

DAYTRIPPING

EXPLORING BEYOND LOS ANGELES

In the third installment of our list of destinations to visit in Los Angeles in anticipation of NALC's 70th Biennial Convention in the City of Angels Aug. 15-19, we bring interesting attractions in the greater L.A. area that could make good day trips for families while delegates are at the convention.

MISSION SAN JUAN CAPISTRANO

Located in its namesake town, the Roman Catholic mission south of Los Angeles was founded by Spanish settlers in 1776. The historic mission's buildings, grounds and museum are open for tours. The mission is famous for the migration of thousands of swallows from Argentina each summer to build nests in its buildings. Though most of the swallows have recently found better nesting sites nearby, the town still celebrates the iconic birds with festivals and parades.

The town of San Juan Capistrano is about one-and-a-half hours from Los Angeles by car. It can also be reached from downtown L.A. by Amtrak. The mission is open daily from 9 a.m. to 5 p.m. Tickets are \$9; \$8 for seniors; and \$6 for ages 4 to 11. Go to missionsjc.com for more information.

JOSHUA TREE NATIONAL PARK

At the confluence of two different desert ecosystems, the Mojave and the Colorado, Joshua Tree National Park is home to a variety of plants and animals adapted to the dry and windy land, including the park's namesake, a strangely twisted, spiny member of the agave family that would look at home in a Dr. Seuss book. Combined with stunning geological features, the unique plants form an otherworldly view of this vast wilderness

from all directions. The park is treasured by stargazers for its clear weather and remote location far from city lights. The Perseid meteor shower, with hundreds of shooting stars lighting up the sky every August, should put on quite a show.

Joshua Tree National Park is about three hours by car east of L.A. Go to nps.gov/jotr for more information.

SOLVANG

A slice of old Denmark is within reach in the town of Solvang, where windmills and other historic-looking buildings give visitors a taste of Danish style. Danish bakeries, Christmas shops, pancake houses, breweries and other tourist-friendly hangouts complete the effect. For a more offbeat adventure, head to the nearby Quick-silver Ranch, a miniature horse farm, or Ostrichland (the name says it all).

Solvang is in the Santa Ynez Valley on the Pacific coast, a two-and-a-half-hour drive northwest of downtown L.A.

TEMECULA

If combining Danish culture and ostriches isn't intoxicating enough for you, try Temecula, where you can get your fill of local wine from the nearly 30 wineries in the Temecula Valley and a hot-air balloon ride. Cruise for tastings on your own (with a designated driver) or take a tour. Visit temeculawines.org to find wineries and tour information. After a day of sampling the local wine, why not enjoy the view from a hot-air balloon? Magical Adventure Balloon Rides offers trips over the valley, including package deals that include meals and wine tasting. Go to hotairfun.com or call 1-866-ENJOY-US for information and to make a reservation.

Temecula is about a one-and-a-half hour's drive south from the convention center.



Mission San Juan Capistrano



Solvang



Joshua Tree National Park



Temecula



Laguna Beach



Santa Catalina Island

LAGUNA BEACH

Laguna Beach is a picturesque seaside resort in Orange County protected from urban encroachment by the hills that surround it. Look beyond the flat, sunny beaches for hidden treasures—rocky coastline beaches with tidal pools dot the area.

Laguna's geography makes it home to a variety of sports, from surfing and beach volleyball to golf and mountain biking. The town is home to the oldest continuing surfing contest in the country (sorry, it's only open to residents). There's also a rich arts culture with several museums, galleries, festivals and public art installations throughout the town.

The town is home to the Pacific Marine Mammal Center (pacificmmc.org), a rescue facility for stranded or injured seals and sea lions where the public can view the animals and see how they are nursed back to health.

To reach the beach, head south from L.A.—it's about an hour-and-a-half drive.

SANTA CATALINA ISLAND

Also known simply as Catalina Island, this rocky isle 22 miles from the mainland is part tourist destination and part nature reserve. Visitors can check out the reefs and shipwrecks on a glass-bottom boat tour or go snorkeling. It's a great spot for boating, fishing, surfing or just hanging out on the beach. As an island that has never been geologically linked to the mainland, Catalina is host to at least 50 species of plants and animals that occur nowhere else in the world. Others have been introduced—including a herd of bison. There's also shopping, restaurants, concerts, nightlife and an historic casino.

Catalina Island restricts the use of cars, and many people get around by taxi, golf cart, bicycle or just on foot. The island's two towns, Avalon and Two Harbors, are both accessible by hour-long passenger ferry rides from the mainland. For more information about Catalina Island and how to get there, go to catalinachamber.com. **PR**

GETTING AROUND (AND OUT OF) LOS ANGELES

CAR

The good news: You can go anywhere by car in L.A. The bad news: So can everyone else, so traffic congestion is a daily part of life in this city. Be prepared for backups and factor them in to your driving plans.

