



## Strength in numbers— calling all members

**W**hat makes a union strong is its membership size. Our ultimate goal of a 100 percent organization rate is something we all hope to achieve. Currently, 93.4 percent of active career letter carriers belong to our great union; however, 12,412 letter carriers do not. In every installation where there are non-members, I request that you try to sign them up. In addition, our current organizing rate for transitional employees (TEs) is 76.3 percent, which means that 3,075 TEs are non-members. Please take the time to talk about the advantages of NALC membership.

Explain that the National Agreement is negotiated by the union with the USPS. The wages, hours and terms of that agreement provide guidance on many subjects such as leave, health benefits, life insurance, justice on the job, wages, COLAs, overtime, penalty overtime, night differential, holidays, holiday pay, step increases, uniform allotment, payment of their health benefit premiums with pre-tax dollars, flexible spending accounts and working conditions. In addition, the NALC offers one of the best health benefit plans in the Federal Employees Health Benefit (FEHB) Program. The NALC also has the Mutual Benefit Association, which offers life insurance, retirement options and hospital-plus policies.

Discuss how the *NALC Constitution* governs our organization. It contains the structure and procedures in which the organization operates. Our main objective is to serve the membership. Our union structure consists of NALC Headquarters, 15 regions, state associations, branches and the membership.

Mention that in our democratic union, brother and sister letter carriers elect other members to positions in the branches, in the state associations and in national offices. The national convention is the union's supreme governing body that meets every two years. Each branch elects delegates to attend the convention. At the convention, delegates consider constitutional amendments, discuss key issues in standing committees, and set national policy for

NALC. Also, at every other convention, the delegates nominate national officers for election.

Tell them that state associations handle our grass roots legislative activities. Many state associations organize lobbying trips to Washington to meet with their legislative representatives to discuss issues confronting the USPS and letter carriers. State associations also hold their conventions either annually or biennially. Branches elect delegates to attend the state conventions, where they discuss issues and attend training.

Provide potential new members with an overview of how your branch operates, from branch elections to functions that are held regularly. Tell them about the interaction that the branch has with the local community for the food drive, MDA and fundraisers. Talk about our e-Activist Network, where the national president sends e-mails out to the membership with the latest information on what is happening in Washington. Explain the role that they can play in becoming part of the Carrier Corps. Unions in general need, and are always looking for, members who can assist us in making us stronger. The NALC plays an important role in the labor movement.

**Don't leave home without it—I mean your NALC union membership card.** It is something that you can be proud of. Our union has a proud heritage dating back to 1889. Look at the news today, where the talk and actions of certain lawmakers are about eliminating collective-bargaining rights. Our union officially started in Milwaukee—the state where the NALC was founded is now the battleground for all unions.

Hopefully, all American workers—whether they are in unions or not—will recognize the injustices that are happening in our country today. The rich get richer and the divide between them and the middle class expands. Be proud and stand up for working America. It's everyone's duty to encourage letter carriers not in the union to join now.

