Obama appointed Bloom to serve as the assistant to the president on manufacturing policy in 2009, when he helped rescue the auto industry during the Great Recession. In 2011, he returned to investment banking at Lazard, where he served as vice chairman, U.S. investment banking. During his time at Lazard, he advised NALC on postal issues and appeared at both a national rap session and a national convention. Bloom is currently managing partner and vice chairman at Brookfield Asset Management, where he helps manage the firm’s private equity investments.

Martinez will be nominated for the remainder of a seven-year term expiring Dec. 8, 2024. He began his career as an investment banker in 1971 at Kuhn Loeb & Co., until it was acquired by the now-defunct global financial services firm Lehman Brothers. Martinez worked there as managing director of investment banking until his retirement in 2003. Since 2003, he has served on the board of directors for several different companies and has been involved in various Republican presidential and Senate campaigns.

To be confirmed, nominees must appear for confirmation hearings before the Senate Committee on Homeland Security and Government Affairs (HSGAC). If they are approved by the committee, their appointments will be subject to a confirmation vote by the entire Senate.

The USPS Board of Governors consists of 11 members: nine governors and two ex officio members (the postmaster general and the deputy postmaster general). While the board functions similarly to a board of directors of a publicly held corporation, it has not been fully staffed since 2010 and lost its final appointed governor in December 2016, leaving all nine positions vacant. If Bloom and Martinez are confirmed, four of the nine seats on the Board would be filled, enough to achieve a quorum if the postmaster general and deputy postmaster general are present.

“NALC is pleased to see action taken by the Senate to fill the first two vacancies,” NALC President Fredric Rolando said. “We encourage the Senate to begin consideration of these additional nominations, and we urge the administration to fill the remaining vacancies with qualified nominees.”

NALC will continue to work with the Senate and the administration to ensure that letter carriers’ interests are represented.

### National Association of Letter Carriers

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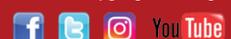
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# America tells Congress: U.S. Mail is not for sale



Above, left: The attendees at the rally in Tucson, AZ  
 Above: An NALC member explains why the Postal Service shouldn't be privatized to a local TV station in Scranton, PA.

"Don't privatize the Postal Service!"

That was the message conveyed by thousands of letter carriers and other postal employees across the country on Monday, Oct. 8, as active and retired NALC and other postal union members in more than 200 cities joined allies from the labor and business communities along with local residents to draw attention to the threat of privatization of the U.S. Postal Service. The rallies were organized in conjunction with the American Postal Workers Union (APWU), the National Rural Letter Carriers' Association (NRLCA) and the National Postal Mail Handlers Union (NPMHU).

Though the threat has mostly been under the radar, the drumbeat has grown steadily louder. In May, President Donald Trump created a task force to evaluate USPS operations and finances.

"The executive order creating the task force suggests that USPS's universal service obligation (which requires it to deliver to every address in the nation for the same low price) is no longer necessary," NALC President Fredric Rolando said. "Nothing could be further from the truth. In an age of e-commerce, mail-order prescriptions and voting by mail, affordable universal service is more important than ever."

While the task force has yet to release its findings, the administration tipped its hand in the Office of Management and Budget's (OMB) government-wide reorganization plan, which was released in June. The plan called for the privatization of the Postal Service.

"This would be a disaster for the country," Rolando said. "Privatization—and the restructuring that the administration claims is necessary to prepare for it—would place affordable universal service at risk and would sacrifice this fundamental public service for private gain."

Letter carriers and postal co-workers stepped up and delivered, keeping the message on rally day sharp, focused, consistent and powerful. Print, television and online media covered the rallies and their message extensively nationwide.

On the day of the rallies, the NALC president attended the one in Carmel, IN, where he was quoted by a number of media outlets. Rolando warned that "privatization posed a dire threat to affordable universal service in America, and would undermine the Postal Service's central role in communities all over the country while sacrificing the common good for corporate profits."

Among the key audiences for the message from these rallies were our representatives in Congress, with the aim of letting them know that both citizens and politicians support a strong—and a public—Postal Service. According to a Pew Research Center poll conducted earlier this year, the Post Office gets the highest ratings of any major government agency, with 88 percent of Americans expressing satisfaction.

Meanwhile, even before the rallies, NALC activists were encouraging House and Senate members to sign on to House Resolution 993 and Senate Resolution 633. The resolutions say that legislators "should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and not subject to privatization."

