

The importance of the *NALC Constitution*

The *NALC Constitution* is the governing document for the National Association of Letter Carriers, establishing the rules and regulations for the national organization, its local branches and state associations. It serves as the foundational document that defines the rights and responsibilities of both the members and leadership, ensuring that the organization functions in a fair and transparent manner.

The *NALC Constitution* outlines procedures for elections, defines the duties of officers, and details the responsibilities of the National Convention, which is the union's supreme governing body. The *Constitution* provides the framework for the union's structure, governance and member rights, and it is amended only through the National Convention. Here are a few key reasons why the *NALC Constitution* is important:

- **Defines the union's structure and purpose:** The *Constitution* outlines the mission and goals of the NALC, establishing its commitment to representing and advocating for city letter carriers. The *Constitution* establishes a three-tiered structure (national, local branches and state associations) and the powers and duties of various officers at each level. It helps to solidify the union's identity as an organization that seeks to improve working conditions, protect the rights of postal workers, and ensure that workers have a voice in the workplace.
- **Union operations:** The *Constitution* covers various operational aspects, including the establishment and maintenance of the NALC Health Benefit Plan, the U.S. Letter Carriers Mutual Benefit Asso-

ciation, and other union-related activities.

- **Establishes governance and leadership roles:** The *NALC Constitution* defines the structure of the union's leadership, including the roles of national officers, regional officers and local branches. It outlines how elections for leadership positions are to be conducted, ensuring that the union is governed democratically and that officers are accountable to the membership. This helps maintain transparency and prevents the concentration of power in the hands of a few individuals.
- **Officer duties:** It specifies the roles and responsibilities of national officers, such as the president, who enforces union rules, oversees collective bargaining and presides over conventions. It also dictates the required officers for local branches, though bylaws can allow for consolidated or additional positions.
- **Biennial national conventions:** The *Constitution* mandates that delegates from every branch meet in a national convention every two years. At these conventions, delegates can amend the *Constitution*, set national policy and nominate national officers.
- **Guides membership rights and responsibilities:** The *Constitution* provides a clear understanding of the rights and responsibilities of NALC members. This includes the right to participate in union activities, the ability to vote on key issues such as contracts and leadership, and the expectation that members will uphold the union's rules and regulations. It is a tool that ensures fairness and equality among members and protects individuals from unjust actions. It includes provisions that protect members, such as ensuring that the right to a fair election is upheld, and that membership is open to all without regard to race, creed, color, sex or national origin.
- **Establishes processes for conflicts and disputes:** The *Constitution* sets guidelines for resolving conflicts or disputes within the union. It details the procedures for raising disputes and provides a clear framework for addressing issues that arise.
- **Protects collective-bargaining rights:** One of the main objectives of the NALC is to secure fair wages, benefits and working conditions for city letter carriers. The *Constitution* sets rules for collective bargaining, ensuring that the union can effectively negotiate on behalf of its members with the USPS. By providing a structured and unified approach to bargaining, the *Constitution* helps prevent disorganization and fragmentation of the union's efforts.
- **Ensures financial transparency and accountability:** The *Constitution* provides mechanisms for managing the union's finances, including the collection and allocation of dues. It requires that financial records be kept in a transparent manner and outlines the duties of the union's treasurers and financial officers. This helps prevent corruption and ensures that the funds are being used in the best interests of the membership.

Constitution

As amended through the
73rd Biennial Convention
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- **Sets ethical and conduct standards:** The *Constitution* also includes provisions for ethical behavior and standards of conduct for both union members and leadership. This helps ensure that everyone involved in the NALC adheres to a code of conduct that fosters mutual respect, cooperation and integrity. It reinforces the union's commitment to fairness, justice and solidarity.
- **Adaptability and flexibility:** The *NALC Constitution* is designed to be flexible and adaptable to changing circumstances. While it provides the core framework for how the union operates, it also allows for amendments to be made to address new challenges or reflect changes in labor law, U.S. Postal Service

policies, or the needs of the NALC membership. This ensures that the union remains relevant and effective over time.

- **Unity and solidarity:** By outlining common goals, responsibilities and protocols, the *NALC Constitution* helps foster a sense of unity and solidarity among city letter carriers. It reinforces the idea that workers are stronger when they stand together, and it ensures that the union speaks with one voice when negotiating with employers, influencing policy or supporting labor rights.
- **Amendment process:** Amendments to the *Constitution*, which can be made only by delegates at the national convention, allow

the document to evolve to meet the changing needs of the union's members.

In essence, the *NALC Constitution* is a critical document that upholds the union's integrity, protects its members' rights, and ensures that the organization operates in a fair and effective manner. It reflects the collective values and aspirations of the membership, while providing a clear framework for how the union functions. **PR**

Last chance to contribute through CFC

The open enrollment period for the Combined Federal Campaign (CFC) ends on Dec. 31, so now is the time to make your contribution. CFC is the world's largest and most successful annual workplace charity campaign, raising more than \$100 million a year on average. Since its inception in 1961, the CFC has raised nearly \$8.7 billion for charities and people in need. Federal and postal employees participate in the CFC by choosing from a list of charities to support through automatic deductions from their paychecks.

"For letter carriers, there's no busier period than the holidays, but it's also the time when we focus most on the needs of others," NALC President Brian L. Renfroe said. "Please try to find a moment to pledge to give a little, each pay period, to the charities you support."

All active letter carriers can participate in the CFC through payroll deduction. Participants can use payroll deduction, credit or debit cards, or bank accounts to make recurring donations. They also can make a one-time donation using any of these methods except payroll deduction. Participants can even volunteer for the charity and count the value of the hours as money raised.

The easiest way to sign up is through the CFC Donor Pledging System at cfcgiving.opm.gov or through the CFC Giving smartphone app, available on the App Store and Google Play. Retired letter carriers may donate through a deduction from their annuity or by making a one-time or recurring donation using a credit or debit card. They also can do so through an automatic deduction from their bank account using the CFC Donor Pledging System.

To donate online, register an account at givecfc.org.

Letter carriers can choose to support any of the 2,000-plus nonprofit charitable organizations through CFC. By looking at the list and choosing a charity's CFC number, you can donate directly to one or more charities. You can search for charities at cfcgiving.opm.gov/offerings.

NALC's official charity since 1952 is the Muscular Dystrophy Association (MDA). MDA is the world's leading nonprofit health organization sponsoring research into the causes of, and effective treatments for, neuromuscular diseases. MDA research grants support research projects worldwide, as well as camps and activities for children who have any of these diseases. MDA's CFC number is 10561.

For more information, go to nalc.org/cfc. **PR**