

## 2016 NALC CCA Conference



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a wide variety of topics, from the history of NALC and collective bargaining to the evolution of the non-career workforce throughout the years to contractual provisions that directly affect CCA letter carriers. More importantly, especially to

**N**ALC recently hosted the 2016 NALC City Carrier Assistant Conference in St. Louis. From Sunday through Tuesday, Jan. 17-19, about 200 letter carriers, each from different branches around the country, gathered together for three days of training and in-depth discussion on various topics affecting CCAs and their jobs. Of those letter carriers in attendance, about half are currently CCAs and the other half are former CCAs who have been converted to full-time career status.

The conference began on Sunday afternoon with President Rolando conducting a three-hour rap session with all in attendance. He discussed

eo were quite moved, as nearly all of us who have had the opportunity to view this video have been. Multiple people told me it gave them a deep appreciation for our history and made them proud to be NALC members.

I then covered the structure of NALC, the history of the non-career workforce, and an overview of our legislative and political activities. We then began the training portion of the conference, where we covered specific topics chosen by those attending. The topics included the grievance/arbitration process, lunches/breaks, safety, retirement, uniforms, health benefits, DOIS and opting. After each section, we allotted plenty of time for questions on each subject. I was assisted in the training portions by Patty Joseph, Tim McKay and Jim Yates of my staff at Headquarters, along with Chris Henwood, a former CCA recently converted to full-time career status, from Branch 495 in Rutland, VT.

Tuesday morning, a presentation on the conversion process and the transition to career started off the day. I explained the bargaining history behind the memorandums of understanding that detail the process. I explained how the process works and also covered probationary periods. Next, we discussed what CCAs need to do following conversion. We explained health benefit and life insurance elections, as well as retirement and the Thrift Savings Plan.

Next, we transitioned to a lengthy discussion about ways letter carriers can get involved with the NALC. We held a brainstorming session asking each letter carrier in the audience how they felt they could get involved. They covered nearly every possible way to get involved, including roles large and small.

I then held a final rap session and question-and-answer session. We talked about different ideas and what their priorities are going forward. Everyone was eager to be heard and have their questions answered. We were able to give everyone who wished to speak the opportunity to do so. This was a productive conclusion to a great few days.

**By all accounts, the conference was a success. I was incredibly impressed by the passion, dedication and energy displayed by those in attendance. With present and future activists like those who attended the 2016 NALC CCA Conference ready to serve, our future is bright.**

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the many carriers who previously never had the opportunity to meet and personally interact with their national president, he also opened the floor to any questions, comments or suggestions. Everyone enjoyed the opportunity to hear directly from President Rolando and to have him hear directly from them about the issues they face on a daily basis.

After President Rolando concluded his rap session, I gave the conference attendees an overview of what the next two days would entail and I led an open-floor discussion on communication and social media, specifically how it relates to letter carriers. I covered what we were doing at Headquarters and asked for their feedback and suggestions. Their input and feedback will be useful as we constantly seek to expand the ways we communicate.

When we resumed on Monday morning, we covered a variety of topics with a question-and-answer period designated at the conclusion of each topic. A video created to memorialize the 40th anniversary of the strike was shown in conjunction with a thorough and detailed presentation on NALC history. Those who had never seen the strike vid-