On Oct. 4, less than three months after it was announced in July, the number of co-sponsors on H.Res. 993 reached a bipartisan majority of 219 members of the House. As of press time, S.Res. 633 had 42 co-sponsors, nine shy of a majority.

"NALC applauds the representatives and senators who are co-sponsoring H.Res. 993 and S.Res. 633, respectively," Executive Vice President Brian Renfro said at the rally in Chicago. "With a majority of the House and nearly half of the Senate in support of keeping the Postal Service an independent agency of the federal government, a key milestone has been reached in sending a message to the White House that privatization of the Postal Service is a bad idea and lacks sufficient congressional—or public—support."

"While the momentum is strong," Renfro added, "the battle is far from over."

For more information on the rallies and other legislative challenges, see the November issue of *The Postal Record*.

## NALC national elections results

The National Election Committee, appointed at the Detroit National Convention to conduct the election of national officers for NALC for four-year terms, has announced the results.

Here they are, listed in ballot order. *Winners are highlighted in italics.* Note that voting for the regional national business agent offices was limited to NALC members in good standing from the respective regions:

**President**  
 — *Fredric Rolando, Sarasota, FL Br. 2148: 48,977*  
 — David Noble, Washington, DC Br. 142: 11,099

**Executive Vice President**  
 — *Brian Renfro, Hattiesburg, MS Br. 938: 42,708*  
 — Rachael Elmore, Freehold, NJ Br. 924: 16,064

**Vice President**  
 — *Lew Drass, Huntsville, AL Br. 462: 38,732*  
 — Sara Gresham, Newport News, VA Br. 609: 19,314

**Secretary-Treasurer**  
 — *Jerry Kerner Jr., Baltimore, MD Br. 176: 15,317*  
 — *Nicole Rhine, Lincoln, NE Br. 8: 42,981*

**Assistant Secretary-Treasurer**  
 — *Paul Barner, Roswell, GA Br. 4862: 35,315*  
 — *Kathryn R. Myers, Billings, MT Br. 815: 22,153*

**Director of City Delivery**  
 — *Christopher Jackson, Garden Grove, CA Br. 1100: 43,886*  
 — *Thomas A. Houff, Richmond, VA Br. 496: 13,470*

**Director, Safety and Health**  
 — *Manuel L. Peralta Jr., Garden Grove, CA Br. 1100: 42,006*  
 — *Douglas L. Peters II, Lansing, MI Br. 122: 16,071*

**Director of Life Insurance**  
 — *Alan Nagata, Salt Lake City, UT Br. 111: 17,889*  
 — *James W. Yates, Long Island Merged, NY Br. 6000: 39,449*

**Director, Health Benefit Plan**  
 — *Robert R. Brunette, Sheboygan, WI Br. 102: 14,363*  
 — *Stephanie Stewart, Central Iowa Mgd. Br. 352: 43,355*

**Director, Retired Members**  
 — *Daniel Toth, Lorain, OH Br. 583: 43,952*  
 — *Thomas E. Fath, Decatur, IL Br. 317: 13,047*

**National Trustees (three positions)**  
 — *Lawrence D. Brown Jr., Los Angeles, CA Br. 24: 41,832*  
 — *Michael Gill, South Florida Br. 1071: 40,170*  
 — *Carol E. Paxton, New Orleans, LA Br. 124: 27,487*  
 — *Rolando Rodriguez, Anderson, IN Br. 489: 16,029*  
 — *Mack I. Julion, Chicago Br. 11: 35,138*

**Region 2 National Business Agent**  
 — *Michael Wahluquist, Salt Lake City, UT Br. 111: 1,084*  
 — *Nick Vafiades, Longview, WA Br. 2214: 1,300*

**Region 4 National Business Agent**  
 — *Dan Versluis, Tucson, AZ Br. 704: 1,801*  
 — *Anita Lewallen, Conway, AR Br. 1592: 1,337*

**Region 9 National Business Agent**  
 — *Lynne Pendleton, Central Florida Br. 1091: 3,481*  
 — *Kenneth R. Gibbs Jr., Brunswick, GA Br. 313: 2,977*

The official announcement will be in the November issue of *The Postal Record*.