Cars are available for rent from several companies near the Los Angeles Convention Center, including Hertz (900 W. Olympic Blvd.), Avis and Budget (888 S. Figueroa St.) and Enterprise (445 S. Figueroa St.).

COMMUTER RAIL AND BUS

Long known as the city where the au-

tomobile rules, Los Angeles quietly built a 98-mile commuter rail system over the last two decades that now whisks nearly 9 million people a month to their destinations. The Expo Line, which travels from downtown to Santa Monica, is the latest addition—it opened in May. The rail lines are supplemented by hundreds of buses.

Riding the L.A. Metro trains or buses is easy: The base fare is \$1.75. To ride a train, simply buy a fare card at the station. Buses accept cash (exact change only) as well as fare cards. Pico Station, served by the Blue and Expo lines, is only one block from the Convention

Center on S. Flower Street at W. Pico Boulevard. To find the nearest station or stop and the nearest to your destination, and for more information on how to ride, use the Metro trip planner tool at socaltransport.org.

AMTRAK

Amtrak serves Los Angeles from Union Station, three miles from the Los Angeles Convention Center, with stops at destinations in the greater L.A. area. The Pacific Surfliner train runs south to San Diego; the Coast Starlight goes north as far as Seattle. Go to amtrak.com or call 800-USA-RAIL (800-872-7245) for more information or reservations. **PR**

INFORMATION FOR CONVENTION ATTENDEES

CONVENTION HOTEL UPDATE

The original block of hotels for the 2016 National Convention in Los Angeles filled quickly, so NALC added three hotels to the block.

If your branch has received its delegate credentials/hotel information but has not made room reservations, we recommend that you make your reservations as soon as possible. NALC's housing company has opened available inventory on the housing website. Please use the link and access code sent in the branch's credential packet to book rooms on the website for the fastest processing. Branches may also fill out the housing form enclosed with the credentials, listing your preferred hotels from the hotel list, and fax it to the housing company should you not find availability on the housing website.

Please note that if rooms are not available for your preferred hotel, you will be placed in one of the other hotels in the block.

The contact information for the housing company is included in the housing instructions, which is sent with the credential packet. Please do not contact the hotels. All room reservations will be made through the NALC's official housing bureau.

The deadline for registration of delegates was June 15. All credentials for branches that registered in the final days before the deadline were mailed out on June 17. Branches that registered prior to June, but have not received their credentials, should contact the secretary-treasurer's office at NALC Headquarters immediately.

CONVENTION GUESTS

Guests of delegates or NALC members who are not registered delegates

may register to receive a guest badge at the registration area at the national convention.

ALTERNATE DELEGATES

Branch presidents and secretaries both must sign credential/nametags of delegates and alternates who will be registering at the convention and bring the signed credential/nametags to Los Angeles for on-site registration.

Under the *NALC Constitution*, before an alternate delegate is registered as a replacement for a regular delegate, written evidence must be presented stating that the duly elected delegate is unable to attend the convention.

Article 4, Section 3 reads in part: "An alternate delegate before being admitted to the National Convention shall present either his/her certificate of election or written evidence from the Secretary of his/her Branch, or from the delegate for whom he/she is elected alternate, that the elected delegate is unable to attend the meeting of the National Association."

GRIEVANCE MORATORIUM

NALC and the U.S. Postal Service have agreed to a 31-day moratorium on time limits for the processing of all grievances at the local, regional and national levels due to the 70th biennial NALC Convention.

Under M-01874 (available for review under the Materials Reference System at nalc.org), the moratorium starts on Aug. 7 and concludes on Sept. 6.

ORGANIZING AWARDS CUTOFF DATE

The 2016 National Convention organizing awards will be based on branch organizing percentages as of the end of postal pay period 12-2016.

BLOOD DRIVE

The NALC, in association with the American Red Cross in Los Angeles, will hold a blood drive on Thursday, Aug. 18, from 8 a.m. to 3 p.m. at the Los Angeles Convention Center.

It is strongly recommended that you sign up in advance using the online scheduler at redcrossblood.org using sponsor code NALC16 to give blood. On-site appointments may be made based on availability.

Los Angeles Tour Program Registration Form



TOUR OPTIONS	PRICE PER PERSON	QTY	TOTAL \$
MONDAY, AUG 15	Minimum of 25 Passenger Bus		
LACMA Art Museum (11am-3pm)	\$60.00		
Natural History Museum Tour (10am-4pm)	\$53.75		
(Minimum of 10)			
Hollywood and Celebrity Home Tour (10am-4pm)	\$78.23		
(Minimum of 10)			
TUESDAY, AUG 16			
Warner Bros. VIP Studio Tour (8:00am-4pm)	\$83.00		
*Must have 25 people confirmed			
Universal Studios Theme Park and Studio Tour (10am-4pm)	\$84.00		
(Minimum of 25)			
WEDNESDAY, AUG 17			
A Day at the Beach (10am-4pm)	\$45.00		
(Minimum of 25)			
Rose Bowl Tour (10am-4pm)	\$47.00		
(Minimum of 25)			
THURSDAY, AUG 18			
Beverly Hills Shopping Tour/Hollywood Shopping Tour (10am-4pm)	\$74.00		
(Minimum of 10)			
** Price Can Change based on Confirmed Count of People Per Tour			
	Total Charges		\$

