

NALC

Number 19-01

Jan. 24, 2019

# Bulletin

## NALC's priority resolutions introduced in the 116th Congress

NALC's four priority resolutions have been introduced in the House of Representatives. The resolutions call for protecting door delivery (H. Res. 23), opposing privatization of the Postal Service (H. Res. 33), protecting six-day delivery (H. Res. 54) and restoring service standards (H. Res. 60). NALC thanks the legislators from both parties who introduced these resolutions. All four of these measures, which reached a bipartisan majority of supporting co-sponsors in the previous Congress, are accepting co-sponsors.

These postal policy resolutions are important because they help shape the debate over postal reform. The Senate and the White House are less likely to pursue service cuts or privatization if the resolutions have solid support.

NALC encourages all letter carriers to contact their representatives about co-sponsoring these resolutions. For more information, please visit the NALC website at [nalc.org](http://nalc.org) or contact the NALC Department of Legislative and Political Affairs at 202-393-4695.

## NALC lent support to workers during government shutdown

After 35 days, the partial government shutdown came to an end on Jan. 25. It was the longest shutdown in history. However, the risk of another looms.

NALC members stood in solidarity with the 800,000 federal workers. During the shutdown, these workers did not receive two paychecks, and some 450,000 workers were required to report to work anyway. The crisis took a toll on these workers and rippled through the economy.

NALC officers and staff participated in a major protest against the shutdown on Jan. 23 at the Hart Senate Office Building in Washington, DC (pictured below).

The agreement ending the shutdown did not resolve the dispute that caused it, and funding for the affected agencies was extended by only three weeks. It is unclear whether another shutdown could occur when the extension expires on Feb. 15. If another crisis emerges, NALC will continue to support our fellow federal employees and inform letter carriers how they can help.

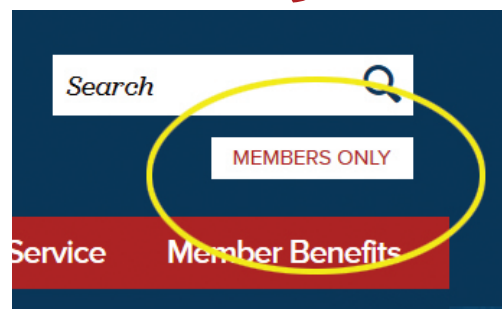


## Active and former carriers sent survey

NALC is constantly working to improve the wages and working conditions for all letter carriers. As we prepare for the next round of contract negotiations, we are asking active and former NALC members (those who have left USPS in the past two years) to complete a survey regarding their experience working for USPS.

Active members may take it by clicking the survey button on the "Members Only" section of the NALC website. The link to the Members Only section can be found in the top right-hand corner of the NALC homepage just below the search bar. Once you are logged in, click on "Survey." If this is the first time you are logging into the Members Only section, you will have to create an account. If you are unable to log in, contact the NALC Membership Department at 202-393-4695.

Former members who were identified as leaving USPS in the past two years will receive a letter from NALC at their last known address. This letter contains the URL to take the survey, along with a username and password. The survey will be available until Feb. 28.



## PRC gets fifth commissioner

In one of the final acts of the 115th Congress, the Senate confirmed Michael Kubayanda by voice vote on Jan. 2 to be a commissioner of the Postal Regulatory Commission (PRC) for the remainder of a six-year term expiring Nov. 22, 2020.

Kubayanda currently is a board member and privacy officer for a digital health startup company. He previously served as director of government relations with the USPS Office of Inspector General (OIG). He also has served as counsel to the House Committee on Oversight and Government Reform.

The PRC is the independent agency that exercises regulatory oversight over the Postal Service. It is composed of five commissioners, each nominated by the president and confirmed by the Senate. With the confirmation of Kubayanda, the PRC now has a full slate with five sitting commissioners.



# Disaster Relief Foundation assisting letter carriers

A slew of natural disasters affected the nation last year, each one a reminder that disaster can strike at any time in any part of the country.

In January of 2018, heavy rain in fire-scarred areas caused mudslides in Montecito, CA, killing 21 people. In September, Hurricane Florence dumped 36 inches of rain on North Carolina; 43 people died in the affected area. The next month, Hurricane Michael—the strongest hurricane in history to make landfall on the Florida Panhandle—devastated Panama City, FL; 53 people lost their lives. In November, the deadliest wildfire ever to burn in California took 85 lives and destroyed nearly the entire city of Paradise.

And, as always, letter carriers from all across the country responded to help their fellow carriers affected by the disasters, providing cash donations, uniforms and other assistance.

The NALC Disaster Relief Foundation was created last year to make it easier for help to reach members in need. Many branches asked NALC to establish a mechanism for donations, supplies and other assistance so that members affected by disasters could receive help faster and more easily.

In response, NALC President Fredric Rolando announced the creation of the Foundation at the national convention in Detroit last July.

"The NALC Disaster Relief Foundation reflects the will of the members, who have asked for a way to help their fellow carriers quickly and efficiently," Rolando said. All donations from letter carriers, branches and state associations go directly to members who need assistance—no administrative costs are deducted.

Since then, the Foundation has built on its capacity to accept donations, provide assistance and recruit a volunteer network.