## Branch Officers Training set for Orlando

NALC's Branch Officers Training has been set for Orlando, FL, in January. 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; maintaining accurate and complete meeting minutes; member notification requirements; record-keeping; branch elections; branch dues; and how to read a dues roster.

Branch Officers Training will take place Jan. 7-10 in Orlando, FL. The registration deadline for this training session is Dec. 3. Room rate (single/double) is \$129 plus tax.

Use the 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 the following NALC Branch Officers Training seminar:

Jan. 7-10 in Orlando, FL  
 Registration deadline is Dec. 3. Room rate [single/double] is \$129 plus tax.\*

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.

## NALC Disaster Relief Foundation

As announced at the 2018 NALC Convention in Detroit, the union has established the NALC Disaster Relief Foundation to alleviate the suffering of members affected by natural disasters, including earthquakes, tornadoes, hurricanes and wildfires. That need is all the more urgent as letter carriers attempt to recover from the damage wrought by Hurricanes Florence and Michael in the southeast, Typhoon Mangkhut in the Pacific and wildfires raging through California.



A letter carrier attempts to deliver through debris in North Carolina.

The foundation was created to fill a need identified by many branches in the face of the disasters last year, including the wildfires that ravaged northern and southern California, as well as the hurricanes that swept through South Texas, Puerto Rico, the U.S. Virgin Islands and the Florida Keys.

"Branches wanted to know where they could send desperately needed supplies and money, but there wasn't a central location," NALC President Fredric Rolando said. "That's why we created this foundation, to reflect the will of the members and make it easy for them to help others in need quickly and efficiently."

The foundation has been set up to function in two ways: by providing hands-on relief and by receiving donations as a means to offer financial grants.

NALC is in the process of creating response teams throughout the country. People on the teams will receive disaster relief training from charitable organizations and government agencies, including the American Red Cross, the Federal Emergency Management Agency (FEMA) and the Occupational Safety and Health Administration (OSHA).

Foundation volunteers recently were activated to go to North Carolina to help letter carriers recover from the destruction wrought by Hurricane Florence. They offered physical assistance—helping to remove water-logged furniture and tear out soaked drywall—as well as emotional assistance for individuals who had been overwhelmed by the aftermath.

Additionally, basic supplies, including uniforms and food, will be available for those who need them in the future.

The foundation also will provide financial support through grants. Any NALC member who has faced hardship as a result of a natural disaster will be able to apply for assistance. The foundation's board of directors will consider the hardship applications and will issue grants on an objective basis to eligible individuals as funds are available. Job performance

or history of donations to the foundation will not be considered as part of the selection process. The application for these grants is being developed.

The foundation is applying for 501(c)(3) status to allow people who donate to the fund to write off the donations from their taxes. Anyone who would like to make a donation now may send a check or money order to the address below. The union is working on accepting donations through credit cards and electronic funds transfer (EFT) online.

It is anticipated that financial support for the foundation will be provided by NALC, branch fundraising events, donations from members and donations from corporate sponsors.

Any member wishing to be a potential Disaster Relief Foundation volunteer should send a note about his or her interest to the address below.

"We hope that the foundation will become an invaluable lifeline for our sisters and brothers in need, in the true spirit of solidarity," Rolando said.

The address for the foundation is NALC Disaster Relief Foundation, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Volunteers from the NALC Disaster Relief Foundation tear out drenched drywall in a North Carolina letter carrier's home after Hurricane Florence had receded.



## Former NALC Vice President Hutchins has died

Former NALC Vice President Lawrence "Larry" G. Hutchins Sr. died on Oct. 9. He was 87. Hutchins started his letter carrier career in 1957, joining Richmond, VA Branch 496. He served several terms as branch president and vice president. He also was Virginia State Association president and newsletter editor before becoming a regional administrative assistant.

In 1980, NALC President Vincent Sombrotto appointed Hutchins national business agent for the District of Columbia region. He was elected in 1987 to the office of national vice president, a position he held until his retirement in 1994.

"Brother Hutchins was a true champion of letter carriers," NALC President Fredric Rolando said. "He made an incredible difference at all levels of the union, from Richmond to the mid-Atlantic region to Washington, DC."

Funeral services were held on Oct. 15 at Mimms Funeral Home, 1827 Hull St., Richmond. In lieu of flowers, the family requests that donations be made to FeedMore Central Virginia, Nashville Kidney Foundation and Florence Neal Cooper Smith Sickle Cell Professorship.



