

# DETROIT

## A CITY ON THE RISE

**D**estruction can lead to opportunity—take the rebirth of Detroit as an example. As the city rises from the devastation of the Great Recession of 2008-2009, thousands of entrepreneurs are finding a foothold in the Motor City by using the same marriage of innovation and muscle that first made it a great metropolis.

Rising from the ruins isn't a new experience for Detroit—the city's last renaissance, which began in the 1970s, produced the skyline and riverfront that delegates to the 71st Biennial Convention will see when they gather in the Cobo Center next month.

But unlike the prior recovery, when the city hitched a ride on the U.S. auto industry recovery that followed a 1970s industry slump, Detroit couldn't lean on automobile factories to right its economy because automobile manufacturing no longer was the city's bedrock industry. The financial crisis of 2008-2009 exposed deeper economic weaknesses that made Detroit more vulnerable to the nationwide economic slump—and that would require a more fundamental retooling to fix.

The city has earned its new nickname, "America's Comeback City," by rebuilding from the ground up. While some of Detroit's recovery is fueled by big investors, scores of young, hungry business pioneers are taking the opportunity to start from scratch by filling storefronts and empty lots again, one by one.

Look at Victoria Roby, for example. Roby graduated from Wayne State University in Detroit with a business degree

in 2008—just in time for the Great Recession, which hit Detroit particularly hard and forced the city into bankruptcy five years later. But while her friends moved to other cities, Roby stuck with Detroit.

Using \$50 borrowed from her sister, she founded The Natural Market to sell her own line of beauty and relaxation products. Roby started by opening a small storefront. With the help of a Detroit business incubator program, a co-working space shared with other businesses and a loan program for startups like hers, Roby has expanded her sales online and now has customers all over the world.

It wasn't easy. "I went broke so many times," Roby said. But her business took off when she created products for other Detroit stores to sell, many exclusive to each store. She developed a brand and spread her success throughout the city.

"You have to never give up, and never quit," Roby said.

Roby's trials were compounded by a shrinking city. The financial crisis did more than take jobs from Detroit's workers; it hastened the depopulation of the city like an economic hurricane, leaving abandoned buildings and homes to crumble. By 2012, Detroit's poverty rate was 42.3 percent, meaning that 2 out of 5 residents lived below the official poverty level. A spike in crime followed. The population plummeted as residents left to find jobs elsewhere or were forced from their homes by foreclosure. Others fled due to fear of crime. The city's population now stands at 672,000, a third of its peak of 1.8 million in 1950.



**Victoria Roby is one of the young entrepreneurs working to revitalize Detroit.**



The new QLine streetcar system

As Detroit's tax base collapsed and it struggled to function, the state of Michigan moved to seize financial control of the city, but the effort failed. In 2013, Detroit filed the largest municipal bankruptcy in U.S. history—defaulting on \$18.5 billion of debt, 400 percent higher than the previous record.

But Detroit isn't just another city—it's a city that was built and rebuilt with a blend of ingenuity, hard work and pride into a global industrial center. As the nation slowly emerged from the financial crisis that nearly destroyed Detroit, so too is the city breathing new life into its old buildings and streets. The task was made possible by a coordinated effort involving local and state government, private investors, philanthropists and everyday citizens. Leading the effort is Mayor Mike Duggan (D), who has focused on improving basic city services and boosting optimism since he

was elected just after the bankruptcy. Duggan has focused on fundamentals critical for a functioning city, such as infrastructure needs. Detroit's dark streets had become a symbol of decay and a haven for crime, but a three-year, \$185 million project to fix thousands of streetlamps left dark by deferred maintenance and vandalism has relit the city.

The new QLine streetcar system, which opened last spring, links the downtown business district with neighborhoods to the north on three miles of track, and could easily be extended. The city's initiatives to build new affordable housing and keep elderly residents from losing their homes are easing the housing crisis.

Detroit negotiated an end to the bankruptcy in 2014, and regained control of its finances from a state control board in April.

In the private sector, billionaire Dan Gilbert, founder and chairman of the mortgage giant Quicken Loans and

## GETTING AROUND DETROIT

**D**etroit may be dubbed the Motor City, but a car is not your only travel option in town.

Getting to the convention via Detroit Metropolitan Airport? Consider using the SKOOT airport shuttle service to travel to your hotel. Call 855-WE-SKOOT (937-5668) or visit [rideskoot.com](http://rideskoot.com).

The Detroit People Mover, an elevated and automated light-rail system, can help you get around downtown quickly and easily. It loops one way on a 2.9-mile course serving 13 stations, including a station inside the

Cobo Center on the fourth floor near Congress Street. Since it is a one-way loop, you will reach your destination station no matter where you get on. The People Mover is open from 6:30 a.m. to midnight, Monday through Thursday. On Fridays, it opens at 6:30 a.m. and runs until 2 a.m. Saturday. It runs Saturday from 9 a.m. to 2 a.m., and on Sunday from noon to midnight. The fare is 75 cents. For more information go to [thepeoplemover.com](http://thepeoplemover.com).

