

Class acts at the convention



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Another national convention has come and gone, and what a great convention it was. I have had the pleasure of attending every national convention since 1992, but until this year never as NALC director of city delivery, and for me it was truly an honor to do so. My staff and I conducted two separate workshops over a four-day period, with each class repeated to allow as many delegates as possible to attend.

On Monday and Tuesday mornings, we conducted the City Delivery Workshop to provide delegates with updates and information on numerous city delivery topics. The class covered everyday letter carrier issues such as scanners and new technology, Sunday parcel delivery and other expansion-of-services topics, carrier academy, filling residual vacancies, Article 12 withholding and excessing, USPS testing and initiatives, NALC-created resources, and an update on the status of the Next Generation Delivery Vehicle project.

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On Wednesday and Thursday mornings, we conducted a Work Hour Fraud class. The class provided delegates with training to assist them in identifying and preventing a supervisor’s intentional false editing of clock rings. This class covered the new *NALC Guide to Identifying Intentional False Editing of Clock Rings*, as well as the new *NALC Work Hour Tracker*, used by letter carriers to track the hours they work. This class taught delegates how to read clock rings and identify inaccurate edits or entries. It also provided advice on how to file a successful grievance challenging instances of intentional false editing of clock rings and ideas for future prevention and resolution of this problem.

Each class was well attended and, based on the comments I received during and after the convention, the delegates enjoyed the subjects presented. To get the information into the hands of as many members as possible, we will be distributing the materials presented in multiple formats.

Copies of the materials presented in each class are available on the “Members Only” section of the NALC website.

Click on the “Member Documents” tab after logging in and select the “Convention Classes” menu. This information can then be downloaded and printed. I encourage local branches to use these resources to educate their shop stewards on identifying and grieving these violations.

Helpful NALC publications

The *NALC Guide to Identifying Intentional False Editing of Clock Rings* was developed to assist letter carriers and union representatives in identifying instances of improper time clock edits. Guides will be sent to each branch so each shop has a copy, and also will be sent to each NBA region in the event additional copies are needed. In addition, the guide is available online at the NALC website for union representatives wanting an electronic copy.

The *NALC Work Hour Tracker* contains 53 pay periods’ worth of fillable tracking forms; a detailed instruction page explaining how to track hours and how overtime is figured; a USPS pay period calendar; and a USPS time conversion table. It also has a notes page for each pay period where letter carriers can record things that happened during the pay period, such as a lunch period other than 30 minutes, leave taken, time worked on other assignments, etc. This tracker will be sent to the NBA offices to be distributed to local branches upon request at no charge. We also will include a copy of the tracker in the materials sent to new members. The goal is to get a copy of this tracker into every member’s hands so that all may properly track their work hours in case there is a discrepancy in their paycheck.

For those members wishing to track their hours electronically, a fillable online version is available in the “Members Only” section of the NALC website. In addition, a separate mobile app is in development that will allow you to track your hours using a smartphone.

A note of thanks

In closing, I want to thank the officers and staff whose hard work made this a great convention. Much of the labor that went into the national convention happened months before we arrived in Detroit. My staff and I decided which subjects to cover based on the feedback I received while traveling to events around the country over the past year. Once the determination was made, we spent numerous hours creating the materials used both during the classes and to be distributed to the membership.

I would also like to thank the delegates who attended both the convention and the workshops. All the preparation in the world is meaningless without an engaged audience, and the members I spoke with before and after the classes were definitely hungry for this information. I hope the members back home find these materials as useful as we did when they were created.