## Installation of officers set for Dec. 1

The installation of NALC's 28 elected national officers for four-year terms will take place in Washington, DC, from 5 p.m. to 7:30 p.m. on the evening of Saturday, Dec. 1, at the Marriott Marquis Washington, DC, 901 Massachusetts Ave. NW.

Tickets for the event are available through the NALC secretary-treasurer's office for \$80 per person. **Full payment (payable to "Secretary-Treasurer, NALC"), along with the order form, must be received no later than Thursday, Nov. 1.**

The order form for tickets was printed in the October *Postal Record*, which is available at nalc.org. Upon receipt of payment, tables will be reserved on a first-come, first-served basis only for those who purchase a block of at least eight tickets. The maximum number of seats at each table is eight. Individuals or smaller parties purchasing tickets will be assigned to "open seating" tables.

For those who have purchased tickets, the person authorized to pick up tickets listed on the order form can do so in the secretary-treasurer's office at NALC Headquarters between 9 a.m. and 4 p.m. on Friday, Nov. 30. Additionally, he or she can pick up tickets at the registration area outside the Marquis Ballroom at the Marquis Washington, DC, between 2 p.m. and 4:30 p.m. on Dec. 1.

The NALC hotel room rate at the Marriott Marquis Washington, DC is \$179 standard single/double. The rate is good for the nights of Nov. 30 and Dec. 1 only. All reservations must be made directly through the Marriott Marquis Washington, DC, 901 Massachusetts Ave. NW, Washington, DC 20001. If reserving online, you can only reserve a single room. To reserve a double room, you must call the hotel at 855-821-4281 to request the special NALC Installation Dinner rate. The cut-off for the hotel rate is Nov. 8.

Valet parking is available at the hotel for the price of \$35 per night.

## Consider NALC HBP during Open Season

The NALC Health Benefit Plan (HBP) gives you and your family "First Class Benefits, Packaged and Delivered."

Open Season for choosing a health plan through the Federal Employee Health Benefits (FEHB) Program is Nov. 12 through Dec. 10. You can learn more about the NALC HBP in the special insert in the November issue of *The Postal Record*.

"The NALC Health Benefit Plan never stops improving—it keeps up with the latest in medicine and provides innovative new ways to support health," NALC President Fredric Rolando said. "Whether you are a new carrier, have been working a while, or are retired, the Plan may be the right choice for you and your family."

In partnership with Cigna, the Plan offers a comprehensive High Option health benefit package and a fee-for-service plan with a preferred provider (PPO) network that offers generous benefits with low out-of-pocket costs. The PPO network includes more than 2.9 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 PPO Locator line 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 copayment 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 also is covered under the High Option Plan at reasonable rates. Active letter carriers pay just \$7.99 for a 90-day supply of generic medications available on our NALC Preferred generic list when purchased by mail order or through the Maintenance Choice Program at any participating pharmacy retailer. Generic medications on the NALC Select Generic list are just \$5 for a 90-day supply for mail order and Maintenance Choice purchases for active carriers. If you use generic medication to treat hypertension, diabetes or asthma, your costs may be lower. Non-formulary and specialty drugs have different rates; see the Plan brochure for more information.

The Plan is always working to improve by keeping up with the latest medical advances and recommendations by health professionals. For 2019, the Plan has added to its list of preventive benefits to help keep you and your family at your best, including pre-eclampsia screening for pregnant women, a new vaccine for preventing shingles, expanded counseling for skin cancer prevention in children and the Transform Diabetes Care Program. It also has lowered the amount you pay for certain medications to treat hypertension, diabetes and asthma. Refer to the Plan's 2019 brochure for a complete list of changes.

With the Health Benefit Plan, you also get access to a wealth of programs to help maintain or improve your health. They include 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; the Healthy Rewards discount program for savings of up to 60 percent on vision and hearing care, fitness clubs and other benefits; and the Health Assessment, an online tool that analyzes your health-related responses and gives you a personalized plan to achieve your specific health goals.

These are just a few of the many benefits of the NALC Health Benefit Plan. For a list of more benefits and changes for 2019, and to compare the NALC Health Benefit Plan with other plans, go to [opm.gov/healthcare-insurance/healthcare-plan-information/compare-plans](http://opm.gov/healthcare-insurance/healthcare-plan-information/compare-plans).