The QLine is a new 3.3-mile streetcar that runs along Woodward Avenue

between Congress Street and West Grand Boulevard in downtown Detroit, a few blocks from the Cobo Center. The streetcar route has 20 stations serving 12 locations. The QLine runs from 6 a.m. to 11 p.m. Monday through Thursday, 6 a.m. to midnight on Friday, 8 a.m. to midnight on Saturday, and 8 a.m. to 8 p.m. Sunday. A one-way fare costs \$1.50. See [qlinedetroit.com](http://qlinedetroit.com) for more.

The city also has an extensive bus network. Fares are \$1.50, 75 cents for students and 50 cents for seniors; transfers are 25 cents. For information on routes, schedules and fares, go to [detroitmi.gov/How-Do-I/Locate-Transportation/Bus-Schedules](http://detroitmi.gov/How-Do-I/Locate-Transportation/Bus-Schedules). Another





**Tyson Gersh looks over the urban produce farm he's developing.**

owner of the NBA's Cleveland Cavaliers, is driving the effort to repurpose the largest buildings. Gilbert has invested in the recovery by buying more than 90 buildings in the business district and refurbishing or replacing many of them.

But the real work of bringing Detroit back is happening at street level. Taking advantage of Detroit's dirt-cheap supply of workspace and eager, skilled workers, entrepreneurs like Roby are starting new ventures, repurposing or remaking old buildings and restoring or replacing homes. They are even establishing "urban farms" in empty lots.

Former landscaper and University of Michigan graduate Tyson Gersh bought a six-unit apartment complex in Detroit's North End neighborhood at a tax auction for \$5,025 in 2011. Using an empty 1.5-acre plot, Gersh turned the complex into an organic produce farm, providing fresh fruits and veg-

etables directly to urban dwellers often hard-pressed to find such food.

Gersh sees urban farms like his as a way to reinvent the city with green infrastructure at its center. "I think we could be a case study, a proof of the concept of how we can be redesigning our cities," he said.

Private philanthropists have assisted the efforts of small entrepreneurs like Gersh by investing in start-up companies or helping struggling small businesses. An initiative by the Community Foundation for Southeast Michigan has helped launch more than 2,500 companies, supporting employment for 25,000 workers, since 2007. Last year, the project helped nearly 3,000 companies grow and assisted in starting 292 more, about half of them led by minorities and 57 percent by women. Business incubators such as Build Institute, which helped Roby with her business, provides classes, tools,

er public bus line, the SMART system, connects downtown to the suburbs. SMART fares are \$2 for adults, \$1 for youth and 50 cents for seniors and people with disabilities. Transfers are 25 cents. SMART also operates several high-frequency bus routes called FAST.

MoGo is the city's bikeshare system. Riders can use a credit card or a debit card to rent a bicycle for a day from one of several dozen docks throughout the city. A daily pass costs \$8 and provides an unlimited number of rides up to 30 minutes long for the day. To end the ride, simply park the bicycle at any dock. If any of the rides exceeds a half-hour, there is an additional charge of \$4 for each 30 minutes. Other pric-

ing options are available. When your ride is over, return the bike to an open slot at any dock in the city—you don't have to take it back to where you rented it. Go to [mogodetroit.org](http://mogodetroit.org) to learn more.

For those with the necessary documents to travel to Canada, the Tunnel Bus is an option. It crosses through the Detroit-Windsor Tunnel to carry passengers from downtown Detroit, including a stop at the Cobo Center, to Windsor, Ontario. The fare is \$5 for a



**The Detroit People Mover**

one-way trip; tickets and information are available at the Cobo Center. The Tunnel Bus operates Monday through Saturday, 6 a.m. to 1 a.m. and Sunday from 8 a.m. to 12:30 a.m. For details, go to [citywindsor.ca/residents/transitwindsor/Routes-and-Schedules/Tunnel-Bus-to-Detroit/Pages/Tunnel-Bus-to-Detroit.aspx](http://citywindsor.ca/residents/transitwindsor/Routes-and-Schedules/Tunnel-Bus-to-Detroit/Pages/Tunnel-Bus-to-Detroit.aspx). PR

# Convention blood drive

NALC and the American Red Cross will be hosting a blood drive at the national convention in Detroit. Delegates to the convention are encouraged to schedule an appointment.

The need for blood is constant and only volunteer donors can fulfill that need for patients in every community.

Nationwide, someone needs a unit of blood every 2 to 3 seconds and almost everyone will need blood in their lifetime.