☐ Mrs. ☐ Ms. ☐ Mr. First Name: _____ Last Name: _____
 Street Address: _____ Additional Address (Suite / Apartment / etc.): _____
 City: _____ State: _____ Zip/Postal Code: _____ Country: _____
 Daytime Phone: _____ Evening Phone: _____ E-mail: _____
☐ VISA ☐ MasterCard ☐ American Express

Please note: Address above must match the billing address of credit card.
 Card Code AMEX 4 digits on front. Visa and MasterCard 3 digits on back.

Authorization Signature: _____
 Mail or Email: Specialty Tours & Events ■ 11135 Weddington St. Suite 115 ■ North Hollywood, CA 91601. events@theeventgroup.com ■ Questions answered at 818-760-6779
 * All tour orders must be received by July 11, 2016. All tours subject to availability and cancellation

TOURS

Information on tours that will be available for delegates and their families during the convention was published in the June issue and is available on the convention page of nalc.org. **PR**

CONVENTION WORKSHOP SCHEDULE

NALC officers and staff, along with outside experts, will present more than 40 workshops over the convention week.

The grid below offers attendees an

easy way to see what classes are available when. Full descriptions of the workshops follow on the next several pages.

Classes are offered before the convention is called to order and after the day's

business is done.

Seating is on a first-come, first-served basis, and the rooms have been known to get crowded. Convention delegates are encouraged to arrive early.

MONDAY (8/15)	TUESDAY (8/16)	WEDNESDAY (8/17)	THURSDAY (8/18)
	MORNING	MORNING	MORNING
	Will You Be Ready? Suicide Prevention Branch Trustee Training NALC Constitution, Elections and Bylaws Contract Administration Unit (CAU) Briefing and Q-and-A City Delivery Workshop <i>This class repeats on Wednesday.</i>	Member Organizing 29 Years, 11 Months, 17 Days: Things to Know About Retirement <i>This class repeats on Thursday.</i> Is USPS the Future of Last-Mile Delivery? Safety and Health—Briefing On Our Activities City Delivery Workshop <i>Same as Tuesday.</i> Mutual Benefit Association: MBA Representative Training <i>Must be registered.</i> Building Better Grievance Files	Dues and Membership 29 Years, 11 Months, 17 Days: Things to Know About Retirement <i>Same as Wednesday.</i> Dignity and Respect NALC HBP—More Than Just Traditional Benefits Local Memorandum of Understanding (LMOU) Negotiations Training CCA Rights and Benefits and the Process of Conversion to Career Status
AFTERNOON	AFTERNOON	AFTERNOON	AFTERNOON
Managing Branch Finances: A Study of Basic Operations Member Mobilization Letter Carriers' Food Drive OWCP: File a Claim and File a Grievance <i>This class repeats on Thursday.</i> Communicating Our Message	How to Handle LCPF/MDA Funds Negotiating Techniques Community and Membership Outreach Critical Incident Stress Management International Postal Solidarity in Action	Understanding the LM-3 Letter Carriers and Social Media Growing Up MDA—Live Unlimited Recruiting Union Activists NALC History of Video Postal Reform Panel and Updates	NALC History Jeopardy Challenge TSP Pre-Separation Workshop: To Retirement and Beyond Records Management for NALC Branches The Labor Movement's Raising Wages Campaign Getting In—College Planning for Letter Carriers and their Children OWCP: File a Claim and File a Grievance <i>Same as Monday.</i>

MONDAY AFTERNOON

Managing Branch Finances: A Study of Basic Operations

This workshop will focus on the proper division of responsibility within the branch for financial matters and will discuss the authorizations and protocols that should be

used by branch officers as they discharge their responsibilities under the *NALC Constitution* and the Labor Management Reporting and Disclosure Act of 1959. Topics covered will include the authorization to spend branch funds, the proper process for the receipt and disbursement of branch money, the role and

responsibility of each branch officer, reporting to the membership and the regulatory agencies, establishing checks and balances, avoiding conflicts of interest and understanding the role of the branch trustees. There will be an opportunity to have individual questions and concerns answered after the workshop.

Member Mobilization

Whether it's rapid response action alerts, contributing to the Letter Carrier Political Fund, creating relationships with members of Congress in their districts, recruiting letter carriers for advocacy or building our allies throughout the community we know, there's a place for everyone to get involved. Come learn some of the best tools of the trade to help engage more activists in the legislative and political process.

