

Nolan selected as neutral arbitrator

Arbitrator Dennis R. Nolan has accepted appointment as the neutral chair of the three-person arbitration board that will be responsible for resolving the current bargaining impasse between NALC and the Postal Service. Under the law, both NALC and postal management are each required to name one arbitrator and select a third neutral arbitrator to serve as the chair of the interest arbitration board. NALC's general counsel, Bruce Simon, will serve as NALC's party arbitrator. Attorney Robert Dufek will represent the Postal Service on the arbitration board. Nolan has previously served as a national arbitrator under the NALC-USPS National Agreement. Hearings in the interest arbitration are expected to begin in the spring.

House votes to repeal pre-funding mandate

On Feb. 5, the House passed the USPS Fairness Act (H.R. 2382). The bipartisan bill seeks to repeal the mandate that the Postal Service pre-fund retiree health care decades in advance. The vote was 309 to 106, with 222 Democrats and 87 Republicans voting to repeal the mandate and with 105 Republicans and Rep. Justin Amash (I-MI) opposed. Only 14 members did not vote (13 of them were co-sponsors of the bill).

Passage of H.R. 2382 is a tremendous achievement for letter carriers and the broader postal community. This is the first major piece of legislation tackling postal issues that has passed the House since the 2006 passage of the Postal Accountability and Enhancement Act of 2006. The hard work of letter carriers across the country made passage possible.

"Letter carriers should be proud of their hard work to educate members of Congress and gain their support on this very important issue," NALC President Fredric Rolando said. "House passage is a major victory in the battle to address the pre-funding mandate, but our work is not done. We must now turn our attention to the Senate."

If you have not yet done so, please consider reaching out to your member of Congress, if they voted for H.R. 2382, to thank them for their support. The more that letter carriers can emphasize how important this vote to repeal the pre-funding mandate was and how much we appreciate our allies in Congress, the better off we will be should future legislative fights arise down the road. If you are unsure how your representative voted on this bill, you can check the NALC Legislative Action Center, accessible via nalc.org.

It is now up to the Senate to take action on S. 2965, the bipartisan companion bill. Letter carriers should carry this momentum through to the Senate and be ready to engage and educate their senators and staff on the need to repeal the pre-funding mandate. Fact sheets and talking points are available on the NALC Legislative Action Center.

White House releases FY 2021 budget proposal

The Trump Administration released its \$4.8 trillion Fiscal Year 2021 budget proposal on Feb. 10. With regard to the U.S. Postal Service, as in previous budget requests the White House proposal includes:

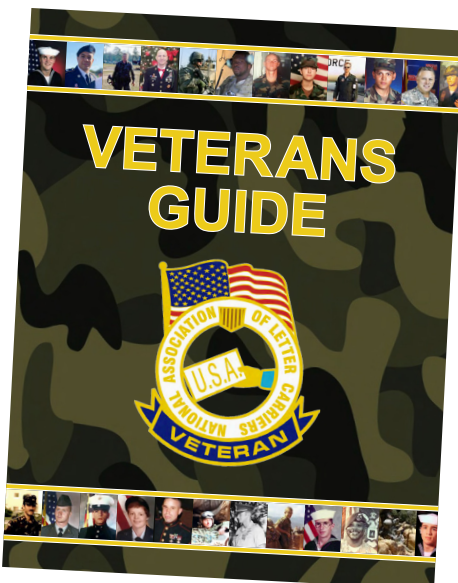
"...changes to how rates are set for products that are deemed outside the universal service obligation; changes to delivery processing, mode, and frequency; increased use of private sector partners; more closely aligning Postal Service employee wages with those of other Federal employees; licensing access to the mailbox; and providing additional Government services at retail locations. In addition to Governmentwide changes to health and pension programs that will reduce Agency operating costs, the Budget also proposes to re-amortize the payments to the Retiree Health Benefits Fund, including those payments missed in previous years, based on the Postal employee population at or near the retirement age."