The drive will be on Tuesday, July 17, from 9 a.m. to 3 p.m.

Go to [nalc.org/convention](http://nalc.org/convention) to make an appointment.

and networking for both experienced and aspiring entrepreneurs in Detroit. Since Build Institute was launched in 2012, more than 1,400 entrepreneurs have graduated from the program.

The focus on innovation has brought new research facilities to the city. For example, the American Lightweight Materials Manufacturing Innovation Institute, a consortium of the federal government and research universities focusing on development of new lightweight metals, made its headquarters in an abandoned Detroit building in 2015.

To boost the housing market, where the number of mortgage loans made by banks dropped from thousands each year to just a few hundred annually at the height of the crisis, banks and landowners are experimenting with no-interest loans, minimalist “tiny houses” and the sale of city-owned housing at a loss

to jump-start the market. When they can find the cash to finance their dreams, buyers are snapping up homes at bargain prices and rehabilitating them.

Even tourism entrepreneurs are devising new angles on their business. Some offer tours of abandoned buildings and factories for their historical and architectural interest. But the tours also reveal signs of progress, as some of the formerly abandoned sites are undergoing rehabilitation for new uses. For instance, the sprawling ruins of the Packard auto plant, which closed long before the financial crisis, have attracted an investor who plans to transform it into a mixed-use development with homes, businesses, restaurants and even a brewery.

The recovery efforts are making their mark, pointing the city’s vital statistics in the right direction. Unemploy-

## ACCOMMODATIONS FOR DISABLED ATTENDEES

**C**onvention attendees who may require assistance due to a disability can avail themselves of the following accommodations in adherence with the Americans with Disabilities Act (ADA):

### WHEELCHAIR AND SCOOTER RENTAL

Electric mobility scooters and wheelchairs are available for rent from Scootaround. For advance reservations or for more information, call 888-441-7575 or visit [locations.scootaround.com/NALC](http://locations.scootaround.com/NALC).

### OXYGEN

If you require oxygen refills while in Detroit, please check out NALC’s con-

vention web page at [nalc.org/convention](http://nalc.org/convention) for information on a local supplier.

### PARKING

Handicapped parking spaces are available to individuals with valid disability parking permits in all Cobo Center parking lots.

### DEAF OR HEARING-IMPAIRED

General-session video presentations, including podium and floor action, will be open-captioned so hearing-impaired delegates can sit with their delegations. Delegates who need other special accommodations, including a signing interpreter in workshops, should contact Secretary-Treasurer Nicole Rhine at

NALC Headquarters by June 22.

### WHEELCHAIR LIFT VEHICLES

NALC is providing free shuttle bus service to/from the Cobo Center for hotels within the block that are not within walking distance. (A complete list will be available later.)

To comply with the provisions of the Americans with Disabilities Act (ADA), a vehicle equipped with a wheelchair lift will be made available during all convention hours on an on-call basis. Requests for use of this service can be made directly by calling the operations manager on-site. The number will be listed on bus flyers available at the bell desks in all hotels for which shuttle service is provided. **PR**



# VETERANS GROUP PROJECT TO ASSIST LOCAL VETERANS

ment has dropped dramatically, to 7.8 percent from its high mark of 28 percent in 2009. Poverty has declined slightly to 35.7 percent, depopulation has slowed—and an Urban Institute study released last year projected that Detroit’s population would begin increasing again soon, which would be the first growth since the 1950s. A special economic activity index created by the Federal Reserve Bank of Chicago to measure Detroit’s progress shows the city’s economic output steadily rising since 2011—and now reaching pre-2009 levels. And the city is operating with a balanced budget.

Even dog attacks on letter carriers have improved. According to Postal Service data, carriers reported 32 attacks in 2017, down 50 percent from the 48 in the prior year. (For more on dog attack statistics, see the story on page 25).

And yet, Detroit’s recovery has been uneven so far. The greatest progress has been in the downtown business district and in areas of relative wealth, most of them with predominantly white-owned homes and businesses. African-Americans, who now represent 80 percent of Detroit’s population, have experienced a smaller share of the upturn.

But Mayor Duggan says the fruits of the recovery are spreading as he works toward a city with opportunity for all.

“I told you the first four years, we were going to try and fix the services,” he said in a State of the City speech in March. “Now we’re talking about building one Detroit for all of us, and we’re going to do it together.”

With the city’s government-investor-philanthropy partnership at work, and the grit and determination of its people, Detroit is likely to see even better days soon. **PR**

**H**omelessness isn’t seasonal and, according to the U.S. Department of Veterans Affairs (VA), the nation’s homeless veterans are mostly males (4 percent are females). The VA also states that 23 percent of the homeless population are veterans.