Letter Carriers' Food Drive

Celebrating 24 years of our Letter Carriers' Food Drive, we are "building on a billion" pounds of total food collected. Beyond any of the numbers we tally, letter carriers continue to focus on what more they can do. Discussions will include how to rally the support of all letter carriers; secure a local sponsor for bags; find volunteer partnerships to assist; maximize use of social media to build awareness and momentum; and ensure local USPS management is supporting all the aspects of your food drive. We'll cover best practices, new strategies and growing partnerships to get what you need. This workshop will help you grow your branch collections and rally your members, partners and neighbors into action in support of the largest one-day food drive in the country. We'll close with special plans for our 25th anniversary celebration in 2017.

OWCP: File a Claim and File a Grievance

When management fails to follow its own rules and regulations, injured workers pay the price in delayed claims and denied benefits. Kevin Card from the NALC Workers' Compensation office will discuss how to have fun holding management accountable during every step of the OWCP claims process. *This class repeats on Thursday afternoon.*

Communicating Our Message

This workshop will focus on how to get our message out by dealing effectively with the news media, so we can inform the public and its representatives about the real situation of the Postal Service and the best policies moving forward. Little is more important to our future than getting the facts out and dispelling the myths. NALC Director of Communications and Media Relations Philip Dine will cover various aspects of communications, including influencing news coverage by speaking to reporters as well as making our own voices heard through letters to the editor/commentary pieces or being on radio/television discussion shows. The class will deal with broad media strategy and practical details of talking to a reporter.

TUESDAY MORNING

Will You Be Ready?

MBA Director Myra Warren will present a workshop on major life-planning topics. The workshop will provide valuable information on wills, probate, trusts and burials. This educational workshop will provide useful information on how to prepare for end-of-life events. The information presented can help letter carriers and their family members understand these legal issues and can help avoid decision making at a time when emotions are high. MBA staff members will be available to answer questions on the MBA products available to them.

Suicide Prevention

This session will be conducted by Director of Safety and Health Manny Peralta, along with Robert McCullough, national consultant for Magellan Health Services. This workshop will focus on the role of co-workers in suicide prevention. We will also be briefing you on the new tools available through the EAP4YOU.com portal and Magellan Health Services.

Branch Trustee Training

Under the *NALC Constitution*, branch trustees are required to examine and report to the branch the condition of the books of the officers at least once every six months, but many local trustees lack a clear understanding of all the intricacies their duties entail. National Board of Trustees Chairman Larry Brown and National Trustees Randy Keller and Mike Gill will kick off this training conducted by Dave Dorsey that provides local trustees with information and a variety of tools they need to keep their branches on the right track. Among the topics covered will be getting ready for an audit, receipts and disbursements, Labor Management Reporting and Disclosure Act requirements, and overall union finances. There will be an opportunity to have individual questions and concerns answered after the workshop.

NALC Constitution, Elections and Bylaws

This workshop is designed to assist NALC branches and state associations with the rules and regulations governing the conduct of elections and the process for creating and amending bylaws. The workshop will also cover common problems with bylaws and how to get that stamp of approval from the Committee of Laws.

Contract Administration Unit (CAU)

Briefing and Q-and-A

Vice President Lew Drass will report on national-level settlements and arbitration awards since the last convention, along with pending cases at the national interpretive step. There will also be updates on several

other subjects related to grievance activity and results from around the country. A question-and-answer period will follow, giving delegates the opportunity to seek clarification on issues and to provide comments and feedback to the CAU.

City Delivery Workshop

Director of City Delivery Brian Renfroe and his staff will provide updates and information on numerous city delivery topics. The class will cover various contractual issues, scanners and new technology, Sunday parcel delivery and other expansion of services topics, carrier academy, city/rural territory disputes, Article 12 withholding and excessing, uniforms, safety/service reviews and the next generation delivery vehicles. *This class repeats on Wednesday morning.*

TUESDAY AFTERNOON

How to Handle LCPF/MDA Funds

This session is designed to bring awareness to the slippery slope that is LCPF and MDA. The class will provide practical examples of required written notifications as well as defining what is a political solicitation. Additionally, following the rules within your city and state will be discussed. Attendees will learn how to and how not to handle these special-purpose funds and which funds and activity must be reported on your Forms LM with the DOL and 990 with the IRS. There will be an opportunity to have individual questions and concerns answered after the workshop.

Negotiating Techniques

You are negotiating all of the time, whether it's with a supervisor about adjustments to your route, a postmaster about a grievance settlement, a salesperson about the price of a car, or a spouse about where to go to dinner. So it pays to understand the techniques you can use to give you the upper hand in any negotiation and how to spot when they are being used on you. Participants will learn about how to formulate strategies for negotiating as well as how and when to use more than 25 specific tactics such as: The Vise, The Puppy Dog Close, Funny Money and Easy Acceptance.

