



National Association
of Letter Carriers
William H. Young, President
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100 Indiana Ave. NW Washington, DC 20001-2144 202.393.4695 www.nalc.org

'Same Old, Same Old'

USPS Makes Regressive Proposals; Stalls Serious Contract Negotiations Young Issues Warning to Postal Bargainers

At main table negotiations held October 31 at NALC Headquarters, Postal Service representatives stated they were not prepared to make their economic proposal; did not know when they would be able to make their economic proposal; were not prepared to discuss the substance of their non-economic proposals; refused to withdraw any of their non-economic proposals, including those they acknowledged dealt with other crafts and not letter carriers. Finally, the Service refused to set a date for resumption of negotiations until November 9.

This astonishing performance came on top of their presentation of a series of regressive proposals they made at main table negotiations held on October 26 at NALC Headquarters.

There, USPS proposed the elimination of time and one-half pay for work on Christmas Day, and other retrograde holiday premium and scheduling provisions; an increase in the number and usage of low cost non-career employees; elimination of key protective provisions of Article 34 (time and/or work standards); mandatory use of travel credit cards, with individual employee responsibility for payment, for travel on official USPS business.

'Deep Disappointment'

NALC President William H. Young expressed deep disappointment with the Postal Service's response to the serious and challenging full set of economic proposals put forth by NALC on October 24. He pointed to the calendar: "21 days to go, what can they be thinking?"

On October 24, Young prefaced NALC's far-reaching proposals by stating that a "dramatic shift in paradigm, to a cooperative relationship" was necessary to the survival of the Service.

USPS Ignores Effort

After the Postal Service's October 26 and 28 presentations, Young commented:

"Frankly, it is astounding that the Postal Service has simply ignored the extraordinary effort we have made to change the name of the game in contract negotiations — to address honestly and forthrightly the unique challenges, and opportunities, of the current environment.

"Whether the Service is tone deaf, or driven by some ideological agenda, it is unacceptable — and I measure my words carefully — for the Postal Service to proceed in these negotiations as though it is business as usual — same old, same old."

Coming out of the October 31 session, Young issued a warning:

"If today's Postal Service effort is any clue to what they are thinking about in basic economics, and they come to us with a stale and discredited formula of wage freeze, or lump sums or worse; increased letter carrier cost of health insurance; elimination or capping of COLA; elimination of No Lay Off protection — it will be a monumental confession of management failure — and an abdication of responsibility to their employees, to their customers, and to the American public."

Young added: "Notwithstanding any provocation, NALC will be professional in its response. NALC will be responsible. But mark this well — NALC will not be silent, and letter carriers will not be happy."

Message from President Young!



VOTE on Nov. 7!

This is your chance!

On Tuesday, November 7 Americans will go to the polls and vote for candidates in elections that will determine the makeup of the 110th Congress. All 435 seats in the House of Representatives and 33 seats in the Senate are up for election. There are also 36 governor races as well as state legislature contests and some important ballot referendums.



Young

Letter carriers are an intelligent and savvy group of individuals. We don't mind letting people know how we stand on things, including political issues. Well, the time for talk is over. Now is the time for action.

The pundits are predicting a close contest for control of Congress — both the House and Senate — so your vote is especially important this year.

Make sure that you take the time to vote in this election. Don't take anything for granted. All the experts are saying that this election will turn on who gets the vote out and who stays home.

Cast your ballot for the individuals of your choice — but be sure to vote.

Since we are unsure whether postal reform legislation will be approved in a post-election "lame-duck" session, the men and women you vote for may be the ones who will determine the future of the Postal Service in the next Congress. We need to make sure they have our interests at heart — regardless of whether they are Democrats, Republicans or Independents. (Additional information can be found in the November *Postal Record*.)

All letter carriers — active and retired — should make an extra effort to vote on November 7 and make sure your families do too.

William H. Young

NALC Backs Proposition 205 In Arizona for 'Vote-by-Mail'

NALC members and activists are lending their strong support to passage of Proposition 205 in Arizona that would have that state switch to an election system similar to Oregon's balloting, whereby most citizens would vote by mail.

Proposition 205 is the handiwork of a Republican activist, Fred Taylor, who was quickly joined by a bipartisan and diverse group of organizations and individuals including Barry Goldwater Jr., the NAACP, the League of Women Voters of Arizona and the Arizona Education Association.

Even the generally conservative and influential Arizona Republic newspaper endorsed Proposition 205, noting that the newspaper's home county of Maricopa would save \$1 million per election cycle.

"Mail-in ballots will make it more convenient for all of us to exercise our civic rights in a secure, intelligent way," said an Arizona Republic editorial. "They might even boost voter turnout. And it will help seniors, workers with two jobs or overtime, and parents with child care responsibilities."

The *Prescott (AZ) Daily Courier* also backed Proposition 205.

"As long as the system has proper safeguards against fraud, mail-in voting tends to increase turnout," the *Daily Courier* said. "It's a safe bet that many informed-yet-harried voters don't make it to the polls in person but welcome the convenience of voting by mail."

Six Appointed as RAAs

President Young has appointed six individuals to positions as full-time Regional Administrative Assistants to work with respective National Business Agents in aiding letter carriers in their areas.

Young made the following appointments:

- **Brian Voigt**, 47, of Branch 1427, Santa Clara, California as RAA for Region 1 (California, Hawaii, Nevada, Guam) effective December 11.
- **Nicole Rhine**, 41, president of Branch 8, Lincoln, Nebraska, as RAA for Region 5 (Missouri, Iowa, Nebraska, Kansas) effective December 11.
- **Charles (Troy) Clark**, 44, of Central Kentucky Bluegrass Branch 361 as RAA for Region 6 (Kentucky, Indiana, Michigan) effective December 11.
- **Christopher Wittenburg**, 46, of Branch 28, St. Paul, Minnesota, as RAA for Region 7 (Minnesota, North Dakota, South Dakota, Wisconsin) effective December 11.
- **Raymond McDonald Jr.**, 52, secretary of Branch 268, Princeton, New Jersey, as RAA for Region 12 (Pennsylvania, south and central New Jersey) effective January 2.
- **Thomas Matthews**, 45, of Long Island, New York, Merged Branch 6000 as RAA for Region 15 (northern New Jersey, downstate New York, southwest Connecticut, Puerto Rico, Virgin Islands) effective December 11.

NALC Walks and Talks To Get Vote Out November 7



NALC National Officers and Headquarters staff members threw themselves into the AFL-CIO's get-out-the-vote effort last week to encourage union members across the nation to go to the polls on Election Day for congressional, state, and local contests. Photos (l-r) show Director of City Delivery Fred Rolando and Secretary-Treasurer Jane Broendel working the phones at AFL-CIO headquarters; President Young (r) and colleagues being briefed before heading out for door-to-door canvassing in Prince George's County, Maryland; Vice President Gary Mullins (r) discussing the election with Washington, DC Branch 142 President Joseph Henry; Washington, DC Branch 142 member and CAU staffer Bob Williams listening to phone response; Jim Sauber, NALC chief of staff, surrounded by NALC logos, convincing a union member to vote, and President Young discussing the GOTV effort with AFL-CIO President John Sweeney during a break in phone calls.