These great benefits come at reasonable rates. In 2019, the active letter carrier's share of the High Option premium will be \$81.43 bi-weekly for "Self Only," \$193.86 bi-weekly for "Self Plus One" and \$174.31 bi-weekly for "Self and Family." For retired carriers, the rates are \$183.37 per month for "Self Only," \$434.85 per month for "Self Plus One" and \$393.49 per month for "Self and Family." Different rates and benefits apply to the Value Option Plan and Consumer-Driven Health Plan (CDHP) and to other types of employees; see the Plan's official brochure for details.

The information in this article is just a summary of some of the features of the NALC HBP. Detailed information on the Plan can be found in the official 2018 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.

"Please consider the NALC Health Benefit Plan and its many benefits during this Open Season," Rolando said. "I think you'll find that it's right for you and your family."

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## Carriers struggle in aftermath of fire

### White House postal task force releases long-awaited report

On Dec. 4, the Trump administration's task force released its report evaluating USPS's finances and operations, "United States Postal Service: A Sustainable Path Forward." The report is available for viewing on the NALC website. The report had been due to the White House on Aug. 10, but the administration did not report the findings for nearly four months, leading both the Postal Service and Congress to delay meaningful action on addressing core issues while awaiting these recommendations.

United States Postal Service: A Sustainable Path Forward Report from the Task Force on the United States Postal System



DECEMBER 2018

NALC President Fredric Rolando called it "a huge missed opportunity filled with legislative recommendations that are likely to be dead on arrival in Congress."

Rather than fully addressing the artificial financial crisis caused by the retiree health care pre-funding mandate enacted by Congress in 2006, the report launches an all-out attack on the collective-bargaining rights of postal employees. It calls for the revocation of the right to negotiate wages by all four postal unions, including NALC.

"NALC totally rejects this attack on hardworking American workers and we are confident that bipartisan majorities in both houses of Congress will too," Rolando said.

The report also calls for massive service cuts, allowing USPS to reduce the frequency and quality of delivery services, which would result in huge job losses for city letter carriers and harm our customers. It advocates forcing the Postal Service to dramatically raise prices for competitive products, the fastest growing—and highly profitable—segment of the Postal Service's volume.

An industry coalition representing package shippers, the Package Coalition, warned that the recommendations would "limit access and raise prices" on package delivery, harming consumers and the Postal Service alike.

While the report does not expressly call for the privatization of USPS as the Office of Management and Budget predicted it would earlier this year, it does highlight the privatization of postal systems such as Germany and New Zealand.

"This is a victory for the public and the NALC," Rolando said. "Our efforts to mobilize the public and a majority of Congress to oppose privatization and to support H. Res. 993 and S. Res. 633 have paid off."

He added, however, "This report, particularly in its suggestions for regulatory and administrative changes, poses a serious threat to affordable universal service. We will remain vigilant and fight any efforts to damage the public interest in such service."

In an otherwise mostly disappointing report, one positive was the task force's embrace of one of NALC's ideas to reduce the retiree health care pre-funding burden by limiting the amount to be pre-funded to the actual vested liability for such benefits. NALC urges Congress to adopt this proposal.

"The delay of this long-overdue report has resulted in another missed opportunity in the 115th Congress to advance real measures that would strengthen the Postal Service and return financial stability to this agency," Rolando said. "NALC is committed to restoring the Postal Service to financial stability while protecting its employees and strengthening the universal mail delivery network."

The deadliest fire in California history has a death toll that is staggering. The Camp Fire that overran the city of Paradise, CA, late last year killed 85 people, with an additional 11 still unaccounted for. Thousands more have been left homeless.

No letter carriers are among the dead, but at least 24 active and four retired letter carriers have lost their homes, said Brian Bump, president of Sacramento, CA Branch 133, which includes carriers in Paradise and Chico, CA, the cities most affected by the fire. At press time, four more carriers have yet to gain access to the burned area to see whether their homes survived.

The Camp Fire erupted in the mountains west of Paradise and Chico on Nov. 8. It took nearly three weeks of firefighting and another weekend of heavy rain to extinguish the blaze. The fire burned 153,336 acres of forest and grasslands, and it destroyed 13,972 homes, 528 commercial buildings and 4,293 other structures. Nearly all of Paradise was destroyed.