Community and Membership Outreach

Letter carriers are the heart and soul of their communities. Our reach is unmatched, as are our willingness and ability to make a difference in the lives of those in the neighborhoods we serve. This workshop will cover a brief overview of NALC's community services, from major national programs to small and unique local projects and pilots. There will be an emphasis on the Carrier Alert program, with a recently launched training program that serves our elderly and

CONVENTION WORKSHOP SCHEDULE (CONT.)

vulnerable patrons. We'll connect that work of goodwill to the many ways it can be used to organize and boost the morale of your branch, help build valuable partnerships with other community groups and organizations, and maintain the long letter carrier history as the most trusted government workers.

Critical Incident Stress Management

Tornadoes, hurricanes, fires, assaults on letter carriers, robberies and suicides—local NALC leaders, stewards and letter carriers often find themselves in extremely difficult situations. We must assess the circumstances, provide counsel or direction for immediate assistance and deal with the short- and long-term physical, emotional and financial aftermath to our members and their families. With the help of Employee Assistance Program National Consultant Bob McCullough, this training will prepare you to better navigate through traumatic situations, educate you on available resources, and help you to create a plan of preparation that will benefit you, your membership and those you care about.

International Postal Solidarity in Action

NALC will host a variety of international guests at the 70th Biennial Convention, leaders of postal unions from other countries and representatives of our global union federation, UNI Post & Logistics. NALC Research Director Jim Holland will lead a workshop featuring our international guests, who will explain the struggles of our sister unions around the world and how we use UNI to build solidarity across international borders. Special focus will be given to the successful fight to save door-to-door delivery for Canada Post. There will also be a presentation on the 2015 initial public offering (the sale of shares to private investors) of Japan Post, and how the Japanese Postal Workers Union fought through the process to defend its members' rights and standard of living. A question-and-answer period will follow.

WEDNESDAY MORNING

Member Organizing

Executive Vice President Timothy C. O'Malley will be joined by Executive Assistant to the President Paul Barner. They will provide an in-depth discussion on member organizing. The presentation will focus on ways to organize newly hired CCAs at the USPS orientation, at the Carrier Academy and afterward if someone doesn't sign up, while all the time the "A" Team stays in contact with the CCAs as they move through the system meeting the various NALC leaders on their way. Also, there will be

discussion on how to approach career non-members about joining or rejoining the NALC.

29 Years, 11 Months, 17 Days: Things to Know About Retirement

The goal of making fully informed decisions about retirement is an important one. Many retirement decisions are irrevocable and will affect your financial security for the rest of your life. Different rules between CSRS and FERS regarding a host of decisions make the goal more difficult to achieve and can be dangerous. Nothing demonstrates the danger more powerfully than the 58-year-old letter carrier who retired with 29 years, 11 months and 17 days of service, with a two-month sick leave balance. Attend this course and learn about that danger. You will receive retirement information designed to help make fully informed decisions. A question-and-answer period will follow the presentation. *This class repeats on Thursday morning.*

Is USPS the Future of Last Mile Delivery?

NALC Chief of Staff Jim Sauber and Research Director Jim Holland will team up to focus on the Postal Service's growing role in the booming e-commerce sector. In addition to reports on volume trends and a discussion of the Postal Service's strengths and weaknesses in the sector, the workshop will feature a look at the Postal Service through the eyes of Wall Street investment analysts. There will also be a discussion of the Postal Service's plans to replace its aging fleet of delivery vehicles as well as the emerging threats posed by drone technology and Uber-like services in the package delivery industry.

Safety and Health—Briefing On Our Activities

This session will be conducted by Director of Safety and Health Manny Peralta, Region 3 NBA Mike Caref, Branch 343 Member Richard Thurman and Branch 358 member Frank Maresca. The class will provide an overview of many of our safety issues, sharing the resources available on our website.

Mutual Benefit Association: MBA Representative Training

MBA Director Myra Warren and MBA staff members will provide a training workshop for new MBA representatives. Information about MBA products will be presented in addition to the duties and responsibilities of MBA reps. Seating for this workshop is limited. To register for this workshop, call the MBA office at 202-638-4318 from 8 a.m. to 3:30 p.m., Monday-Friday, and speak with Dianne Williams.

Building Better Grievance Files

This workshop is for both new and experienced shop stewards/Formal Step A representatives who process grievances at the local level. This class will cover some of the key ingredients needed to build better grievance files. The workshop is led by Vice President Lew Drass, the four main facilitators from the "Formal Step A and Beyond" training, and CAU staff.

City Delivery Workshop

This class is a repeat of Tuesday morning's workshop.

WEDNESDAY AFTERNOON

Understanding the LM-3

This class will help participants understand and complete the Form LM-3. David Dorsey, president of Bond Beebe Accountants and Advisors, will review the form with participants to determine what information the Department of Labor is really asking for and what details must be included with the answers. Among the areas to be covered are the proper way to complete Item 24, listing all officers and disbursements to officers, and where to report different kinds of receipts and disbursements. A completed LM-3 for a hypothetical branch will be distributed to help branch leaders in preparing and reviewing their own branch LM-3 filing. Dorsey will stay after class to answer individual questions and concerns.