Donations from individual letter carriers and branches are steadily arriving. Donations are not yet tax deductible; the Foundation's application for tax-exempt status is pending. Donations may be sent to NALC Disaster Relief Foundation, 100 Indiana Ave. NW, Washington, DC 20001-2144.

Relief grants may be available, and an application is now available on the Foundation's website ([nalc.org/ndrf](http://nalc.org/ndrf)) for use by affected members. Applications for relief grants will be considered on a case-by-case basis.

NALC is in the process of creating response teams throughout the country. Volunteers serving on the teams will receive disaster relief training from charitable organizations and government agencies, including the American Red Cross, the Federal Emergency Management Agency (FEMA) and the Occupational Safety and Health Administration (OSHA). The volunteers will provide administrative assistance, offer emotional support if needed, and will bring basic supplies such as food and uniforms to disaster areas.

"The Disaster Relief Foundation is on track to fulfill the many requests by branches and individual carriers for a way that NALC members can help their sisters and brothers when disasters strike," Rolando said.



**NALC  
Disaster  
Relief  
Foundation**

**Make a donation by sending a check or money order to NALC Disaster Relief Foundation, 100 Indiana Ave. NW, Washington, DC 20001-2144.**

## Vote-by-mail advanced in House overhaul package

On the first day of the 116th Congress, House Democrats took the opportunity to outline their priorities by introducing H.R. 1, a legislative package that would reform voting rights, campaign finance and government ethics. Included are provisions that would create automatic voter registration and expand early and absentee voting as well as vote-by-mail.

While Senate Majority Leader Mitch McConnell (R-KY) already has stated that the legislation is "not going anywhere," House Democrats believe that public support for clean and fair elections will win the day.

Rep. John Sarbanes (D-MD), who introduced the legislation, said it would "strengthen our democracy and return political power to the people by making it easier, not harder, to vote, ending the dominance of big money in our politics and ensuring that public officials actually serve the public."

## 'Stamp Out Hunger'® Food Drive Time to register

The food drive—the country's largest one-day food-collection event—takes place on the second Saturday of May. This year, that's Saturday, May 11.

"Registering for the drive promptly and completely is essential for such a large-scale operation as this," NALC President Fredric Rolando said. "Early registration helps us get a head start on the printing and distribution of postcards, and it allows us to more accurately calculate how many postcards each branch will need."

Registering is easy via the NALC website's "Members Only" portal. Find the link to the Members Only portal at [nalc.org](http://nalc.org) in the upper right-hand corner of the page. Once you've logged in, click on the "Stamp Out Hunger" icon to register. Once registered, branches can use the portal to order promotional materials. Only branch presidents on record will have access to the food drive registration forms, so if you are a newly elected president, make sure that your branch has notified Headquarters.

The registration deadline to guarantee that your branch will receive the food drive reminder is March 8.

Later this month, Rolando will mail letters to branches that have not yet registered, encouraging them to get involved with this year's drive. A registration form will be included with the letter, for the convenience of those who aren't yet comfortable with signing up electronically.

Whether you decide to register electronically or by mail, remember that the deadline to register is March 8. Saturday, May 11, will be here before you know it.



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## Rap session to be held on Aug. 11 in Denver



NALC is making arrangements for the 2019 national conference, or “rap session,” set for Aug. 9-11 at the Hyatt Regency Denver at the Colorado Convention Center. The meeting will begin with registration and a reception the afternoon of Friday, Aug. 9, with workshops and training sessions on Saturday and the rap session on Sunday.

The national conference is held in years between NALC’s biennial conventions. Article 3, Section 4(b) of the *NALC Constitution* states: “The National President shall, once each year except in the year of the National Convention, call a national conference. This conference shall be voluntarily attended by only State and Branch Presidents or their designees, with their expenses to be borne by the State Association or Branch represented.”

The hotel rate is \$169 single/double. For reservations, go to [hyatt.com/en-US/group-booking/DENCC/G-NALC](http://hyatt.com/en-US/group-booking/DENCC/G-NALC) or contact the hotel’s reservation department at 1-800-233-1234 until July 2. After this date, reservations will be accepted by the hotel based on availability and hotel rate. Go to [nalc.org](http://nalc.org) for updates.

## Still time to register for the food drive

The deadline of March 8 is fast approaching for branches to register for this year’s annual Letter Carriers’ “Stamp Out Hunger” Food Drive on Saturday, May 11. With the 2019 drive only about two months away, time is running out.

Branch presidents can register quickly and efficiently by using the “Members Only” portal at [nalc.org](http://nalc.org). Once they’ve logged into the portal, they can simply select the “Food Drive” button. Enter information into all of the fields, then select “Complete Registration.” A notification will be provided to confirm registration.

Branch registration locks in a branch’s order for food drive reminder postcards, so it’s important for branches to register as soon as possible to ensure proper allocation of postcards.

Branches should also search for local sponsors of specially branded food drive bags. Such bags are a win-win, helping to significantly drive up totals of food collected and putting the sponsor’s name right next to the familiar and trusted Stamp Out Hunger logo, creating a positive association for both the sponsor and the Postal Service in customers’ minds.

