

Membership ratifies new NALC-USPS collective-bargaining agreement



The bookmarked PDF version of the 2019-2023 National Agreement is available on nalc.org.

The active membership of the National Association of Letter Carriers has overwhelmingly ratified the tentative 2019-2023 National Agreement with the United States Postal Service. NALC has officially notified USPS of the March 8 ratification date. More than 94 percent of participating eligible members voted to accept the tentative agreement that was announced on Nov. 25. The vote to ratify was 60,111 to accept the agreement versus 3,341 to reject it, as reported by NALC Ballot Committee Chairman Delano

Wilson of Silver Spring, MD Branch 2611. The 15-member Ballot Committee monitored and observed the dispatch, receipt and tabulation of the ratification ballots conducted by an independent company, MOSAIC of Cheverly, MD.

The breakdown of the vote by NALC's 15 regions is at right.

Information on back pay and the implementation of the new contract will be released as soon as possible.

The new contract covers a 44-month term, from Sept. 20, 2019, to May 20, 2023. **PR**

REGION	YES	NO
Reg. 1	7,681	343
Reg. 2	2,988	209
Reg. 3	3,148	206
Reg. 4	3,026	137
Reg. 5	2,859	146
Reg. 6	4,041	232
Reg. 7	3,003	168
Reg. 8	2,431	82
Reg. 9	6,779	243
Reg. 10	3,754	116
Reg. 11	4,569	256
Reg. 12	3,514	342
Reg. 13	2,418	112
Reg. 14	4,290	396
Reg. 15	5,610	353
Total	60,111	3,341

Workers Memorial Day a reminder to fight for workers' rights and safety

On Workers Memorial Day, Wednesday, April 28, the world will remember workers who have been killed or injured on the job. This year's commemoration marks the 50th anniversary of the enactment of the Occupational Safety and Health Act. Signed by President Richard M. Nixon on Dec. 29, 1970, this law made employers responsible for providing safe and healthful workplaces for their employees. Workers Memorial Day is held on April 28 in observance of the day the Act took effect in 1971 and the Occupational Safety and Health Administration (OSHA), an agency established by the new law, opened its doors.

The day is a time to mourn and reflect, of course, but also to renew our call for safety in the workplace.

One way to ensure that letter carriers remain safe on the job is to uphold

our right to be treated with dignity and respect. NALC works to highlight management's obligation and both parties' intent to ensure a working environment free from physical dangers, threats, intimidation, harassment and violence.

The NALC Shop Steward's Guide to Preserving the Right of Letter Carriers to be Treated with Dignity and Respect brings together tools, documents and guidance on these matters. The booklet is available to all members at nalc.org through the Members Only portal.

The guidebook contains the Joint Statement on Violence and the Workplace (M-01242), with guidance on the pertinent sections to cite for various violations. The guide addresses how to document significant events on the workroom floor that may later be used to support grievances. It also walks stewards through

the five key elements required to handle grievances successfully. It is a valuable resource for branch representatives who need to deal with any number of workplace situations.

"Unfortunately, there are too many instances of mistreatment of letter carriers," NALC President Fredric Rolando said. "It was the parties' intent that all postal employees be able to work in a safe environment where they would receive the respect they deserve. We created this booklet to give NALC representatives guidance on using the tools available to address any mistreatment." **PR**

