

# BARGAINING IMPASSE!



National Association  
of Letter Carriers

William H. Young, President

December 1, 2006 No. 06-26

## NALC Bulletin

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## USPS Thwarts Agreement On New NALC Contract

### Negotiations Process Heading to Arbitration; Young Vows Fight Against Outsourcing Jobs

NALC President William H. Young announced December 1 that efforts to negotiate a new contract before the expiration of the 2001-2006 National Agreement have failed.

**“We came very, very close to reaching an innovative and forward-looking agreement, but when push came to shove, the final decision-makers for the United States Postal Service decided they could not commit to a true partnership for the future,”** Young said.

Negotiations were extended beyond the original deadline of midnight November 20 to midnight November 30, but last-ditch efforts to bridge the gap between the parties proved fruitless.

“I am, of course, very disappointed,” Young said. “The entire Executive Council, aided by the dedicated staff of the NALC, did everything it could to reach a fair agreement. NALC and the Postal Service have made tremendous progress in recent years and it is a shame that wiser heads did not prevail.”

### Early 2007 Rap Session

In an e-Activist message December 1, Young provided an overview of the negotiations and announced plans for a special Rap Session in early 2007 to discuss NALC's plans for seeking our contract goals in interest arbitration.

**“In this round of bargaining, we sought to build on our previous progress by working to fashion the most far-reaching and revolutionary proposals in the history of postal collective bargaining,”** Young said. **“We were prepared to fundamentally restructure city carrier work to secure the long-term future of the USPS while sharing literally billions of dollars in savings. We were also prepared to tackle the problem of sky-rocketing health care costs through a new and dramatically innovative approach to the issue. Our price tag for doing this was a decent economic package and a commitment by the USPS to forgo any attempt to contract out existing city carrier work. The USPS was not willing to give us that commitment.”**

He went on to note that “the Postal Service had a choice in this round of bargaining: build a durable partnership with the NALC to capture ‘the last mile’ of delivery for the USPS or give in to the siren call of Wal-Martization and contracting out. Unfortunately, it has made the wrong choice and has signaled its intention to pursue the disastrous policy of outsourcing city carrier work.”

Young expressed confidence in the NALC's ability to pursue its bargaining goals through alternate means.

“It is always preferable to reach win-win solutions through good faith bargaining, but this great union is not afraid to use the law's dispute resolution procedures to achieve our aims. We will do whatever it takes to protect the job security and standard of living of America's city letter carriers,” he said.

### Impasse Procedures

Under the Postal Reorganization Act, the parties may engage in various procedures to end a bargaining stalemate, including mediation and fact-finding. If no agreement is forthcoming, the terms of the new contract will be determined through final and binding interest arbitration. Young indicated that no decisions have yet been made on the nature and timing of the dispute resolution procedures to be used, but he vowed “to make the best damn case possible to get what we

### Join your NALC Plan!

## OPM Extends ‘Open Season’ Period For Health Benefits to December 29

### Additional Enrollment Time for Postal Employees Only

The “Open Season” period during which active letter carriers and other postal employees can switch to the NALC Health Benefit Plan has been extended to 5 p.m. CST on December 29 by the U.S. Office of Personnel Management (OPM), according to NALC Director of Health Benefits Timothy C. O’Malley.

The deadline for annuitants and other federal employees remains at December 11.

The OPM announcement noted that the extension was necessitated by an unexpected delay in the printing and mailing of the 2007 Guides to Federal Employees Health Benefits Plans, RI 70-2, RI 70-2IN and RI 70-8PS.

O’Malley said the effective date of any actions taken by postal employees during ‘Open Season’ regarding their health benefits plan will remain at January 6, 2007, even with the later deadline.

All active letter carriers as well as all NALC members have been mailed a special packet containing information about the 2007 NALC Health Benefit Plan. Additional information is included in a special section of the November *Postal Record*, online at [www.nalchbp.org](http://www.nalchbp.org) or by calling 1-888-636-6252.

The NALC Health Benefit Plan—which again is rated #1 in customer satisfaction for fee-for-service plans—covers medical services provided by physicians, inpatient and outpatient hospital services, emergency treatment, mental health and substance abuse treatment, along with NALC's prescription drug program.

To switch to the NALC Plan for 2007, just access the PostalEASE network through the Employee Web on the Intranet or through an Employee Self-Service Kiosk and follow the screen instructions. If you have difficulty using PostalEASE, contact your local Personnel Office for assistance or contact your NALC branch health benefit representative.

*This is a summary of some of the features of the NALC Health Benefit Plan. Detailed information on the 2007 NALC Health Benefit Plan can be found in the official brochure. Before making a final decision, please read the Plan's officially approved Brochure (RI 71-009). All benefits are subject to the definitions, limitations, and exclusions set forth in the official brochure.*



### February dates!

## University of Wisconsin Classes Offered On Filing LM-2 and Financial Activities

Two training classes that would be beneficial to branch financial officers will be conducted in February in Madison, Wisconsin by the School for Workers extension program of the University of Wisconsin.

NALC Secretary-Treasurer Jane E. Broedel said Professor John Lund has worked closely with the AFL-CIO in developing the classes and it is endorsed by the NALC.

There are two courses, both of which include computer lab work:

- February 1 — **Filing the LM-2 Form**, a step-by-step guidance for experienced branch officers. The course includes review of specifics of record keeping and filing requirements related to extraction from record keeping software. Registration deadline January 5. \$200 fee.
- February 12-13 — **Financial Officer Training**, designed for new treasurers, financial secretaries, trustees and other union officers including basic record keeping to meet requirements of Landrum-Griffin Act and to comply with the new LM-2 form. Registration deadline January 15. \$300 fee.

Additional information is available on the NALC website: [www.nalc.org](http://www.nalc.org).

deserve—a contract that is fair to us and fair to the people we serve every day, the American people.”

NALC worked for months to reach a contract settlement.

“I want to thank all the National Officers and the entire membership for their stalwart support during this round of bargaining,” Young said. “I am extremely proud of our union for taking the initiative in these negotiations and for seeking innovative and progressive solutions to the long-term challenges facing the Postal Service. We will not let the short-sightedness of the Postal Service deter us from doing what we have done for more than a century: defending the hardest working men and women in the country while serving America.”