Information about ordering bags can be found in the online food drive tool kit at [nalc.org/food](http://nalc.org/food). Additionally, contact information for regional and state food drive coordinators is posted in the tool kit. If a food drive coordinator encounters any problems working with local managers on logistics, the branch president or the regional food drive coordinator can lend a hand.



## Former Trustee Randall Keller dies

Former NALC Trustee Randall L. Keller died Feb. 6 following a long illness. He was 72.

Born and raised in Medford, MA, Keller entered the Marine Corps in 1964 after graduating from high school. He served in Vietnam as an infantry radioman and then at Camp Lejeune, NC, as an infantry instructor before his honorable discharge at the rank of sergeant in 1968.

Keller graduated from Boston State College in 1975 with a bachelor’s degree in philosophy with a minor in business administration. He began his career as a letter carrier in Reading, MA, in 1982, joining Massachusetts Northeast Merged Branch 25. He became an activist in the branch, he said, after “witnessing management’s disrespect and abuse of letter carriers.” Keller began as a steward, Mutual Benefit Association representative, Step 2 grievance designee and branch executive board member before being elected branch president in 1990—an office he held for 20 years.

Keller was first elected to the national board of trustees in 1998 at the 61st Biennial Convention in Las Vegas. He was re-elected four times and retired from the position in 2018 shortly before the end of his fifth term.

Keller is survived by two daughters and a son-in-law, Jennifer L. and Scott Bradish and Joy A. Keller of Haverhill; a son and daughter-in-law, Grant C. and April Keller; his fiancée, Mary E. Tinglov; two brothers, Douglas Keller and Scott Keller; two sisters, Laraine Cowan and Kristine Jannini; and three grandchildren, Riley Bradish, Ashley Bradish and Audrey Keller.

“Randy was an unwavering advocate for his fellow letter carriers, as well as a decorated veteran and beloved family man,” NALC President Fredric Rolando said. “We extend our sympathies to his family and will remember the role he played in making his union even stronger.”

Donations in his memory may be made to the Dana-Farber Cancer Institute, P.O. Box 849168, Boston, MA 02284.



Randall Keller

## RAAs appointed in Region 9

President Rolando appointed Anthony Ali of Central Florida Branch 1091 and Dexter Lester of Winston-Salem, NC Branch 461 as regional administrative assistants in Region 9 (Florida, Georgia, North Carolina and South Carolina) beginning on Feb. 25.

After serving in the Army for 10 years, Ali began his career as a city carrier in 2000 and joined Branch 1091. His service for the branch included steward, MDA coordinator, veterans committee chairman and chairman of the board of trustees.

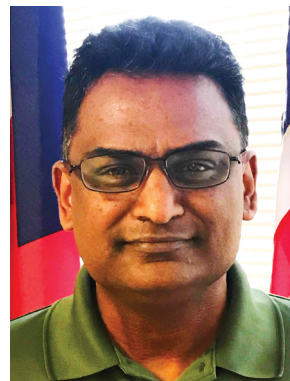
Additionally, Ali served on the Florida State Association executive board as a District 3 chair and vice president. Ali also served as the primary union representative for the Suncoast District Dispute Resolution Team and as a facilitator for Step B training and is an arbitration advocate. He graduated from the Leadership Academy in 2012.

Lester began his letter carrier career in 1998. He joined Branch 461 and served his fellow members as a steward, trustee and food drive coordinator. In 2007, he became branch director of workers’ compensation and attended NALC OWCP training sessions. Lester was elected president of his branch in 2016.

Ali and Lester will serve Region 9 from its new office in Marietta, GA.



Dexter Lester



Anthony Ali

## Letter Carrier Pay Schedule City Carrier Wage Schedule: Effective March 8, 2019

The following salary and rate schedule is for all NALC-represented employees. (At press time, these pay rates provided by USPS remain unaudited.)

### Career city letter carrier increases

Date	Type of Increase	Amount
July 2016	COLA	\$21
Nov. 26, 2016	General wage increase	1.2%
Jan. 2017	COLA	\$333
July 2017	COLA	\$270
Nov. 25, 2017	General wage increase	1.3%
Jan. 2018	COLA	\$520
July 2018	COLA	\$645
Nov. 24, 2018	Upgrade/Pay Schedule Consolidation*	2.1%
Jan. 2019	COLA	\$0
July 2019	COLA	TBD

\* All Career Grade 1 and Grade 2 letter carriers received an average increase of 2.1%.

**NOTE: This pay schedule reflects consolidation of grade 1 into Grade 2 on Nov. 24, 2018. The remaining grade is called City Carrier.**

**NOTE: Carrier Technicians receive additional compensation equivalent to 2.1% of the employee’s applicable hourly rate for all paid hours.**

**NOTE: The full COLAs will be added to the salaries of all steps in Table 1 and Step O of Table 2, with proportionate application of the COLA to Steps A-N of Table 2.**

### Table 1: City Carrier Schedule

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.

