NALC Bulletin
Number 14-04
April 17, 2014

MOUs extended, modified

NALC and the Postal Service have agreed on extensions and modifications of three memorandums of understanding:

Re: Full-time Regular Opportunities—City Letter Carrier Craft (M-01834) extends the Aug. 30, 2013, MOU Re: Residual Vacancies—City Letter Carrier Craft (M-01824) through May 31 and, effective June 1, incorporates changes to the process for filling full-time regular opportunities in the city letter carrier craft. In the new process effective June 1, both residual vacancies and other full-time regular opportunities will be filled through the process defined in the MOU. In Step 2 of the process, transfers will be accepted only from part-time flexible city letter carriers. Transfer requests from all other qualified employees may only be accepted under Step 3 of the process along with city carrier assistant (CCA) conversions to full-time career status, and are subject to the 1-in-4 or 1-in-6 ratios, as applicable.

The previous MOU, M-01824, resulted in the granting of thousands of transfer requests that had been on hold in eReassign—for several years, in some cases—as well as thousands of CCA conversions to full-time career status. Now that many of those transfer requests have been processed, the negotiated changes are designed to fill full-time regular opportunities with a mix of transfers (when requested) and CCA conversions to full-time career status. Some areas had—and continue to have—long lists of transfer requests, which previously resulted in filling vacancies with all transfers and no CCA conversions in select areas. The changes address this issue while maintaining the ability of employees to transfer, limiting it only to the ratios contained in the transfer memo. This agreement is effective through March 31, 2015.

(Visit nalc.org to review the most current list of city letter carrier positions available for transfer under the provisions of M-01834. These positions have been posted in e-Reassign since April 1. The e-Reassign posting will remain open for 21 days.)

Re: Sunday Delivery—City Carrier Assistant Staffing (M-01835) extends the agreement that CCAs who served as city carrier transitional employees (TEs) directly before their initial CCA appointment will not serve a probationary period when converted to full-time career status during the term of this MOU, which is effective through March 31, 2015. Additionally, the parties agreed to continue the process of jointly monitoring on a weekly basis at the national level the necessary CCA resources during the implementation of M-01824, M-01834, and the Sunday parcel delivery test.

Re: Signing Overtime Lists (M-01836) continues to allow the installation head and branch president, or their designees, to mutually elect to develop a process that allows employees who transfer from another installation or part-time flexibles (PTFs) and CCAs converted to full-time status after the two-week period for signing the overtime desired lists to place their names on either the overtime desired list or work assignment list. This agreement is effective through March 31, 2015.

Visit the Contract Administration page at nalc.org to review these and other MOUs.

Vafiades appointed Region 2 RAA

NALC President Fredric Rolando has appointed Longview, WA Branch 2214 member Nick Vafiades as a regional administrative assistant for Pacific Northwest Region 2 to fill the vacancy left by the departure of Mike Wahlquist.

Nick Vafiades

A former president of Salt Lake City Branch 111 and a graduate of the Spring 2007 Leadership Academy, Wahlquist is returning to carrying the mail on his old route back in Utah.

Vafiades, the president of the Washington State Association and a graduate of the Fall 2008 Leadership Academy, has worked in the Region 2 office for the past five years as a local business agent. He also is an arbitration advocate for Region 2. He spent eight years in the Marine Corps before he became a letter carrier. As a member of Branch 2214, Vafiades served terms in several branch office positions, including six years as president.

"Mike did an outstanding job in everything from arbitration to training and everything in between," Region 2 National Business Agent Paul Price said. "I am looking forward to having Nick step in to fill Mike's shoes."

Vafiades' appointment was effective April 14.

Postal Vision 2020

NALC, others explore ways to 'reinvent the postal ecosystem'

NALC Chief of Staff Jim Sauber was a featured speaker at the fourth annual PostalVision 2020 conference in Washington, DC, April 10-11.

Jim Sauber *(Photo credit Phil Fabrizio/ Direct Marketing News)*

"The NALC and the other postal employee unions are major participants in the debate over the future of the Postal Service," Sauber told conference attendees. "We believe that the Postal Service is an invaluable institution that is worth saving. We are committed to strengthening the Service's delivery, sorting, transport and retail networks—and we strongly oppose proposals that would weaken them, especially proposals that are driven by grossly unfair congressional mandates that no other companies or agencies face."

