

# Young Installed for Second Term as NALC President

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National Association  
of Letter Carriers

William H. Young, President

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## NALC Bulletin

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**Installation address!**

## Major Fight Pledged Against Outsourcing

### Young Calls USPS Proposals 'Demeaning'; Demands PMG Apologize to Carriers

### NALC National Officers Begin Four-Year Terms



NALC President William H. Young, sixth from left in back row, and other National Officers and AFL-CIO Delegates are pictured taking oath of office December 8 in ceremony at Hilton Washington hotel in Washington, DC.  
(Photos by Mike Shea)

William H. Young was sworn-in to his second four-year term as president of the National Association of Letter Carriers December 8 at a gala installation ceremony in Washington, as Congress gave final passage to the first comprehensive reform of postal laws in 36 years and the union prepared its 300,000 members for an intense struggle against anti-labor forces in the Postal Service that want to contract out letter carrier jobs.

Young was installed before a crowd of over 800 at the Washington Hilton Hotel by retiring Executive Vice President Jim Williams, the installing officer, who was assisted by retiring Director of Retired Members Donald Southern. Nine other National Resident Officers, three National Trustees, 15 National Business Agents and seven elected AFL-CIO delegates also took the oath of office.

Young paid special tribute to Williams for the "untold contributions he has made to making life better for letter carriers" during his service to the union. Young then welcomed incoming Executive Vice President Fred Rolando as his new partner.

After bringing the audience up to date on the status of postal reform (see separate article), Young lashed out at the Postal Service for its final contract offer and its refusal to assure NALC members that their jobs would not be outsourced in the future.

### USPS Final Offer

On December 4, the Postal Service submitted its final offer in bargaining: no wage hike the first year and a 1 percent increase in each of the second and third years; all cost-of-living adjustments to be lump sum and not included in the wage rate; COLAs eliminated at end of contract; and increased costs to carriers for health insurance and pensions.

Young explained to the audience that the union had proposed to restructure the city carrier workforce and institute health care benefits innovations that would generate billions of dollars in savings. In return, he said he demanded a commitment from the Postal Service to end its flirtation with contracting out city carrier delivery work to low-wage, no-benefit workers who do not share our members' commitment to quality service.

**"I cannot imagine the American public placing their trust and the sanctity of their mailboxes in the hands of a group of disgruntled, underpaid, throw-away workers," Young said. "I promise you tonight that the NALC is going to make defeating the insanity of contracting out our number one priority."**

Young said in addition to taking the matter to arbitration, the NALC would also seek a congressional solution. He announced the formation of a bipartisan coalition of lawmakers "to work with us to stop contracting out in its tracks." The group initially includes outgoing House Government Reform Chairman Tom Davis (R-VA), incoming Committee Chairman Henry Waxman (D-CA), and Sen. Tom Carper (D-DE).

### 'We Will Fight'

"USPS decision makers must understand that we will fight each and every attempt they make to destroy this Postal Service with all of our energy and resources," Young said. "It is no longer us versus them, it is our joint survival that is at stake."

Young also had a special message for Postmaster General John Potter:

**"Do yourself and the Postal Service a favor and immediately withdraw those ridiculous proposals you hand-delivered to us," Young said. "Then apologize to each and every letter carrier for demeaning their efforts that make this the best postal service in the world."**



In left photo, President Young solemnly accepts the gavel of his office from outgoing Executive Vice President Jim Williams; in center, President Emeritus Vincent R. Sombrotto acknowledges applause following introduction; and at right, the Joint Armed Services Color Guard departs ballroom as U.S. Marine Corps Band performs in the background.

### NALC Applauds Mail Handlers' Reaffiliation with AFL-CIO

The NALC congratulates the National Postal Mail Handlers Union — which is part of the Laborers International Union of North America (LIUNA) — on being issued a new charter by the AFL-CIO, rejoining the federation a year after its parent LIUNA disaffiliated.

"We welcome President John Hegarty and all Mail Handlers back into the 'House of Labor' and look forward to continuing to work closely with them in advancing the interests of all postal employees and other working men and women," said NALC President William H. Young.

## NALC National 'Rap' Session Set for Jan. 28 in Los Angeles Focus on Upcoming Contract Arbitration

The NALC Executive Council voted on December 13 to conduct a National Rap Session on Sunday, January 28, 2007 at the Wilshire Grand Hotel in Los Angeles to discuss in detail plans for the interest arbitration for a new National Agreement, and obtain input from branch leaders from across the nation.