	Basic Annual Salaries															MOST PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	52,220	56,455	56,553	59,584	60,024	60,466	60,901	61,337	61,781	62,208	62,652	63,094	63,528	63,976	64,413	444
Carrier Technician**	53,317	57,641	57,741	60,835	61,285	61,736	62,180	62,625	63,078	63,514	63,968	64,419	64,862	65,319	65,766	451
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	26.11	28.23	28.28	29.79	30.01	30.23	30.45	30.67	30.89	31.10	31.33	31.55	31.76	31.99	32.21	
Carrier Technician**	26.66	28.82	28.87	30.42	30.64	30.87	31.09	31.31	31.54	31.76	31.98	32.21	32.43	32.66	32.88	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	25.11	27.14	27.19	28.65	28.86	29.07	29.28	29.49	29.70	29.91	30.12	30.33	30.54	30.76	30.97	
Carrier Technician**	25.63	27.71	27.76	29.25	29.46	29.68	29.89	30.11	30.33	30.54	30.75	30.97	31.18	31.40	31.62	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.	
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4	

\*\* Carrier Technicians receive an additional 2.1%

### Table 2: City Carrier Schedule

This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.

	Basic Annual Salaries															MOST PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	39,615	41,384	43,157	44,928	46,700	48,470	50,243	52,014	53,786	55,557	57,329	59,099	60,871	62,641	64,413	1,772
Carrier Technician**	40,447	42,253	44,063	45,871	47,681	49,488	51,298	53,106	54,916	56,724	58,533	60,340	62,149	63,956	65,766	1,810
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	19.81	20.69	21.58	22.46	23.35	24.24	25.12	26.01	26.89	27.78	28.66	29.55	30.44	31.32	32.21	
Carrier Technician**	20.22	21.13	22.03	22.94	23.84	24.74	25.65	26.55	27.46	28.36	29.27	30.17	31.07	31.98	32.88	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	19.05	19.90	20.75	21.60	22.45	23.30	24.16	25.01	25.86	26.71	27.56	28.41	29.26	30.12	30.97	
Carrier Technician**	19.45	20.31	21.18	22.05	22.92	23.79	24.66	25.53	26.40	27.27	28.14	29.01	29.88	30.75	31.62	
Percent Step O																
	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.	
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4	

\*\* Carrier Technicians receive an additional 2.1%

### Table 3: City Carrier Assistant Schedule

This schedule applies to CCA Hires with no previous TE service.

	CC	BB	AA
City Carrier (Grade 2)	17.29	17.79	18.29
Carrier Technician (add 2.1%)	17.65	18.15	18.65
Steps (From-To) in weeks	CC-BB 12	BB-AA 40	

### Hourly Rates

This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

	CC	BB	AA
City Carrier (Grade 2)	18.72	19.22	19.72
Carrier Technician (add 2.1%)	19.11	19.61	20.11
Steps (From-To) in weeks	CC-BB 12	BB-AA 40	

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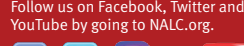
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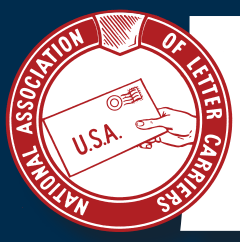
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## Senate committee holds hearing on White House postal task force report

Sen. Ron Johnson (R-WI), chairman of the Senate Homeland Security and Government Affairs Committee, held a hearing on March 12 to discuss the proposals made late last year by the White House Task Force on the U.S. Postal Service. The document calls for radical and counter-productive changes to the Postal Service's business model, pricing and governance as well as to its collective-bargaining system.

The postal unions were not invited to the hearing, which included witnesses from the Treasury Department, Office of Personnel Management, Postal Regulatory Commission and the Postal Service's Board of Governors (BOG). But NALC has submitted for the record to the committee its rebuttal of the task force report.

The rebuttal is available to NALC members on the "Members Only" section of [nalc.org](http://nalc.org). The NALC document uses postal data and even figures from the task force report to make the case for sensible reforms.

"Letter carriers will be heard loud and clear on the report—and on the future of the Postal Service," NALC President Fredric Rolando said.

Media news reports have included widespread criticism of the task force proposal from lawmakers, USPS, postal unions, business leaders and other stakeholders. BOG member David Williams testified at the Senate hearing that the task force was doing the bidding of USPS's competitors through the use of "discredited economic theory."



## White House releases FY 2020 budget proposal with cuts in letter carrier pay, benefits

On March 11, the White House released its \$4.7 trillion budget proposal for the 2020 fiscal year (FY), providing a general framework of the administration's budget priorities and kicking off the months-long appropriations process. Postal items were included, and one week later more details were released.

The proposal would cut non-defense spending and slash \$845 billion from Medicare and \$1.5 trillion from Medicaid over 10 years. It would raise the federal budget deficit even after proposing to eliminate a dozen important federal agencies and programs and to reduce funds for the Department of Labor and the training of workers.

Major provisions affecting NALC members in the Trump administration budget for FY 2020 include \$4.1 billion in postal-related cuts for FY 2020 and up to \$98.2 billion in postal-related cuts over the next 10 years. Among the measures to achieve these savings: reducing federal and postal employees' take-home pay by raising their contributions to their pensions, reducing pension benefits for new retirees by basing annuities on workers' highest average yearly salary over five years (high-5) instead

of over the highest three years (high-3) and slashing cost-of-living adjustments. The savings also would be achieved by implementing the postal task force's proposed changes to operations and implementation of cost-reduction measures, including changing the price cap to allow for increased rates for products outside of the Universal Service Obligation, reducing days of delivery and door-to-door service as well as increasing the use of private-sector partners, curtailing postal employees' rights to bargain over wages, and opening up the mailbox to private interests.