The conference focused on finding creative, 21st-century ways to take full advantage of the U.S. Postal Service's unique delivery network, which reaches every residential and commercial mailbox—more than 150 million addresses—six days a week.

"Economists and policy makers agree that the Postal Service's last-mile delivery network gives it tremendous value and makes it a unique part of the nation's economic infrastructure," Sauber said. "We think that, with the right kind of postal reform from Congress, the right kind of executive vision and leadership from L'Enfant Plaza, and the right kind of technology, the Postal Service could offer affordable service seven days a week—and, in some places, seven nights a week.

"But this can be done only if we can convince policy-makers—and, frankly, the Postal Service's top leadership—to stop thinking about the delivery network as simply a cost factor instead of an asset to be leveraged for innovation and growth," he said. "We are convinced that letter carriers and the last-mile network they embody can help the Postal Service innovate and grow. But we need Congress to take its boot off our necks and permit us to use our resources in an intelligent way."

Other Postal Vision 2020 attendees and speakers included representatives from e-commerce, digital communications and logistics, as well as more traditional mailing and shipping organizations. Postal experts from across the U.S. were on hand, as well as from Europe, Australia and China.

National day of action on April 24

In a spirit of solidarity with the other craft unions, NALC President Fredric Rolando is encouraging all NALC members to join with the members of the APWU and the other postal unions in a national day of action on Thursday, April 24, to protest the privatization of postal retail services at Staples stores.

"Americans value and deserve postal services provided by highly trained, uniformed and accountable employees who work directly for the Postal Service, not for an office-supplies retail chain," Rolando said. "Just as the members of the APWU stand with the NALC in our battle to preserve six-day mail delivery service, so do letter carriers stand with our brothers and sisters in this fight against privatization."

Visit **stopstaples.com** to stay informed and to join the fight on Thursday, April 24.

In Philadelphia July 21-25

69th Biennial Convention reminders and information

As preparations continue for the NALC's 69th Biennial Convention in Philadelphia July 21-25, here are some important reminders and other bits of information:

Convention night out at the ballgame: Tickets are still available for NALC Night at the Philadelphia Phillies baseball game against the San Francisco Giants on Tuesday, July 22. President Fredric Rolando will throw out the first pitch at Citizens Bank Park at the opening of the game at 7:05 p.m. The tickets are available to NALC delegates and family members for $24 per ticket. The price includes free bus transportation for those staying at the NALC block hotels.

The branch must purchase the tickets in blocks and must include the total amount due with their order. Seating will be allotted on a first-come, first-served basis, based on the date of receipt of the completed form and payment. If additional tickets are purchased by the branch at a later date, the second block of tickets issued is not guaranteed to be next to the first block purchased. ***All ticket orders must be received by June 1.***

Visit the convention page at nalc.org to download the ticket order form. Branches must designate one individual who will pick up the tickets at the special booth for baseball tickets in the exhibit hall of the Pennsylvania Convention Center.

Please indicate with your order if any special handicapped seating is needed. Limited seating is available for the handicapped. ***No refunds will be given.***

Oral history of the Great Postal Strike: Are you a convention delegate who took part in the Great Postal Strike of 1970? Then NALC wants to hear from you in Philadelphia.

A special area will be set up in the registration area during convention week to record the stories of the men and women who walked off the job on March 17, 1970, to take part in the nationwide wildcat strike for better pay, benefits and working conditions for all postal employees.

These stories will be collected for a larger oral history of the strike, for possible use in a future book about this watershed event that led to the creation of the modern United States Postal Service.

Accommodations for disabled attendees: Convention attendees who may require assistance due to a disability can avail themselves of the following accommodations in adherence with the Americans with Disabilities Act (ADA):