NALC History of Video

It should come as no surprise that a union as old as NALC has amassed a rich and vast historical record. As the union prepared for its 125th birthday in 2014, it discovered just how much of that record has been preserved in motion-picture form. In this workshop, Ann Sutherland of Sutherland Media Productions will show and discuss pieces of film and video that provide a fascinating window into our storied past, including the NALC video celebrating the 40th anniversary of the Great Postal Strike of 1970.

Letter Carriers and Social Media

There are plenty of good reasons for letter carriers to embrace social media as a means of communicating NALC's message internally and externally—and many members do. In this workshop, NALC Legislative and Political Organizer Ed Morgan and Online Communications Coordinator Joe Conway will discuss some best practices for sharing news and information via Facebook, Twitter and Instagram. There also will be an overview of NALC's new smartphone app.

Growing Up MDA—Live Unlimited

In 1952, NALC made a promise that we would be with MDA until a cure is found. That promise continues to this day. This workshop will cover event/activity reporting, how to be successful with fundraising, the benefits of MDA summer camps and why you should be involved. MDA will provide a research update, fundraising high points, an explanation of the new brand and why changes were made. MDA's 2015 Goodwill Ambassador Joe Akmajian is scheduled to attend and will be available for questions about the importance of MDA in his life and in the lives of so many children. Gold, Silver and Bronze awards will be presented to branches that reached these benchmarks.

Recruiting Union Activists

It's not uncommon for 99 percent of the work in a branch being done by 2 percent of the members. This is not a good long-term strategy, as it limits what a branch can do and results in frustration, resentment and burn-out in those doing the work. In this class, participants will learn various strategies and techniques to motivate members to volunteer and how to keep them active and involved.

Postal Reform Panel and Updates

The Department of Legislative and Political Affairs has been working behind the scenes to drive comprehensive, sensible postal reform with a broad range of stakeholders, including other postal unions, postal management and a cross-section of mailing industry associations. Come learn about the latest updates in our efforts to restore financial stability to our treasured institution.

THURSDAY MORNING

Dues and Membership

This workshop is intended to guide branch officers through all of the many membership issues that they deal with on a daily basis. The workshop will cover topics such as how to read a branch dues roster, how to prepare the semi-annual per capita tax call, the Reciprocal Agreement, transfers, health plan members and other membership-related items. NALC Director of Membership Joseph Barbour will assist Secretary-Treasurer Nicole Rhine in covering these important membership topics.

29 Years, 11 Months, 17 Days:

Things to Know About Retirement

This class is a repeat of Wednesday morning's workshop.

Dignity and Respect

This session will be conducted by Director of Safety and Health Manny Peralta, Region

3 National Business Agent Mike Caref, Branch 343 member Richard Thurman and Branch 358 member Frank Maresca. We will be reviewing the *Shop Steward's Guide to Preserving the Right of Letter Carriers to be Treated with Dignity and Respect*, which was created to give union stewards direction on the proper steps to take to improve the working conditions in their offices, provide strategies to properly address and correct the mistreatment of letter carriers, and provide shop stewards with the necessary contractual tools to address and stop the wide range of mistreatment by management.

NALC HBP—More Than Just Traditional Benefits

Learn how to get the most from your health insurance plan. Health Benefit Plan Director Brian Hellman and Plan staff will provide details about some of the special benefits that the Plan offers on your journey to improving whole health. We hope you will join us as we discuss programs such as Your Health First, Weight Management, Healthy Rewards, Tobacco Cessation and Health Risk Assessment (HRA) incentives. Time permitting, we will also help you become familiar with valuable resources available on the Plan's website at www.nalchbp.org.

Local Memorandum of Understanding (LMOU) Negotiations Training

This workshop is designed for branch leaders as they prepare for the upcoming period of LMOU negotiations. This class will cover all aspects of the LMOU process, from preparation and drafting proposals to negotiations and finalizing agreements. The workshop is led by Vice President Lew Drass, some of the facilitators from the "Formal Step A and Beyond" training and CAU staff.

CCA Rights and Benefits and the Process of Conversion to Career Status

Director of City Delivery Brian Renfroe and his staff will thoroughly explain what every NALC activist and CCA should know when a CCA is converted into a career position. Much of the focus of this workshop will be on the changes in, and the election process for, benefits upon conversion to career employment. The process for filling full-time regular opportunities pursuant to the Memorandum of Understanding Re: Full-time Regular Opportunities – City Letter Carrier Craft (M-01876) will also be discussed.

THURSDAY AFTERNOON

NALC History Jeopardy Challenge

Learn about NALC History as teams from each of the 15 NALC regions compete against

each other in the NALC History Jeopardy Challenge. How were the teams chosen? Answer: "What is: Selected by the NBA?" The winning teams from each of three preliminary rounds will advance to compete in a final round to determine the winner. Come cheer your region's team on to victory and learn some NALC history along the way.