On a more positive note, the budget endorses the task force's recommendation of re-amortizing payments to the Retiree Health Benefits Fund, based on the postal employee population at or near the retirement age—known otherwise as "vested liability." This was a proposal made by NALC.

The budget also calls for instituting proposals of the "Delivering Government Solutions in the 21st Century" report last summer by the administration's Office of Management and Budget, which called for reforming and restructuring the federal government, including privatizing the Postal Service.

### Shutdown aftermath in Congress

After 35 days of a partial government shutdown—the longest in U.S. history—Congress and the White House completed work on government funding for FY 2019 (ending Sept. 30, 2019). Of note to letter carriers, the funding bill maintains the federal appropriations language that preserves six-day mail delivery service—language that has been part of similar appropriations measures for more than 30 years. The fact that this provision was included with little debate demonstrates the excellent work that letter carriers have done in educating legislators and their constituents on the importance of six-day delivery.

Completion of the FY 2019 budget set the stage for the FY 2020 budget process, which began late because of the government shutdown.

### Stay alert

Letter carriers need to stay alert as NALC fights to keep these and other harmful proposals from being enacted. Install the NALC Member App on your Apple or Android smartphone or go to NALC's website for the latest news.

NALC will continue to update letter carriers as additional budget details are released and as the House and Senate begin their budget deliberations. NALC's rebuttal of the administration's budget proposal is available at [nalc.org/government-affairs/legislative-updates/white-house-releases-fy-2020-budget-proposal](http://nalc.org/government-affairs/legislative-updates/white-house-releases-fy-2020-budget-proposal).

## Join Team NALC Rolando for MDA

On May 18, NALC President Fredric Rolando will take a few steps for the many who can't at the Muscular Dystrophy Association (MDA) Muscle Walk of Greater Washington, DC.

The fundraiser kicks off at 10 a.m. at the Prince George's Sports and Learning Complex in Lanham, MD, adjacent to FedEx Field. The more feet that pound the pavement, the more NALC raises for its signature cause, so please join Team NALC Rolando for this family-friendly event. The team's goal is to raise \$15,000.

"Every day, kids and adults are diagnosed with muscular dystrophy and related diseases that take away from the most basic freedoms—the freedom to walk, talk, hug and even breathe," Rolando said. "By taking part in this Muscle Walk to help raise money and awareness for NALC's only official charity, I hope to help those striving to get some of those freedoms back."

The DC Muscle Walk is one of more than 150 such events held across the country each year. Team NALC Rolando will join participants of all ages and abilities on a wheelchair- and equipment-friendly course.

There are three ways to get involved: walk, donate or both.

To visit Team NALC Rolando's official Muscle Walk page, go to [mda.donordrive.com/team/NALCRolando](http://mda.donordrive.com/team/NALCRolando). If you would like for your branch to receive the credit for your donation, be sure to type in your branch number, amount sent and an indication that it is for the MDA Muscle Walk, or go to [nalc.org/MDA](http://nalc.org/MDA) for a printable form. Mail donations to Team NALC Rolando MDA Muscle Walk, National Association of Letter Carriers, 100 Indiana Ave. NW, Washington, DC 20001.

To find a Muscle Walk near you, go to [mda.org/get-involved/participate-in-an-event](http://mda.org/get-involved/participate-in-an-event).



## Stamp Out Hunger®

### Food drive is on May 11

It's getting closer: The 27th annual Letter Carriers' Stamp Out Hunger® Food Drive is only a few weeks away. As Saturday, May 11, draws near, food drive coordinators in hundreds of branches around the country are finalizing preparations for the event.

"Too many people in this country are going hungry," NALC President Fredric Rolando said. "We know this to be true because we see it as we deliver to every address in the United States at least six days a week."

Sadly, statistics back this up. Nearly 50 million Americans are unsure of where their next meal is coming from. This includes millions of children, senior citizens and military veterans.

Last year, the food drive collected 71.6 million pounds of nonperishable food. All told, NALC has brought in 1.67 billion pounds of food since the drive began in 1993.

The event's timing in May was deliberate. By spring, the burst of holiday largess that keeps food pantries flush with donations has dwindled. In addition, most school meal programs aren't available in summer. A spring food drive helps replenish the empty shelves at a crucial moment for food banks, pantries and churches.

If you have any questions about the food drive or need help, get in touch with your branch or regional food drive coordinator. The latest contact list can be found at [nalc.org/food](http://nalc.org/food).



## New resolutions, new fact sheets

Thanks to the work of letter carrier activists, NALC's four priority resolutions—on door delivery, opposition to postal privatization, six-day delivery and service standards—continue to pick up co-sponsors and are well on their way to reaching 218—the number that reflects majority support in the House of Representatives.