- Deaf or hearing-impaired: General session video presentations, including podium and floor action, will be open-captioned so hearing-impaired delegates can sit with their delegations. Delegates who need other special accommodations, including a signing interpreter in workshops, should contact Secretary-Treasurer Jane Broendel at NALC Headquarters ***by May 24.***
- Wheelchair and scooter rental: Electrical mobility scooters and wheelchairs are available for rent from Scootaround.com. For advance reservations or for more information please call 888-441-7575 or visit the Scootaround website at **locations.scootaround.com/rentals/n/nalc**.
- Oxygen: If you require oxygen refills while in Philadelphia, you can contact The Oxygenconcentrator Store via its website, **oxygenconcentratorstore.com**, or at 877-774-9271. You will need the following information: prescription, diagnosis, amount of oxygen, type of equipment required, and type of payment (cash, credit card, or insurance information if insurance will be paying). It is suggested that you call a day ahead. Same-day service may be available.
- Parking: Handicapped parking is available to individuals with valid disability parking permits in surrounding ramps and lots as well as at parking meters on the street.
- Wheelchair lift vehicles: The NALC is providing free shuttle bus service to/from the Pennsylvania Convention Center for hotels within the block that are not within walking distance. (A complete list will be available later.) To comply with the provisions of the Americans with Disabilities Act (ADA), a vehicle equipped with a wheelchair lift will be made available during all convention hours on an on-call basis. Requests for use of this service can be made directly by calling the operations manager on-site. The number will be listed on bus flyers available at the bell desks in all hotels for which shuttle service is provided.

Blood drive: The NALC, in association with the American Red Cross in Philadelphia, will hold a blood drive on Tuesday, July 22, and Wednesday, July 23, from 9 a.m. to 2 p.m. at the Pennsylvania Convention Center.

It is strongly recommended that you sign up in advance using the online scheduler at **redcrossblood.org**. You also may schedule your appointment by calling 800-RED-CROSS (800-733-2767, option 2) and give your sponsor code NALC. On-site appointments may be made based on availability.

If you donate blood after May 26, you will not be allowed to donate at this drive.

Retiring officers' dinner: The retiring officers' dinner will be held on Thursday, July 24, at the Sheraton Philadelphia Downtown Hotel. Tickets are $80. Visit the convention page at nalc.org to download the ticket order form. Tickets will be held for pickup at the Retiring Officers' Dinner ticket booth located in the convention registration area.

Guests wishing to be seated at the same table must submit their ticket orders and payment together in the same envelope (maximum eight guests per table). An order form and payment must be received by June 1.

Philadelphia tours, information and discounts: Visit the convention page at nalc.org to browse a list of tours that will be available to delegates and their families during the convention, including an historic area riding/walking tour, Amish country tour, and family-friendly fun at the Adventure Aquarium and Battleship *New Jersey*.

Register in advance by mail, fax or online by Friday, June 20, and save up to $10 per tour. Visit toursignup.com/NALC for the easiest sign-up. If your plans change, tours are cancelable and refundable (less a small fee) until June 30. Tour tickets can be purchased at the tour desk inside the Pennsylvania Convention Center, Hall C—many tours sell out in advance.

Be sure to visit the Philadelphia Convention and Visitors Bureau's special NALC microsite for even more about what to see and do in the City of Brotherly Love: **discoverphl.com/visit/nalc**.

Saturday, May 10!

Down to the wire for the Food Drive

After many months of planning, the Letter Carriers' Food Drive is just weeks away. Thanks to the hard work, creativity and passion to assist those in our communities who need a little help, active and retired letter carriers, our families and our friends all are poised for a fantastic day on Saturday, May 10. But there are still plenty of things we all can do in the remaining days to help boost the amount of food we collect:

›› **Posters and flyers:** Consider hanging Food Drive posters and flyers in storefront windows, business lobbies, bus and public transportation stops, apartment complexes—most anywhere people are gathered.

›› **Social media:** Use your Facebook, Twitter and other social media accounts to share the Food Drive message with your friends and family. The official Food Drive Facebook page is at **facebook.com/StampOutHunger**; on Twitter, follow **@StampOutHunger**. And don't forget to like and/or follow those pages yourself.

›› **Local community meetings:** Go to a meeting at your city hall, community services agency or county government, and bring along some flyers, postcards and posters. Ask all of these bodies to promote the simple message of our food drive by hanging a poster or by promoting the drive on their various online outlets.

Visit **nalc.org/food** for last-minute updates and information.

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NALC Bulletin is published semi-regularly by the National Association of Letter Carriers. Postage paid at Washington, DC, and at additional mailing offices.

POSTMASTER: Send address changes to Membership Department, NALC, 100 Indiana Ave. NW, Washington, DC 20001-2144.

CHANGE of ADDRESS? Contact the Membership Department.

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Circulation: 10,000. Union-printed using soy-based inks.

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