



## Right-sizing the organization for the future

**T**he NALC is going through changes based on the downsizing of the Postal Service, and we must be prepared for it if this trend continues. Look at how the total number of members has changed in just a few years: from a little more than 300,000 to what it is today, 270,000. As you can see, this is a significant change in the numbers. This is also a financial change for us and is something we have never experienced before.

National, regions, state associations and branches need to be looking at their operations and the resources they use now. We need to determine our future needs as the change occurs. This means we have to plan for the change and determine how and what we do is important to both the members and the organization. Our constitution and bylaws have been written based on growing

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trends, not reduction in membership. We will now have to adjust for that. Considerations like mergers, dues income and spending practices will have to be reviewed. The number of officers, their salaries, the cost of conventions and their duration will have to be examined.

We need to be just as effective as we have been over the years. Although these changes may not be popular, they are necessary and needed. President Rolando already has advised that we will have discussions about this at the national convention in Minneapolis this summer. Keep in mind: These changes are for our members and the NALC. Moving forward will keep the organization operating at its best. It’s *all* about the members.

### Looking for recent retirees to sign up to retain membership

I recently attended a branch function, and a local branch president was commenting on the fact that some of the

recent retirees were not signing up to remain members of the NALC. I feel that that is a big mistake. Now, more than ever, you can see how important it is to be a member of the union to know what is happening legislatively and contractually. A united and strong union can be instrumental in keeping, through your retirement years, what you worked hard for. Believe me when I say that there are some out there who would love to divide us so they can achieve their goal of reducing our benefits.

I encourage all those who may be contemplating retirement to take the time to complete the Form 1189, a “Request and Authorization” for payment of NALC dues through annuity deductions. NALC Headquarters automatically sends a letter and Form 1189 to every active member flagged “RET” on the dues withholding listing.

A member completes his or her portion of the Form 1189 after receiving a retirement number from the Office of Personnel Management (OPM), which assigns the number to those who apply for retirement under either the Civil Service Retirement System or the Federal Employees

Retirement System.

The member then submits the 1189 to the branch, which enters the annual branch dues amount and signs the form. The branch sends the completed original to NALC Headquarters (not to OPM), keeps one copy in the branch files and gives another to the member.

It’s as simple as that. Keep both your membership and benefits strong.

### Calling all TEs who are not members

There are more than 3,400 TEs across the country who are not members of the NALC. Branches should be trying to sign them up on the date they are hired. TEs should be reminded of the fact that they replaced casuals, who earned considerably less—as low as \$8 per hour. Casuals did not accrue any paid leave during their tenure, nor were they covered under any provisions of the collective-bargaining agreement. These are good reasons to consider being a member of the NALC. ☒