A new Senate resolution opposing postal privatization (S. Res. 99) was introduced by Sens. Gary Peters (D-MI) and Jerry Moran (R-KS) along with 23 bipartisan colleagues on March 7. As of press time, this resolution was about halfway to reaching 51—the number that reflects a majority of support in the Senate. At [nalc.org/legislation](http://nalc.org/legislation), you'll find the updated fact sheets that are helping your fellow letter carriers educate their members of Congress on our issues.

## Regional grievance assistant role created

To protect and enforce the many rights and benefits afforded to our members, NALC has a long history of working to enhance and make available the best representational resources possible. From creating training materials and written guides to putting the right representatives in the right places, NALC is constantly evaluating and re-evaluating members' needs to ensure that they are properly met. In the past few years, NALC has committed resources to creating new positions to assist members, including regional workers' compensation assistants (RWCAs) and legislative and political organizers (LPOs).

Recently, in an attempt to further enhance the representation our members receive, President Rolando created another new position: the regional grievance assistant (RGA). This new position, filled by letter carrier union activists from around the country, is designed to make sure all letter carriers are represented in the grievance procedure, no matter how large or small their branch is.

While most branches are fortunate enough to have the local resources necessary to fully represent its members' needs, that is not always the case. Some branches may have only a few members and therefore only have minimal financial resources to obtain training. Other branches may have the financial resources but no volunteers willing to take on the role of union representative. Yet other branches may have all the resources they need, but require help keeping up with the workload.

In all of these instances, the newly appointed RGAs can step in to help. Currently when a branch needs assistance dealing with grievance backlogs, conducting specialized training or simply filing grievances, the 15 NALC regional offices assign union representatives from other areas to go do the work. That will not change. RGAs simply will be an additional resource to complement the network of representation that is currently in place, again ensuring that all NALC members receive the representation they deserve.

## Employee Assistance Program gets enhanced digital benefits

It is not uncommon for any of us to face adversity at some point in our lives that can affect our home or work environments, but too many people hesitate to seek help for emotional problems. And so, the Postal Service and NALC, along with the other postal unions, offer postal employees going through difficult times a free, confidential service, the Employee Assistance Program (EAP). The EAP is a negotiated benefit for letter carriers, provided for in Article 35 of the National Agreement.

If you or a family member find yourselves in need of counseling for alcohol, drug abuse or any other personal problem, the EAP is there for you.

As April is Employee Assistance Program Month, this is a good time to explore your options within the EAP and how to access its many benefits.

Those benefits now include enhanced digital features as of April 1, when a new vendor, New Directions Behavioral Health, begins its tenure as our EAP provider. The EAP4You.com website now includes a live chat feature and a downloadable EAP mobile app for smartphones and tablets.

Another new digital feature, text therapy, uses a program called Talkspace to allow patients to get therapy via text messaging.

As before, the website includes interactive programs that address certain problems through a cognitive behavioral therapy (CBT) lens. CBT is a practical, goal-oriented approach that explores and tries to correct distortions in thinking that contribute to emotional problems. The disorders addressed have changed slightly. They now are depression, stress, chronic pain, anxiety, substance use and insomnia.

The program remains voluntary and free, and all the services that were offered by the previous provider remain.

An EAP consultant is still available by phone toll-free 24 hours a day, seven days a week. Consultants are prepared to handle crisis intervention and stabilization, but also are available for less immediate needs, such as answering questions, directing you to the proper services or setting up an appointment with a counselor.

Counselors have, at minimum, a master's degree in counseling or social work, a current state license in social sciences and at least five years of clinical experience after receiving their graduate degree.

Most of the EAP consultants and clinicians in your districts will continue in their current roles.

Access to help, guidance, coaching and counseling will be available 24/7 on several types of devices. You can search, call, text, or video or live chat any concern you may have at [EAP4You.com](http://EAP4You.com) or 800-EAP-4You (800-327-4968 or TTY: 877-492-7341).



## National Association of Letter Carriers

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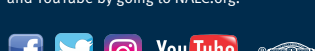
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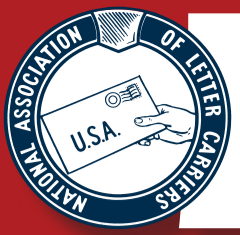
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## House majority rejects postal privatization

In April, House Resolution 33 reached bipartisan majority support in the House of Representatives. The resolution calls on Congress to take "all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization."

As of press time, H. Res. 33 had 221 co-sponsors. Obtaining at least 218 co-sponsors in the chamber for a resolution means majority support, because the House has 435 members.

NALC activists can take pride in the victory, even as they continue to educate Congress on the importance of the U.S. Postal Service. As letter carriers know, 155 million businesses and households receive mail six, if not seven, days a week. Receiving packages, letters, bills and medications at one's door is a service that is highly valued by the public and that is vital to the economic success of the country's small businesses. It also is vital to the Postal Service, the centerpiece of the \$1.4 trillion national mailing industry, which employs 7.5 million Americans.

In the House of Representatives, NALC has three other priority resolutions. Here's a look at where they stand:

- H. Res. 23 calls on the House to take "all appropriate measures to ensure the continuation of door delivery for all business and residential customers." At press time, this resolution had 162 co-sponsors.
- H. Res. 54 calls on the House to take "all appropriate measures to ensure the continuation of its 6-day mail delivery service." At press time, this resolution had 214 co-sponsors.
- H. Res. 60 calls on the House to "take all appropriate measures to restore service standards in effect as of July 1, 2012." At press time, this resolution had 138 co-sponsors.

