The tentative agreement also decreases management’s contributions for health care premiums for career letter carriers by $0.45 per pay period. Following at pattern found in NALC’s previous negotiations and arbitrations, as well as the recently negotiated agreements of the other unions. However, Rolando said that if USPS would continue to pay more toward health care premiums than any other federal agency, then the Postal Service would be taking on a significant burden.

"As long as all of our demands remained on the [bargaining] table, we said we would continue to negotiate," Rolando said. "We were very clear on what had to be included in any negotiated agreement with the Postal Service, and all our key priorities remained on the table over 15 months, so the process kept going."

After explaining the agreement’s pros and cons to the branch presidents, vice presidents, treasurers, recording secretaries, financial secretaries and trustees in the permit area, Rolando said it would allow USPS to keep some of the additional CCAs mutually agreed to (3 percent of full-time carrier positions or MOUs)."The same MOUs provided a mechanism and a timeline for the conversion of over 47,000 CCAs to career positions, he said, "but this would be for San Diego, Baltimore, New York and Philadelphia."

"It is not in the best interests of our members," he explained, "to share our bargaining and legislative strategies with the American Postal Workers Union (APWU) and the National Postal Mailhandlers Union (NPMHU). He also explained the MOUs that address CCAs in smaller offices who have no clear path to career status.

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External factors made negotiations rocky at times, he said. For example, the April 2016 expiration of an emergency (or “exigent”) postage rate increase—just as contract negotiations were getting underway—complicated matters to ask questions throughout the session.

"Today’s discussion is for our members," he said, "so I want to assist you in our legislative strategies with postal management, the media, politicians and the rest of the world through social media."

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A proposed pact
Rolando then launched into a narrative summary of the proposed national agreement’s key components, stepping through answers to frequently asked questions and replying his acknowledgment that no one knew how it would be handled in city. City not getting a fix on how to handle our questions ago.

He began with the agreement’s workplace improvements and health insurance provisions and then turned to profit-sharing, benefits and advanced step placements. Rolando noted that the proposed agreement would include a discussion of the tentative agreement with a discussion of all the key changes made to other articles and MOUs contained in the final contract.

"I appreciate the members’ patience throughout the process," Rolando said at the start of the June 14 meeting, recognizing that nearly 15 months had passed between Feb. 16, 2016—the date the final contract was signed and a new contract was opened, three months before the expiration of the 2011-2014 National Agreement—and May 12, when the proposed pact was announced.

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To the benefit of our members, he said, "the agreement addresses CCAs in smaller offices who have no clear path to career status."

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The National Institute for Occupational Safety and Health (NIOSH) and the Occupational Safety and Health Administration (OSHA) have collaborated to develop the OSHA’s original Heat Safety Tool for smartphones. The updated app, available for both Android and iOS, provides a simple yet powerful tool to help keep employees safe when working outdoors in hot weather.

The app displays the heat index in the user’s location and shows the current air temperature.

The app also forecasts the hourly heat index throughout the entire workday, giving employees information they can use to adjust the work environment as needed to protect workers. It provides tips for recognizing the signs of heat-related illness and for finding free links to more information and to NIOSH/OSHA contact information.

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