As the NALC Bulletin went to press, negotiations were in process for special hotel rates at the Wilshire Grand. Updated information will be on the union's website: [www.nalc.org](http://www.nalc.org) as soon as available and will be in the next issue of the *NALC Bulletin*.

A welcoming reception will be held on Saturday evening, January 27 from 6 to 8 p.m. The Rap Session will begin at 8 a.m. on January 28 and is expected to be concluded by 12 noon. There will not be any side workshops because of the special nature of this Rap Session.

The Rap Session will be conducted under a requirement in the NALC Constitution for a national conference for state and branch presidents and their designees to be held in those years when there is no National Convention.

**Bittersweet victory!**

## Congress Votes Final Passage Of Postal Reform Legislation

### Legislation Goes to White House for Signature



President Young comments on reform bill.

After a decades-long effort by the NALC and other proponents, a sweeping postal reform bill — the first in 36 years — won final congressional approval in the early morning hours of December 9 just before the 109th Congress adjourned sine die.

In the end, the legislation proved a mixed bag for letter carriers and other postal employees, although its wide-ranging economic aspects are sure to give the Postal Service the funds and flexibility to survive and maybe flourish well into the 21st Century.

In 1994, President Emeritus Vincent R. Sombrotto first called for a new Postal Reorganization Act, realizing before most others that reform was essential to help the USPS adapt to the Internet Age.

The compromise bill — a newly crafted version authored by House Government Reform Chairman Tom Davis (R-VA) along with ranking Democrat Henry Waxman (D-CA) and John McHugh (R-NY) — preserves letter carriers' collective bargaining rights; maintains universal, six-day delivery, financed by a regulated monopoly; and significantly strengthens the Service's long-term financial stability by resolving the military pension and escrow account issues in a favorable manner. Congress rejected all but one of the dozens of anti-labor recommendations of the President's Commission on the Postal Service.

**"It is not a perfect bill, but it will definitely help the Postal Service survive to fight another day," President Young said during his installation address. "On the other hand, the bill includes one provision that really sticks in my craw — the provision that will require injured postal workers — not all federal workers, just postal workers — to wait three days before qualifying for Continuation of Pay benefits."**

Young said the provision, recommended by the President's Commission, is "totally unjustifiable," applying only to postal employees, but not other federal employees.

Senate Government Affairs Chairman Susan Collins (R-ME) and others maintained that they and the Bush administration needed the provision, which was the issue that stalled passage before the November elections.

Young said Representative Waxman and Sen. Tom Carper (D-DE) on December 7 asked him not to try to block the bill again and noted several new revisions, especially one calling for the price indexing system to "sunset" after 10 years.

**"As much as my gut instinct was to say 'No' on behalf of hundreds of injured letter carriers, I knew that I had to act in the best interests of the hundreds of thousands of letter carriers whose long-term job security is at stake," Young said.**

"In the months and years ahead, I will do everything in my power to erase the new COP rule," Young added. "That you can take to the bank."

The reform bill would transfer \$27 billion in military pension obligations earned by postal employees to the U.S. Treasury; repeal the Postal Service's obligation to make a \$3 billion per year contribution to an escrow account; create a new Postal Regulatory Commission to set service standards, including postage rates; and authorize the USPS to make postage rate changes of unequal magnitude within, between or among classes of mail so long as overall postage hikes were limited to the rate of inflation.

## Sweeney Praises NALC 'Superstars'



AFL-CIO President Sweeney

AFL-CIO President John Sweeney, addressing the NALC installation dinner, praised the NALC and its letter carrier activists who played a crucial role in electing pro-worker candidates to Congress in the November elections and thanked NALC President Young for his leadership as a member of the AFL-CIO Executive Council.

"This union was one of the superstars of the elections this fall," Sweeney said.

Sweeney said Young "not only talked the talk, but walked the walk," noting that the NALC leader personally had participated in several get-out-the-vote events.

## Letter Carriers Have Until December 29 To Enroll in NALC Health Plan for 2007

Under the belated election authority that the Office of Personnel Management (OPM) grants to agencies, the Postal Service is accepting elections (health benefits plan enrollments) until 5 p.m. CT on December 29 for postal employees only. This date is being programmed into *PostalEASE*.

The effective date of Open Season elections will remain the same — January 6, 2007 — even with the later deadline. The processing deadline for the *PostalEASE* Human Resources website will also remain the same — 11:59 pm CT on January 7, 2007.

NALC members are encouraged not to wait until the last day to make their elections.

The USPS announcement said the belated acceptance 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.

The Open Season deadline for annuitants and other federal employees ended December 11.