Among the homeless are several generations of veterans whose service spans many of the various wars and conflicts, including World War II, the Korean War, the Vietnam War, Grenada, Panama, Lebanon, Operation Enduring Freedom (Afghanistan) and Operation Iraqi Freedom.

According to the Center of American Progress, veterans are disproportionately homeless in relation to other groups. The Center states that:

- Nearly 1 in 7 homeless adults are veterans, as of December 2011.
- More than 67,000 homeless veterans were counted on a given January night in America last year. More than 4 in 10 homeless veterans were found unsheltered.
- Almost half of homeless veterans were African American in 2008, despite the fact that only 11 percent of veterans overall are African American.
- About 1.5 million veterans are at risk of homelessness due to poverty, lack of support networks, and dismal living conditions in

crowded or substandard housing.

“The NALC Veterans Group is about veterans helping veterans,” Assistant to the President for Community Services Christina Davidson said. “The group is 10,600 strong and growing. At the national convention in Detroit, I am asking our fellow letter carrier NALC Veterans Group members to join me in the Veterans Group Project.”

The project will consist of assembling 2,000 homeless care kit bags to

provide assistance to fellow veterans. Davidson is asking for NALC Veterans Group volunteers to join her on Tuesday, July 17, after general session to assemble and distribute bags, and provide assistance to those veterans in need.

Detroit’s four transition homes for homeless veterans that will receive the donated care kit bags:

- Michigan Veterans Foundation: [michiganveteransfoundation.org](http://michiganveteransfoundation.org)
- Emanuel House: [emmanuel-houserecovery.org/programs.html](http://emmanuel-houserecovery.org/programs.html)
- Detroit Rescue Mission: [drmm.org](http://drmm.org)
- Volunteers of America: [voami.org](http://voami.org)

“I hope letter carriers in the Veterans Group will volunteer for this project to support their fellow veterans in need and do their part to ensure that no one is left behind,” Davidson said. **PR**



Volunteers will stuff bags of homeless care kits for veterans in need in Detroit.

# CONVENTION WORKSHOP SCHEDULE

**N**ALC 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 (7/16)	TUESDAY (7/17)	WEDNESDAY (7/18)	THURSDAY (7/19)
<b>MORNING</b>	<b>MORNING</b>	<b>MORNING</b>	<b>MORNING</b>
MBA Representative Training <i>MBA representatives only</i>  Effective Branch Communications  Suicide Prevention  The 21st Century Postal Service  Branch Trustee Training  City Delivery Workshop <i>This class repeats on Tuesday.</i>  Contract Administration Unit (CAU) Briefing and Q-and-A <i>This class repeats on Tuesday.</i>	Wills and Trusts  Safety and Health  City Delivery Workshop <i>Same as Monday.</i>  Contract Administration Unit (CAU) Briefing and Q-and-A <i>Same as Monday.</i>	Dues and Membership  NALC HBP—Beyond the Brochure  Dignity and Respect  Fully Informed Retirement Decisions <i>This class repeats on Thursday.</i>  Work Hour Fraud—Identifying and Preventing a Supervisor's Intentional False Editing of Clock Rings <i>This class repeats on Thursday.</i>	NALC Constitution, Bylaws and Elections  Me Too: Is Sexual Harassment a Problem in the Postal Service?  Organizing and Activism  Fully Informed Retirement Decisions <i>Same as Wednesday.</i>  Work Hour Fraud—Identifying and Preventing a Supervisor's Intentional False Editing of Clock Rings <i>Same as Wednesday.</i>
<b>AFTERNOON</b>	<b>AFTERNOON</b>	<b>AFTERNOON</b>	<b>AFTERNOON</b>
'The Strike at 40' <i>This showing repeats on Tuesday and Wednesday.</i>  Communicating Our Message  Critical Incident Stress Management  Common Sense Economics  Managing Branch Finance: A Study of Basic Operations	'The Strike at 40' <i>Same as Monday. This showing repeats on Wednesday.</i>  Member Mobilization  International Postal Trends  Understanding the LM-3  Recruiting Union Activists	'The Strike at 40' <i>Same as Monday and Tuesday.</i>  NALC Research Resources  Letter Carriers and Social Media  Community Services—Planning, Promoting and Progress  Travel Expenses: The Good, the Bad and the Ugly  TSP Pre-Separation Workshop: To Retirement and Beyond  OWCP Tools for Success <i>This class repeats on Thursday.</i>	Developments in the U.S. Labor Movement  Legislative & Political Agenda  FMLA 2018: Insights and Guidance for Letter Carriers and Local Leaders  OWCP Tools for Success <i>Same as Wednesday.</i>  CCA Rights and Benefits and the Process of Conversion to Career Status