In the Senate, S. Res. 99 calls on the Senate to "take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization." As this Bulletin was going to press, this resolution had 37 co-sponsors. Resolutions in the Senate require 51 co-sponsors to have a majority, given that there are 100 senators in all.

These postal policy resolutions are important because they help shape the debate over postal reform. The Senate and the White House are less likely to pursue service cuts or privatization if resolutions opposing such actions have solid support. Bipartisan majorities will be necessary to help them demonstrate that support.

"I encourage all letter carriers to contact their members of Congress to educate them on the importance of co-sponsoring these resolutions," NALC President Fredric Rolando said.

## Bomb cyclone, flooding hit midwest

On weather radar, the storm resembled a massive circular hurricane looming over most of the country. This "bomb cyclone" superstorm dumped rain and snow on the Midwest in March, causing record floods.

The Postal Service has tracked postal employees whose homes or cars were affected in some way by flood water or whose routes to work were blocked by water or damaged roads or bridges, Region 5 National Business Agent Mike Birkett said. To date, we know of 19 city carriers affected as well as several dozen other postal employees and managers also affected. Because it can take weeks or months for flood water to pass through waterways and across the landscape, more postal employees could face threats to their homes.

As soon as the storm struck, NALC began identifying members throughout the Midwest affected by the flooding to ensure that they were safe and to provide assistance, if needed, through the NALC Disaster Relief Foundation. The foundation has arranged for delivery of uniforms and supplies to stricken members and is helping them apply for assistance grants.

The NALC Disaster Relief Foundation was created last year to make it easier for help to reach members in need. Many branches asked NALC to establish a mechanism for donations, supplies and other assistance so that carriers affected by disasters could receive help faster and easier.

NALC President Fredric Rolando announced the creation of the foundation at the national convention in Detroit in July of 2018. "The NALC Disaster Relief Foundation reflects the will of the members, who have asked for a way to help their fellow carriers quickly and efficiently," Rolando said.

Using donations from letter carriers, the Foundation provides assistance in the form of grants and emergency supplies, and is building a trained volunteer network to respond to disasters. Donations go directly to individual letter carrier members or to branches and state associations needing assistance—no administrative costs are deducted.

Donations may be sent to NALC Disaster Relief Foundation, 100 Indiana Ave. NW, Washington, DC 20001-2144. Your contribution to the NALC Disaster Relief Foundation may be eligible for a tax deduction. It is recommended you seek further advice from your tax advisor.

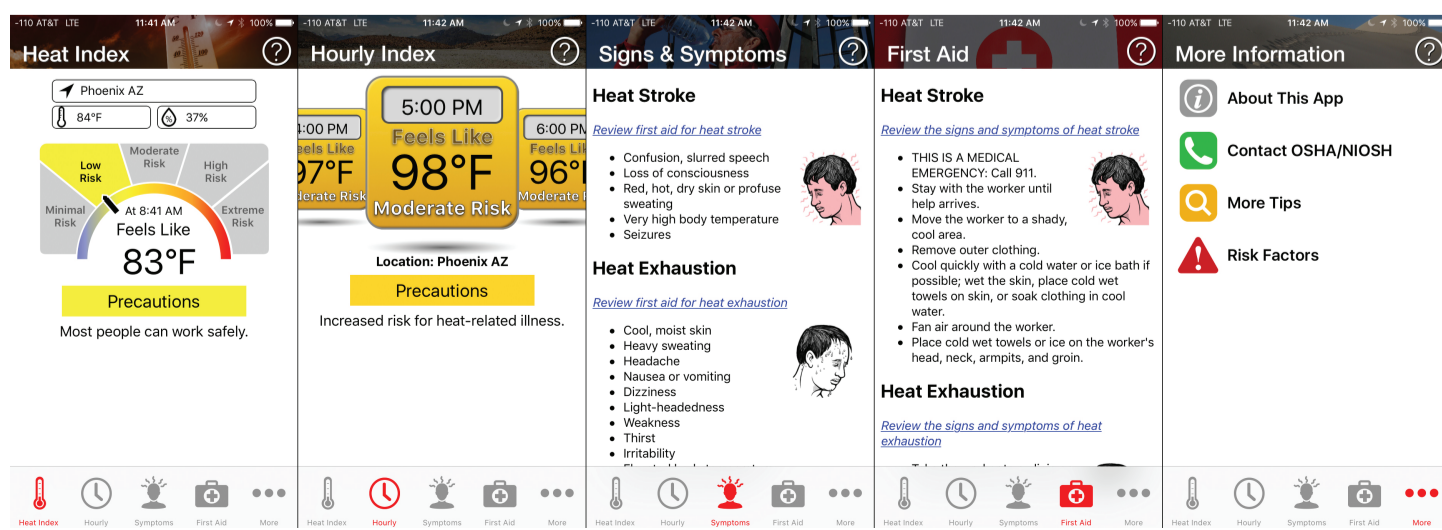
The application for a relief grant is available on the foundation's website, [nalc.org/disaster](http://nalc.org/disaster). Grants are provided for property damage sustained to a primary residence, automobile or personal property from causes such as, but not limited to, hurricanes, floods, tornadoes, wildfires, earthquakes or severe storms, and are provided only to NALC members. Members do not have to wait for emergency relief or insurance claims to be settled to apply. Applications must be received no later than 120 days from the date when the natural disaster occurred, unless the applicant can provide sufficient reasons for a delay.