Major provisions affecting NALC members in the White House budget request are similar to past years. They are detailed on nalc.org and in the March issue of *The Postal Record*.

It is important for letter carriers to urge their representatives in Washington to reject attacks on the federal workforce as well as on the Postal Service and its networks.

NALC will continue to update letter carriers on the process, as additional budget details are released and as the House and Senate begin their budget considerations.

NALC Veterans Guide is available online



Almost a quarter of the active and retired members of the National Association of Letter Carriers are veterans. The NALC Veterans Group was created in 2015 to provide access to information and tools specific to veterans' rights and benefits within the Postal Service. It seeks to provide all NALC military veterans—active as well as retired letter carriers—with resources, information and a sense of camaraderie.

As part of that goal, NALC also developed this new *Veterans Guide* as a quick reference for valuable information relating to military service and the Postal Service.

This guide contains various topics of interest to veterans, including the *Uniformed Services Employment and Reemployment Rights Act* (USERRA), *Wounded Warriors Leave* (WWL), the *Veterans' Preference Act of 1944* and retirement credit for military service. The guide also discusses several National Agreement provisions and memorandums of understanding (MOUs) that apply specifically to military veterans.

The *NALC Veterans Guide* is now available electronically on nalc.org. The online version contains links throughout the guide which will connect you directly to additional relevant information.

A hardcopy version of the guide is now being printed. All current members of the NALC Veterans Group will be mailed a printed copy of the guide as soon as it is available. New members of the NALC Veterans Group will be mailed a copy of the guide upon enrollment.

More information regarding the NALC Veterans Group is available on the NALC website at nalc.org/veterans.

Search for a new PMG continues

Postmaster General Megan Brennan, who had announced her intent to retire effective Jan. 31, agreed to delay that retirement as the search by the USPS Board of Governors (BOG) for her successor continues.

"We are grateful to the postmaster general for her continued commitment to the Postal Service, and share her confidence in the Postal Service's strong leadership team members who will ensure that we continue to deliver for the American people," BOG Chairman Robert Duncan said.

Potential nominee for USPS BOG

On Jan. 6, the president nominated William Zollars of Kansas to be a member of the USPS BOG for the remainder of a seven-year term that expires on Dec. 8, 2022. Zollars previously was president and CEO of YRC Worldwide, Inc., a U.S. holding company of freight shipping brands. Prior to that, he was an executive at several other transportation and supply chain management companies. His name has been sent to the Senate Homeland Security and Government Affairs Committee.

Time to register for food drive

The March 9 deadline for branches to register for the 28th annual Letter Carriers' "Stamp Out Hunger" Food Drive is fast approaching. This year's food drive is on Saturday, May 9, so time is running out to register and prepare.

Branch presidents can register quickly by using the "Member's Only" portal at nalc.org. Once they've logged in to the portal, they can select the "Food Drive" button, enter the information into the fields and select "Complete Registration."

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

Branches also should search for local sponsors of specially-branded food drive bags. Such bags are a win-win, significantly driving up totals of food collected while also putting the sponsor's name right next to the familiar and trusted Stamp Out Hunger logo, creating a positive association for both the sponsor and the Postal Service. For information on ordering bags, go to the online food drive toolkit at nalc.org/food.

The toolkit also contains contact information for regional and state food drive coordinators. If a food drive coordinator encounters problems working with local managers on food drive logistics, the branch president or the regional food drive coordinator can lend a hand.

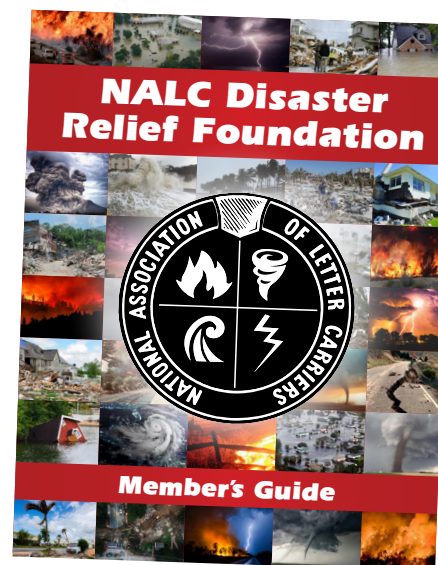
For questions or more information, please contact NALC Assistant to the President for Community Services Christina Vela Davidson at 202-662-2489.