TSP Pre-Separation Workshop: To Retirement and Beyond

This course is designed to give late-career employees and service members the tools they need to make smart decisions with their TSP savings as they prepare to retire. The agenda includes the TSP withdrawal options and death benefits, and it provides several retirement scenarios to get attendees thinking about how to best turn their savings into income.

Records Management for NALC Branches

Branches are flooded with paper and data. But what do you need to keep, and how long do you need to keep it? In what format? These and other issues will be discussed in this introductory session to records management.

The Labor Movement's Raising Wages Campaign

The wages of American workers have stagnated for much of the past 40 years as all the gains of productivity growth and rising GDP have been captured by the very richest Americans. A poor labor market is bad for America—and bad for NALC at the bargaining table. The AFL-CIO's Raising Wages campaign is focused on ending this stagnation. This workshop will feature a panel discussion addressing the various ways the labor movement and its allies are working to raise wages, including public policy, organizing and grassroots activism. The panel will feature NALC General Counsel Bruce Simon, Rusty Hicks of the Los Angeles Federation of Labor and an activist from the Center for Popular Democracy. Debate and discussion will follow initial presentations.

Getting In—College Planning for Letter Carriers and Their Children

This class will help letter carriers and their children prepare for college. Topics to be covered include academic preparation, working with guidance counselors, school selection, entrance exams, the application process and essays, letters of recommendation, dates and deadlines, funding and financial planning, and finding scholarships.

OWCP: File a Claim and File a Grievance

This class is a repeat of Monday afternoon's workshop.

PROPOSED AMENDMENTS TO

The following proposed amendments to the *NALC Constitution* will be considered by the 70th Biennial Convention in Los Angeles. Proposed new language is printed in **bold**; ~~strike through~~ indicates proposed language to be deleted. The *Constitution* is available on the NALC website at nalc.org/union-administration/body/NALC_Constitution.pdf.

NALC CONSTITUTION

Time and Place of Conventions and Special Meetings

Amend Article 3, Section 1 as follows:

Section 1. The National Convention of this Union shall be held biennially in even-numbered years between the Fourth of July and third full week of August. The time and place of the Convention to be held in the year ~~2002~~ **2020**, and all subsequent Conventions, will be determined by the Executive Council of the National Association of Letter Carriers, eliminating ~~the geographic regions which were the sites of the two previous Conventions. For purposes of this section, geographic regions shall mean the five United States Postal Service regions that existed prior to 1992.~~ Any materials and/or literature distributed to a National Convention must bear a union label. After a convention city has thus been selected, all further arrangements for the conduct of the Convention, the costs of which shall be borne by the National Convention Fund, shall be under the supervision and authority of the Executive Council of the National Association of Letter Carriers.

The NALC Executive Council

Officers and Elections

Amend Article 6, Section 2 as follows:

Sec. 2. Every four (4) years, nominations for officers of the Union shall be called by

the Chairperson of the Convention on the third day (Wednesday) of the Convention. The Chair shall call for nominations from the floor for each national office separately. Any delegate may nominate an eligible member for any one of the following national offices: President, Executive Vice President, Vice President, Secretary-Treasurer, Assistant Secretary-Treasurer, Director of City Delivery, Director of Safety and Health, Director of Life Insurance, Director of Health Benefits, Director of Retired Members, and a three-member Board of Trustees. Nominations of fifteen (15) National Business Agents shall be separately by NALC Regions, as constituted effective January 1, 1974, **or as realigned by the Executive Council.**

Any realignment of the geographic boundaries of the 15 National Business Agent regions must be announced by the Executive Council no later than the Convention preceding the next Convention at which nominations will take place.

Only delegates from the appropriate NALC Region may nominate candidates for the position of National Business Agent for such Region. Nomination to the position of National Business Agent in each Region shall be restricted to nominees whose Branch is located in such appropriate NALC Region. No person shall be nominated for any office without his/her written acceptance, on the officially prescribed form, which must include the endorsement from five (5) delegates representing five (5) Branches. The official form shall be handed to the Secretary-Treasurer at the time of nomination, and no person shall be permitted to accept nomination for more than one office at any Convention. These nominating forms shall be made immediately available by the Secretary-Treasurer for review by all candidates at the close of nominations. No second shall be necessary to a nomination, and no

nominating speeches will be permitted by the Chair. No nominee who filed acceptance with the Secretary-Treasurer shall be allowed to withdraw his/her name. When there is but one candidate placed in nomination, the Chairperson shall declare the election by consent.