## MONDAY MORNING

### **MBA Representative Training**

MBA Director Myra Warren and the staff of the Mutual Benefit Association will present a training workshop for MBA representatives. The topics will include: 1) the duties and responsibilities of MBA reps; 2) life insurance products offered by the MBA; 3) the MBA's Hospital Confinement product; 4) the retirement savings plans offered to both career carriers and CCAs as well as their family members; and 5) NALC's Group Accidental Death Benefit. A question-and-answer period will follow, giving representatives the opportunity to seek clarification on topics and to provide comments and feedback to the MBA. *This training is available only to registered MBA representatives.*

### **Effective Branch Communications**

Branch publications, both traditional print and web-based electronic, can be a formidable force for informing and activating NALC members. This workshop will provide tips for producing first-class, direct-to-the-member communications. Ways of improving websites and e-mail newsletters, effectively using social media and sharpening the focus and effectiveness of conventional newsletters and traditional communications strategies will be discussed. NALC's Branch Publication Competition winners will be announced at this workshop.

### **Suicide Prevention**

This session will be conducted by Director of Safety and Health Manuel Peralta Jr., along with representatives from Magellan Health Services, the national vendor servicing the Employee Assistance Program (EAP) under Article 35 of the National Agreement. This workshop will focus on the role of co-workers in suicide prevention. Delegates also will be briefed on tools available through the EAP4YOU.com portal and Magellan Health Services.

### **The 21st Century Postal Service**

The Postal Service is being transformed by major economic, social and technological trends and could be dramatically affected by legislative and regulatory developments in the near future. This workshop, hosted by NALC Chief of Staff Jim Sauber, will explore these trends and developments with two

guest speakers: Pierce Myers, executive director of the Parcel Shippers Association, and Mohammad Adra, a researcher and analyst from the USPS Office of Inspector General. It will cover a variety of issues: the impact of technological change on USPS; the boom in e-commerce; competitive threats to the Postal Service; opportunities for innovation and growth; the outlook for postal reform legislation; and an update on the Postal Regulatory Commission's proceeding to modernize the postage rate-setting system. Delegates will be given time to ask questions and share their views on the Postal Service of the 21st century.

### **Branch Trustee Training**

Under the *NALC Constitution*, branch trustees are required to examine and report the condition of branch finances at least once every six months, but many local trustees lack a clear understanding of all the intricacies their duties entail. NALC Board of Trustees Chairman Larry Brown and Trustees Mike Gill and Mack Julion will kick off this training conducted by Dave Dorsey, partner at WithumSmith+Brown, 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.

### **City Delivery Workshop**

Director of City Delivery Christopher Jackson 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, filling residual vacancies, Article 12 withholding and excessing, uniforms, various USPS testing and initiatives and the current status of the Next Generation Delivery Vehicle project. *This workshop repeats on Tuesday morning.*

### **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 also will 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. *This workshop repeats on Tuesday morning.*

## MONDAY AFTERNOON

### **'The Strike at 40'**

Delegates interested in learning about the Great Postal Strike of 1970 are invited to view the video NALC produced in 2010 to celebrate the 40th anniversary of the strike. The 30-minute video features interviews with the participants, including the late Vincent R. Sombrotto and the members and leaders of New York Branch 36, and network news coverage of the strike while it was happening. *This showing repeats on Tuesday and Wednesday afternoons.*

### **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 or editors, 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.

### **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. The focus of the workshop is to 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 (EAP) professionals from Magellan Health Services, this training will prepare you to better navigate traumatic situations, educate you on available resources, and help you to create a preparatory plan that will benefit you, your membership and those you care about.

### **Common Sense Economics**

This workshop will review the latest version of the Common Sense Economics program. Common Sense Economics was created by the AFL-CIO to explain how the economy actually works and what can be done to make the economy work better for everyone. The Common Sense Economics material helps to explain that the economy and the economic outcomes that we experience are not natural occurrences like the weather. Rather, they are the result of policymaking decisions by people in power. As a result, working people have the power to make changes to current policies to create fairer economic outcomes. This workshop will review the Common Sense Economics material, additional economic issues and open the floor to hear what NALC members believe workers can do to improve economic outcomes. The NALC Research Department staff will lead this workshop.

### **Managing Branch Finances: A Study of Basic Operations**

This workshop taught by Dave Dorsey, partner at WithumSmith+Brown, 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.

## **TUESDAY MORNING**

### **Wills and Trusts**

Mutual Benefit Association (MBA) Director Myra Warren will present a workshop with a concentration on wills and trusts. This educational workshop will provide details on how these financial vehicles are used with life insurance policies to plan for an insured person's death. The purpose is to give a better understanding of these legal options and aid letter carriers and their families in planning for the future. A better understanding of wills and trusts shifts families' decision-making from a time when emotions are high to the present, when more rational decisions can be made. MBA staff members will be available to answer questions on the MBA products available to NALC members.