Until the Camp Fire surpassed the grisly record, last year's Tubbs Fire, which damaged or destroyed the homes of at least three city letter carriers, was the most destructive and deadly blaze in the state's history.

Letter carriers in the affected area resumed delivering the mail as soon as it was safe and they could access their routes, though air quality remained a problem for many until the fire was extinguished. For several days, letter carriers in a larger area surrounding the fire wore masks provided by the Postal Service.

Several postal facilities were damaged or unusable. Miraculously, the Paradise Post Office was left mostly intact, but it was located in an evacuation area and could not be immediately accessed. Eleven city routes at the Paradise facility were shifted to the Chico Midtown Station.

"They're making do, that's the best I can put it," Bump said of the carriers displaced from Paradise and a few other stations working from Chico. "They put a smile on their faces, but they've got a lot on their minds." Among them are carriers who lost their homes in the fire.

Some homeless carriers have gone to other areas to live with relatives, Bump said, and for now, USPS is allowing them to work in those areas. "The Postal Service has been pretty accommodating," he said.

Displaced carriers delivering from the Chico Midtown Station were expected to work there at least through the holiday season, Bump said. Given the scale of devastation, though, some may not have routes to return to because they were wiped out by the fire, he added. The Postal Service could adjust routes or find work elsewhere for those displaced carriers.

The NALC Disaster Relief Foundation furnished uniforms for carriers who lost them in the fire and is sharing information with these carriers about additional resources. Branches or members wishing to donate funds to the Disaster Relief Foundation may do so now by sending a check or money order to NALC Disaster Relief Foundation, 100 Indiana Ave. NW, Washington, DC 20001-2144. Donations are not currently tax deductible, but the foundation is applying for tax-exempt status. One hundred percent of donations received from letter carriers, branches and state associations go to letter carriers in need—no administrative costs are deducted.



Some of the destruction from the Camp Fire in California



Make a donation by sending a check or money order to NALC Disaster Relief Foundation, 100 Indiana Ave. NW, Washington, DC 20001-2144.

### Executive Council installed

NALC President Fredric Rolando and the 27 other newly installed members of the union's Executive Council took the oath of office on Saturday, Dec. 1, in the nation's capital at the Marriott Marquis Washington, DC.

With President Emeritus William H. Young as the installing officer leading them, the men and women chosen to direct NALC for the next four years recited the pledge as prescribed by the NALC Constitution:

"I do solemnly promise on my honor that I will faithfully execute the laws of the National Association of Letter Carriers. I will perform, to the best of my ability, the duties of the office to which I have been elected, guard all property placed in my charge and, at the expiration of my term of office, turn the same over to my successor. I will do all in my power to promote the welfare of the National Association of Letter Carriers and its members."

Rolando, who was re-elected in the fall following a nationwide vote by active and retired NALC members, told those gathered that with 16 new members compared to the team elected in 2014, the Executive Council has a new generation of letter carriers leading the way.

"As we have done for nearly 130 years, a new generation of letter carriers is stepping up to serve, even as their mentors and role models conclude their terms of service," he said. "This younger generation of leaders should inspire hope in all of us."

The evening was an opportunity to look forward to the challenges and opportunities that lie ahead for the new Executive Council. "We have to deliver for the members and we have to maintain their trust and support," Rolando said. "So while an installation is certainly a well-deserved moment to celebrate, it's also a moment to commit ourselves to the job ahead. Together, we must solemnly vow to face the future and confront the many challenges facing our union."



NALC President Fredric Rolando looked to the past and the future in his remarks.

### Pomp and pageantry

In keeping with tradition, the installation ceremony started off with the presentation of colors by the Joint Forces Color Guard. Minneapolis Branch 9 President Mike Zagaros performed "The Star-Spangled Banner" a cappella. Retired Executive Vice President Jim Williams led the recitation of the Pledge of Allegiance, followed by retiring Director of Life Insurance Myra Warren, who led the invocation.

Retired Executive Vice President Timothy C. O'Malley served as the affair's master of ceremonies. In his brief remarks, he congratulated those being installed and recognized the families who made sacrifices for those leaders. "We know that union activism is a group endeavor and a family affair," he said. "And none of the men and women taking the oath of office tonight would be here without all of you standing behind them."