The NALC Executive Council

Amend Article 6, Section 4 as follows:

Sec. 4. All regular members shall be eligible to hold any office in the National Association, except that only retired members are eligible for the office of Director of Retired Members. **All other National Officers shall be active letter carriers, with the exception of officers serving at the 2018 convention.** Any regular Branch member who shall accept a supervisory position in the Postal Service for any period of time, whether one (1) day or fraction thereof, either detailed, acting, probationary or permanently, or who shall leave the Postal Service, shall immediately vacate any office held by him/her in this National Association, its Branches, State Associations or its subsidiaries – the NALC Health Benefit Department, the NALC Life Insurance Department – unless the Executive Council finds the member was involuntarily separated from the service without just cause. Upon termination of such supervisory status, such member shall be ineligible for election to any office for two (2) years. Upon nomination, the candidate must certify that he/she has not served in a supervisory capacity for the 24 months prior to the nomination.

Pioneer Branch 2, Milwaukee, WI

Source and Distribution of Revenue

Amend Article 7, Section 2 (a) by adding the following new item 1:

(1) The one-third "national per capita tax" as provided for in Article 7, Sec. 2 (a) shall

THE NALC CONSTITUTION

not be deducted from a member's branch per capita check who is not in a pay status and is listed as "NO DED" meaning no deduction on the dues withholding.

Long Island Merged Branch 6000

Amend Article 7, Section 3 (b) (c) (d) (e) (f) and (g) as follows:

(b). ~~Seventy-five (75)~~ **Ninety-five (95)** cents per member per annum, deductible semi-annually, or on a pro rata monthly basis for those enrolled in the dues withholding program, of all per capita tax shall be held in reserve in the General Funds of the Association. Said reserve shall be known as the National Convention Fund, the purpose of which shall be to underwrite the costs of the Biennial Conventions of the National Association of Letter Carriers, under the supervision and authority of the Executive Council of the National Association of Letter Carriers.

~~(c). Twenty cents per annum, deductible semiannually, of all per capita tax shall be held in reserve in the General Funds of the Association. Said reserves shall be known as the Letter Carriers Band Fund, the purpose of which shall be to underwrite, insofar as possible, the cost of sending to the Biennial Convention of the National Association of Letter Carriers, up to five Letter Carrier Bands on a rotating basis regardless of location to the convention city and beginning in alphabetical order with those Letter Carrier Bands who were not funded to the 1984 National Convention. The Letter Carrier Band Fund shall be under the supervision and authority of the Executive Council for the National Association of Letter Carriers, and a band committee appointed by the President.~~

(d) ~~(c)~~. Fifty (50) cents per member per annum, deductible semi-annually, of all per capita tax shall be deposited in the

NALC Legislative and Political Action Fund to be used as authorized and directed by the National President.

~~(e)~~ **(d)**. Twenty cents per annum, deductible semi-annually, of all per capita tax shall be held in reserve in the General Funds of the Association. Said reserves shall be known as the Public Relations Fund, the purpose of which shall be to underwrite, insofar as possible, the cost of improving the public image of the Letter Carrier. The Public Relations Fund shall be under the supervision and authority of the Executive Council for the National Association of Letter Carriers and a committee appointed by the President.

~~(f)~~ **(e)**. The National Secretary-Treasurer shall reimburse to each State Association the amount of per capita tax that was collected in their behalf from Branches under their jurisdiction, by means of the dues check-off and the National semi-annual per capita tax calls.

~~(g)~~ **(f)**. Three dollars (\$3.00) per member per annum, deductible semi-annually, of all per capita tax shall be deposited in a Political Education Fund for the exclusive use of the National Association of Letter Carriers' state organizations involved in political education. Biennially each state organization will be given an accounting of the Political Education Funds collected from and spent in that state.

The NALC Executive Council

CONSTITUTION OF THE UNITED STATES LETTER CARRIERS MUTUAL BENEFIT ASSOCIATION

Duties of Officers
Duties of the President of the NALC

Amend Article 6, Section 1 as follows:

Section 1. The President of the NALC shall have general supervision of the MBA and shall have the power in case of death, resignation, removal, or total inability of any member of the Board of Trustees, or the Director to perform their duties, and to appoint a member of the NALC to fill the vacancy and to serve until the next regular ~~National Convention~~ when the vacancy shall be filled by election.

The NALC Executive Council

CONSTITUTION OF THE NATIONAL ASSOCIATION OF LETTER CARRIERS HEALTH BENEFIT PLAN

Duties of Officers
Duties of the President of the National Association

Amend Article 7, Section 1 as follows:

Section 1. The President of the National Association of Letter Carriers shall have general supervision of the Plan. He/ she shall have power in case of death, resignation, removal or total inability of any member of the Board of Trustees or the Director, Health Benefit Plan, to perform their duties, to appoint a member of the National Association to fill the vacancy or vacancies, as the case may be, requiring a good and sufficient bond in the sum fixed by the National Association or by the Board of Trustees for said officers. The member or members so appointed shall serve until the next regular ~~meeting of the National Association, when the vacancy shall be filled by an election.~~