### **Safety and Health**

This session will be conducted by Director of Safety and Health Manuel Peralta Jr., Region 3 National Business Agent Mike Caref, Branch 343 member Richard Thurman, Branch 358 member Frank Maresca and Branch 34 member Mike Gorham. The class will provide a briefing on safety-related issues being addressed by NALC.

### **City Delivery Workshop**

*This class is a repeat of Monday morning's workshop.*

### **Contract Administration Unit (CAU) Briefing and Q-and-A**

*This class is a repeat of Monday morning's workshop.*

## **TUESDAY AFTERNOON**

### **'The Strike at 40'**

*This class is a repeat of Monday afternoon's workshop. This workshop repeats on Wednesday afternoon.*

### **Member Mobilization**

Come learn about how NALC is using our network of letter carrier activists on the ground to build the Letter Carrier Political Fund (LCPF) and engage in the legislative and political processes.

### **International Postal Trends**

Delegates interested in how foreign postal workers, their employers and their unions

are coping with technological change and rising market competition should attend this workshop, hosted by NALC research assistant Holly Feldman-Wiencek. Guests from NALC's international trade union federation, UNI Global Union, and the Canadian Union of Postal Workers (CUPW) will make presentations and answer delegate questions. CUPW's successful campaign to save door delivery in Canada and UNI Post & Logistics' work with the Universal Postal Union, a U.N. agency that regulates international mail, will be among the topics covered.

### **Understanding the LM-3**

This class will help participants understand and complete the Form LM-3. Dave Dorsey, partner at WithumSmith+Brown, 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. There will be an opportunity to have individual questions and concerns answered after the workshop.

### **Recruiting Union Activists**

It's not uncommon for 99 percent of the work in a branch to be 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 burnout in those doing the work. In this class, participants will learn various strategies and techniques to motivate members to volunteer and discuss how to keep members active and involved.

## **WEDNESDAY MORNING**

### **Dues and Membership**

This workshop, taught by Secretary-Treasurer Nicole Rhine, 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's bi-weekly dues roster, how to prepare the semi-annual per capita tax call, how the Reciprocal Agreement works,



the national policy on no-deducts, membership awards and many other membership-related items.

### **NALC HBP—Beyond the Brochure**

Learn how to get more than the traditional benefits from your health insurance plan. The Health Benefit Plan director, along with special guest speakers from Optum Health, Cigna and CVS Caremark, will provide information to help you on your path to a healthier life. We hope you will join us as we discuss topics such as Your Health First (disease management program), the 24-hour nurse line, Virtual Visits (telemental health), navigating the Live and Work Well website, combatting diabetes, as well as the benefits and myths around getting immunizations.

### **Fully Informed Retirement Decisions**

Retirement often is one of the most significant events in a person's life. At the time of retirement, a host of related matters must be decided. For instance: Federal Employees Group Life Insurance coverage; whether to make deposit for prior military service; Thrift Savings Plan ongoing investments; survivor annuity elections; and many more. Different rules for CSRS and FERS make decisions on some of these matters more complicated. Some of the decisions made at the time of retirement are irrevocable and will affect a person's financial security for the rest of his or her life. Given these facts, a common goal should be to make fully informed decisions. This seminar, presented by Director of Retired Members Ron Watson, is designed to help achieve that goal. *This workshop repeats on Thursday morning.*

### **Dignity and Respect**

This session will be conducted by Director of Safety and Health Manuel Peralta Jr., Region 3 National Business Agent Mike Caref, Branch 343 member Richard Thurman, Branch 358 member Frank Maresca and Branch 34 member Mike Gorham. The *Dignity and Respect* guide was created to offer union stewards direction on the proper steps to take to improve working conditions in their offices, to give strategies to properly address and correct the mistreatment of letter carriers and to provide shop stewards with the necessary contractual tools to address and stop the wide range of mistreat-

ment by management. We will be reviewing the guide and discussing ways to achieve our goals on the workroom floor.

### **Work Hour Fraud—Identifying and Preventing a Supervisor's Intentional False Editing of Clock Rings**

Director of City Delivery Christopher Jackson and his staff will provide in-depth training on NALC's newly created resources designed to combat the problem of supervisors falsely editing letter carriers' clock rings. This class will cover 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 will teach delegates how to read clock rings and identify inaccurate edits or entries. It will also provide advice on educating letter carriers 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. *This workshop repeats on Thursday morning.*

## **WEDNESDAY AFTERNOON**

### **'The Strike at 40'**

*This class is a repeat of the Monday and Tuesday afternoon workshop.*

### **NALC Research Resources**

The NALC Research Department engages in a wide variety of research about the U.S. Postal Service, the delivery market and the broader economy. This workshop will show NALC members what the Research Department looks at, including USPS financial results, USPS operational performance, broader delivery market developments and economic indicators such as those related to the labor market, consumer prices and gross domestic product (GDP). It will provide members with instructions on how to access publicly available information on a number of different postal websites. There is no shortage of data available about USPS. The workshop also will show how the Research Department works to verify USPS pay information, develops COLA projections and verifies NALC contract COLAs. It will conclude with an opportunity for members to ask about information that they are inter-

ested in and share their own perspective on what would be useful research information for the membership.