Representatives from dozens of NALC branches had purchased tickets to the ceremony, some making the trip from as far away as Hawaii. Following the meal, President Emeritus Young shared some thoughts with the assembly, saying, "I think I know a thing or two about what it takes—the effort, the commitment and the skills—to be successful as a union officer. I can tell you that every one of the officers we install tonight has given the effort, made that commitment and demonstrated those skills."

O'Malley then called forward the 10 resident national officers, three national trustees and 15 national business agents who make up the 28-member Executive Council. NALC's seven elected AFL-CIO delegates were invited to the stage as well.

After administering the oath of office, Young excused the other officers and called President Rolando to the podium to deliver his third inaugural address.

### Immediate challenges

Rolando addressed the challenges facing the union in 2019 and beyond, starting with two public policy debates: the legislative and regulatory framework within which the Postal Service operates—currently under review by the Postal Regulatory Commission—and the need for sensible and bipartisan postal reform.

On that second matter, the president noted, "this challenge has been a marathon, not a sprint—we've been trying to overcome the legislative mandate to pre-fund retiree health benefits for more than a decade."

Rolando thanked the countless NALC activists who have worked to fend off bad proposals to deal with the financial losses caused by the mandate, including five-day delivery, deregulated access to mailboxes and privatization.

"Living to fight another day over the past several Congresses has been a good strategy," he said. "But in the 116th Congress, we will move toward the next step to strengthen the Postal Service for the long haul."

Rolando cited technological change as both a challenge and an opportunity. While the internet has been a positive for the Postal Service with the growth in package delivery, "our exposure to market developments has undeniably increased," he said.

The president noted that autonomous delivery vehicles and drone delivery are areas on which the union must keep careful watch. He also referenced Amazon's recent purchase of 20,000 delivery vans and its hiring of non-union



President Emeritus William Young led the new Executive Council through the pledge of office.

drivers, which makes it important for NALC to question how it can diversify USPS's customer base and also raises the issue of whether the union should attempt to organize the new workforce.

"So, one of the top priorities of the new NALC Executive Council will be to respond in a way that upholds employment standards in the delivery industry and protects the jobs of America's city letter carriers," Rolando said.

Letter carriers must help USPS retain its unique competitive position, he explained. "Our focus should be to strengthen the Postal Service's unique advantages as the nation's only truly universal delivery network—all the while adapting to the forces shaping our work lives," he said. "We have captured the last mile and we must do everything we can to keep it—not only for the benefit of our members, but for the benefit of the American people."

### Negotiations on the horizon

In 2019, NALC and USPS will attempt to negotiate a new National Agreement, but the outlook for a negotiated deal presents more challenges than the last round. Rolando noted that USPS has failed to complete agreements with the American Postal Workers Union and the National Rural Letter Carriers' Association while the regulatory and legislative issues remain unresolved.

"Certainly we will be pointing to America's improved labor market and rising wages when we sit down at the table with the Postal Service starting next summer," he said, noting that preparations for the talks have been going on since the last contract was ratified.

"As we pursue our collective-bargaining goals, this next round of bargaining will be an opportunity for both sides to bargain strategically to make the Post Office as indispensable to America in its third century as it has been in its first two," he said.

### 'Powerful legacy'

Rolando remains optimistic about the future of NALC.

"Brothers and sisters, make no mistake, we are undeniably a great union," he said. "We have the resources, we have the talent, and we have the idealism to succeed—all turbocharged with the powerful legacy of those who came before us," he said to enthusiastic applause.

He noted that NALC is 93 percent organized and has had numerous major successes over its history. It won the eight-hour day for federal workers, achieved collective bargaining through the successful 1970 Great Postal Strike, defeated privatization during the Ronald Reagan and George W. Bush presidencies, and prevented the dismantling of the Postal Service following the Great Recession. "And [we] will once again prevail against the latest privatization threat in the Trump years," he said.

He concluded his remarks by stressing the importance of unity to NALC's past and future successes.

"The folks up here who have won the privilege of representing their brother and sister letter carriers know why we were able to do all that," he said. "It is not because of what any one of us has done; it's because of what all of us have done together. Our success has required all of us to contribute. And we all know that this union is much greater than the sum of its parts."

"Of course, this is the essential insight of trade unionism—alone we are powerless, together we are unstoppable. Thank you to the men and women who make up NALC for all that you do."

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