

# Updates



**Brian  
Renfro**

**I want to begin by thanking the** delegates at the 69th Biennial Convention in Philadelphia for electing me by consent to serve as your director of city delivery for the next four-year term. It truly has been my privilege to serve in this office for the past several months. I am both excited and optimistic about what we can do together going forward.

Having just returned from the convention as I write this, I feel the same enthusiasm and sense of solidarity that the delegates displayed throughout convention week. I have never seen a stronger, more unified and committed delegation.

Thousands of delegates attended early-morning and late-afternoon workshops, and general sessions where resolutions and motions that determine the future direction of our union were debated and voted on. The delegates in attendance

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were unwavering in their commitment to defend letter carriers on all fronts, improve the lives of NALC members and ensure that we have a strong Postal Service well into the future.

I want to extend my thanks to the delegates who attended the workshops I conducted each morning. Your participation and desire to gain as much knowledge as possible show the commitment of our representatives at the branch level to serve our members.

I also want to thank Headquarters Contract Administration Unit staff members Shawn Boyd (Branch 132, Dallas, TX), John Collins (Branch 63, Zanesville, OH), Patty Joseph (Branch 51, Fall River, MA) and Jim Yates (Branch 6000, Long Island Merged, NY) for their tireless efforts to make these workshops educational and successful.

Additionally, I want to thank those members who participated in the workshops by playing various roles and offering commentary on certain subjects: Mark Camilli (RAA, Re-

gion 11), John Dick (Branch 3126, Royal Oak, MI), Art Hardin (Branch 1100, Garden Grove, CA), David Napadano (RAA, Region 12), Nicole Rhine (assistant secretary-treasurer), Mark Sims (RAA, Region 5), Dan Szucs (Branch 38, New Jersey Merged) and Greg White (Branch 4475, Forest,—yes, Forest—MS).

Below are updates on a couple of ongoing projects.

## Joint route adjustment negotiations

**We have continued to work toward a new joint route adjustment process** with the Postal Service. I firmly believe that a joint process that fairly evaluates routes and adjusts them to as near eight hours work per day as possible is the best way to adjust routes. However, the key is a process that fairly evaluates and adjusts routes. Over the last three years, we have not come to agreement on a process that we believe would do that. We have focused on successfully grieving management’s violations of *Handbook M-39* when it conducts unilateral route inspections.

I am happy to report that we have made progress recently in negotiations for a joint process. We are not there yet, but it is a real possibility that we will reach agreement on a joint process in the near future. While these negotiations take place, we will continue to provide the support and resources necessary to ensure that branches are in the best position to successfully grieve violations during unilateral route inspections.

## Carrier Academy

**Last spring, the training program for new letter carriers—**or Carrier Academy—was changed to accommodate the hiring of around 20,000 new letter carriers. Much of the hands-on practice was moved from the classroom to the on-the-job portion of the training because it simply was not possible to have the hands-on portion in large classes. At that time, we agreed to review the training program in 2014 after hiring slowed.

We have updated the curriculum. Much of the hands-on practice will be put back in the classroom portion of the training. We talked to Carrier Academy instructors all over the country and made other changes based on their input. We are currently working to finalize the structure of the updated training and hope to have it deployed sometime this fall.

Since the very beginning of the Carrier Academy, there have been a few USPS districts that never established an academy to teach the jointly created training. For the first time, the Postal Service has committed to establishing a Carrier Academy in every district in the country, so all new letter carriers receive the same training. Training all new letter carriers nationwide with the same jointly created program just makes sense.