### **Letter Carriers and Social Media**

There are plenty of good reasons for letter carriers to embrace social media as a means of communicating about NALC-related topics with members from around the country—and many do. In this workshop, staff from NALC's communications and legislative departments will discuss some best (and worst) practices for sharing news and information via Facebook, Twitter and Instagram.

### **Community Services—Planning, Promoting and Progress**

Letter carriers are the heart and soul of their communities. NALC offers many ways for members to get involved. Come to this workshop to discover why it is important for your branch to participate, to become aware of how to build your branch, and to generate public support of letter carriers in the communities we serve. We will discuss Muscular Dystrophy Association (MDA) events, the Stamp Out Hunger food drive, the recognition of letter carrier heroes, Postal Employees' Relief Fund (PERF) and the Combined Federal Campaign (CFC). We encourage branches that are having success to come and share ideas with those who may just be getting started in planning and promoting community service initiatives. Branches that participate in NALC community service programs have higher morale, greater turnout at other union functions and engage members who might not otherwise get involved. If you or your branch are looking for ways to make a difference in your community, your branch or even your own life, please come to this workshop and help us find ways to get members involved to do great things in the places we live and work.

### **Travel Expenses: The Good, the Bad and the Ugly**

The Internal Revenue Service (IRS) and Department of Labor (DOL) rules surrounding the proper payment of branch-related travel expenses are complex. In this class Dave Dorsey, partner at WithumSmith+Brown, will focus on identifying what the government expects of your branch and what receipts

and other records are necessary to properly substantiate each disbursement. The class will explore federal per diem payments, the reimbursement of actual expenses incurred, and will provide examples of what to do and what not to do when paying travel expenses. The use of branch credit cards also will be discussed, as will electronic reporting options. Questions and concerns will be encouraged throughout the workshop.

### **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 Thrift Savings Plan (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. The workshop will be presented by Damien Robertson and Randy Urban from TSP.

### **OWCP Tools for Success**

Providing the right information to the Office of Workers' Compensation Program (OWCP) is both an art and a science. Kevin Card from the NALC Workers' Compensation office will discuss how to effectively communicate with doctors and claims examiners to efficiently navigate the OWCP claims process. *This class repeats on Thursday afternoon.*

## **THURSDAY MORNING**

### **NALC Constitution, Bylaws and Elections**

This workshop is designed to assist NALC branches with the minimum necessary items that should be in branch bylaws and common problems found by the Committee of Laws. In addition, the workshop will cover some of the rules and regulations governing the conduct of branch elections. (Each participant should bring the *NALC Constitution* found in your registration bag.)

### **Organizing and Activism**

This class will cover several areas that fall under the responsibility of the executive vice president, including NALC's Legislative and Political Network, collective bargaining,

organizing, and communication. Executive Vice President Brian Renfroe and several headquarters staffers will discuss the various structures in place and activism needed to succeed in each of these areas.

### **Me Too: Is Sexual Harassment a Problem in the Postal Service?**

The recent #MeToo movement has called attention to the fact that sexual harassment is a pervasive problem in many workplaces. The movement has not only empowered victims to speak out, but also sparked the creation and sharing of best practices, training programs and action plans—all of which are meant to result in institutional change. Unions play an important role in this movement by holding employers responsible for their actions. In this workshop, Secretary-Treasurer Nicole Rhine and research assistant Holly Feldman-Wienczek will give an overview of what USPS is doing to address sexual harassment, present tools other unions have developed to protect workers, and lead a discussion about sexual harassment at USPS and your ideas about what NALC can do to protect letter carriers.

### **Fully Informed Retirement Decisions**

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

### **Work Hour Fraud—Identifying and Preventing a Supervisor's Intentional False Editing of Clock Rings**

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

## **THURSDAY AFTERNOON**

### **Developments in the U.S. Labor Movement**

There are a variety of new factors that pose a threat to the U.S. labor movement. In recent years, there has been a surge in the formation of new companies that use workforces made up of independent contractors. In addition to the changes in employer-employee relationships, labor in the United States continues to face attacks from more traditional anti-union groups via legislation and the courts. There have been several adverse "right to work" rulings in the states in recent years, and this year's Supreme Court case

*Janus v. AFSCME* threatens to undermine public-sector workers. While it may seem like a daunting series of challenges, there are reasons for hope. This workshop will review the challenges at hand, and a number of the recent positive actions that workers in the United States have taken to try to improve their lives. Bruce Simon, NALC's general counsel and a partner at Cohen, Weiss and Simon, will participate on the panel to share his experience and perspective with NALC membership during this workshop.

