



## Bargaining for a new National Agreement continues

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

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

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

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

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

## House committee releases postal reform ‘discussion draft’

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

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

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

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

## 80 million pounds!

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

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

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

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

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

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

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



Volunteers in Darien, CT sort collected food.

## Robles appointed Region 4 RAA



John Robles

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

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

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

He is a graduate of Leadership Academy Class 15.



Another good collection in Miami.

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

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

## In Los Angeles, Aug. 15-19

## Convention news and updates

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

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

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

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

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

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

**Important housing deadline dates:**

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

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

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

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

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

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

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

## Stay safe in summer’s heat

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

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

Finally, it’s important to notify your supervisor or call 911 if you’re experiencing signs of heat-related illnesses. Go to the Safety and Health page at [nalc.org](http://nalc.org) for more on how to prepare for extreme heat and sun.

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

## Application period now open for 2017 Leadership Academy

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

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

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

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

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

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

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

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

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

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

## National Association of Letter Carriers

100 Indiana Ave. NW  
Washington, DC 20001-2144  
202-393-4695 | [www.nalc.org](http://www.nalc.org)

### Fredric V. Rolando, President

EDITORIAL STAFF:  
Philip Dine, Director of Communications  
and Media Relations  
Mike Shea, Designer/Web Editor  
Joe Conway, Internet Communications  
Coordinator  
Rick Hodges, Writer/Editor  
Jenessa Kildall, Editorial Assistant

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