NALC Health Benefit Plan

Take advantage of Telehealth

New for the 2020 High Option Plan: receive high quality, affordable care for minor acute conditions wherever you are! A virtual visit with a physician or nurse practitioner for things such as sinus problems, allergies, abrasions and minor wounds can save you time and money. Doctors can assess your condition, provide a treatment plan and send a prescription to the pharmacy of your choice. Keep in mind prescription availability is defined by physician judgement. If needed, a doctor's note will be sent directly to the app mailbox for your convenience. You'll pay just a \$10 copayment after insurance processing through the NALC Health Benefit Plan. To access this service, download the mobile app in the Apple App Store or the Google Play Store by searching for NALCHBP telehealth, visit www.nalchbptelehealth.org or call 888-541-7706.



NALC Disaster Relief Foundation Member's Guide available

The *NALC Disaster Relief Foundation Member's Guide* is available to all NALC members. Get all the information on how to donate, how to apply for a relief grant, how to prepare for an emergency and dealing with the aftermath, and how to become a volunteer on a disaster relief team.

The DRF aims to alleviate the suffering of members affected by **natural disasters** such as devastating storms, earthquakes and wildfires. The guide is available at nalc.org/disaster.

House passes worker-friendly PRO Act

On Feb. 6, the House passed the Protecting the Right to Organize (PRO) Act (H.R. 2474), legislation that would increase protections for workers' rights to organize and bargain for higher wages, better benefits, safer working conditions and more. The 224 to 194 vote saw 219 Democrats and five Republicans vote for the PRO Act, while seven Democrats, 186 Republicans and Justin Amash (I-MI) opposed it.

"House passage of the PRO Act is a powerful statement of support for workers, and we are thankful to the members of Congress who stood up for the American people by supporting this legislation," NALC President Fredric Rolando said. "All Americans deserve the right, not simply to stand together and negotiate a fair return on our work, but to have that right protected and enforceable through the court of law. For too long, corporations and the wealthiest few have been prioritized to the detriment of our nation's labor force."

Senate consideration or passage of the companion bill (S. 1306) is uncertain at this time, due to likely opposition from Republican leadership in the Senate.

PRC publishes revised notice of proposed rulemaking

In early December, the Postal Regulatory Commission (PRC) issued a revised proposed rulemaking for the system that regulates the rates and classes of the Postal Service's Market Dominant products. This follows an initial proposed rulemaking in December 2017 that was not implemented. The new proposal is based partly on comments received following the initial rulemaking. NALC's comments figure prominently in the new filing.

The Postal Accountability and Enhancement Act of 2006 required the PRC to review the existing rate and classification system of Market Dominant products after 10 years. The review's mandate is to determine whether the legislated rate-setting system is achieving the objectives set forth in PAEA: to create a "flexible, stable, predictable and streamlined ratemaking system that ensures the Postal Service's financial health...and maintains high quality service standards and performance."

According to the PRC's initial proposed rulemaking in December 2017, the system was not meeting these goals. The first proposed rule, which would have liberalized the price cap to allow rates to rise by up to two percentage points more per year than the increase in the Consumer Price Index, was not finalized, in part because of vacancies on the PRC. The last of those vacancies was recently filled.

NALC is pleased to see the PRC return to this important review, and we are participating fully in this process. NALC's goal is to strengthen our nation's universal postal service. After reviewing the proposed rulemaking's impact, NALC submitted its comments on Jan. 30; they can be found at nalc.org.

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