### **Legislative & Political Agenda**

With the House, Senate and White House administration under one-party control, NALC has continued to engage and educate members of Congress and the administration on issues that are important to letter carriers. From postal reform efforts to federal employee health and retirement issues, come learn about Congress's agenda in the remainder of the 115th, how NALC continues to roll with the times on Capitol Hill and get an update on the upcoming midterm elections.

### **FMLA 2018: Insights and Guidance for Letter Carriers and Local Leaders**

This class provides an overview of the rights of employees under the Family and Medical Leave Act. In addition, the class will cover other topics such as recent changes in the FMLA and how they affect letter carriers, common issues that arise from the Postal Service's administration of the FMLA, and the FMLA in the grievance procedure.

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

This session covers 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 also will be discussed.

### **OWCP Tools for Success**

*This class is a repeat of Wednesday afternoon's workshop.*

# PROPOSED AMENDMENTS TO THE NALC CONSTITUTION

**T**he following proposed amendments to the *NALC Constitution* will be considered by the 71st Biennial Convention in Detroit. ~~Strikethrough~~ indicates proposed language to be deleted. Proposed new language is printed in **bold**. The *Constitution* is available on the NALC website at [nalc.org/constitution](http://nalc.org/constitution).

## NALC CONSTITUTION

### Branches, State Associations, Membership

*Amend Article 2, Section 1(a) as follows:*

Section 1. Membership in the National Association of Letter Carriers shall be open without regard to race, creed, color, sex, national origin, age, religion, handicap, or marital status. Membership shall be:

(a). regular branch members who shall be non-supervisory employees in the Postal Service, and regular branch members who the Executive Council has determined were unjustly separated from the Postal Service, retirees from that Service who were regular members of the NALC when they retired, and persons leaving the Service with coverage under Office of Workers Compensation Programs (OWCP). Such retirees, OWCP departees, and non-letter carrier regular members shall have no voice or vote in the branch in any matter pertaining to the ratification of a national working agreement, local memorandum of understanding, or proposed work stoppage;

*The NALC Executive Council*

### Source and Distribution of Revenue

*Amend Article 7, Section 2(a) as follows:*

Sec. 2 (a). There shall be a minimum dues structure which shall consist of the following: Each member shall pay monthly dues equal to two hours base pay for an NALC Grade 1, Step D letter carrier employed by the United States Postal Service. **After November 24, 2018, each member shall pay monthly dues equal to two hours base pay for an NALC Step D letter carrier in the consolidated career City Carrier grade level (Table One) implemented on that date.** One third of such dues shall be allocated to the national union and shall be designated the national per capita tax. The remaining two thirds of such dues shall be allocated to the member's branch and shall be designated minimum branch dues.

*The NALC Executive Council*

### Duties of Officers Vice President

*Amend Article 9, Section 3 by adding the following new item 3(a) as follows:*

**Sec. 3 (a). The Vice President shall preside in the absence of the Executive Vice President and in case of death, resignation, disqualification, refusal, or neglect of the Executive Vice President to discharge the duties of his/her office, the Vice President shall perform all duties incumbent upon the Executive Vice President until the next biennial election shall be held and his/her successor duly installed.**

*Tri-Valley Branch 2902, Chatsworth, CA*

### Collective Bargaining

*Amend Article 16, Section 1 as follows:*

Section 1. Every member, by becoming or remaining a member of the Association, appoints the Association as his/her exclusive bargaining representative for purposes of entering into collective bargaining agreements with his/her employer, and for the resolution of any grievances or claims arising under such agreement. Each member agrees not to bring any action against the Association or any officer or representative thereof, for any act or omission by it in the exercise of its responsibility as his/her exclusive bargaining representative; provided, that such suit may be brought against the Association, or an officer or representative, if the Association or that officer or representative has been guilty of a deliberate breach of trust injuring the suing member.

The President shall appoint a Ballot Committee composed of fifteen (15) members from Branches in not less than fifteen (15) states.

Ratification shall be a mail referendum vote, and the ballot shall be mailed only to regular members of the NALC, as defined in Article 2, Section 1(a), excluding **retirees, OWCP departees, and non-letter carrier regular members**, as shown by the records of the National Secretary-Treasurer as of ninety (90) days prior to the date that the proposed agreement is reached. The ballot shall provide only for the acceptance or rejection of the entire proposed agreement.

*The NALC Executive Council*