"This storm will have long-lasting effects. Some rivers haven't even reached full flood stage yet, and levees are breaking everywhere," Rolando said. "Letter carriers and branches that want to help their fellow carriers affected by this huge flood can give through the Disaster Relief Foundation."

## What should you do in preparation for the heat of summer?

Letter carriers should first educate themselves on heat safety. One way to do this is to download and install the OSHA and the National Institute of Occupational Safety and Health (NIOSH)'s Heat Safety Tool Smartphone App. Once the app is installed, it can detect your location and provide you with the current temperature, humidity and heat index (combination of temperature and humidity). It also will provide the expected heat index for the balance of the workday.

For more information on heat-related safety, see the Contract Talk column in the May 2018 *Postal Record*, available on [nalc.org](http://nalc.org).



## 'Hold in place' carriers receiving step increases

In July 2018, NALC and USPS agreed upon a settlement (M-01893) to a national-level grievance that lifted a so-called "hold in place" rule instituted by USPS the previous year for certain carrier technician letter carriers. These individuals were converted to career status as Grade 1 letter carriers after Jan. 10, 2013, then bid to a Grade 2 job and subsequently advanced two steps in the pay scale in proper accordance with *Employee and Labor Relations Manual* provisions.

The unilateral "hold in place" rule resulted in USPS cutting a PS Form 50 for 8,970 carrier technician letter carriers who received the two-step promotional pay increase, effectively freezing each of them at their then-current step for an additional 92 weeks. After NALC filed the national-level grievance on this action, and after much discussion with the Postal Service, it was agreed in M-01893 that the carriers affected by the hold in place would receive their step increases as scheduled prior to being held, and these carriers would receive any retroactive pay owed back to the time they should have received their step increases.

Implementation of this settlement was a complicated recalculation of pay and reconstruction of Form 50s from the past, but USPS has notified NALC that all corrections have been completed.

Each letter carrier who was affected by the "hold in place" rule should have already received notification of their Form 50s being changed to reflect proper step increases. By now, most of these letter carriers should also have received back pay for the hours they worked during the time they were improperly held at a lower step.

Any affected letter carriers who have not yet been made whole should immediately inform their local NALC branch representatives for further investigation.

## Food drive is May 11

The 27th annual Letter Carriers' Stamp Out Hunger Food Drive is on Saturday, May 11. It's never too late to get involved in this NALC effort. If you haven't taken part in the planning, you always can lend a hand on the day itself; ask your branch's food drive coordinator for ways to be of service. And if you can't take part this year, consider helping with the plans for next year's drive. Preparation begins immediately after this year's drive is complete.

Check out the drive's official social media accounts on Facebook at [facebook.com/StampOutHunger](https://facebook.com/StampOutHunger) and on Twitter at @StampOutHunger (hashtagged #StampOutHunger). A handy countdown is on the Facebook page leading up to May 11.

And on the actual day, remember to share photos of your branch's activities—with the branch number, please—on social media, tagged #StampOutHunger. You may also send them by email to [social@nalc.org](mailto:social@nalc.org).

"Almost 50 million Americans are unsure of where their next meal is coming from," NALC President Fredric Rolando said. "This includes millions of children, senior citizens and military veterans."

The food drive is always held on the second Saturday in May, when it can shore up food banks and pantries as holiday donations are dwindling and as students soon will be on summer vacation. It's "a critical time of need for millions who rely on school lunch programs the remainder of the year," Postmaster General Megan Brennan said in a letter of support this year.

In last year's drive, we collected 71.6 million pounds of nonperishable food items left by generous residents near their mailbox that morning. All told, NALC has brought in more than 1.67 billion pounds of food since the drive began in 1993.

Our work would not be possible without the help of national partners who help carry the load, figuratively and literally: the United States Postal Service, the United Food and Commercial Workers International Union (UFCW), the National Rural Letter Carriers' Association, Valpak, United Way Worldwide, the AFL-CIO, Valassis, the Kellogg Co. and CVS Health.

In the weeks leading up to the drive, externally, CVS Health will play a public service announcement for the food drive on an in-store radio channel twice an hour in more than 10,000 CVS Health stores throughout the United States and Puerto Rico. Internally, Stamp Out Hunger will be featured on the corporate intranet's MyLife channel—available to CVS Health's 240,000 employees—and on TV screens in all corporate hubs.

After it's over comes the fun part: tallying the totals. Branch collection results are due at NALC Headquarters by June 1. The official results form can be found on the Food Drive Tool Kit page at [nalc.org/food](http://nalc.org/food), in the "For Food Drive Coordinators" section. If you have questions regarding the drive, get in touch with Christina Vela Davidson, assistant to the president for community services, at 202-662-2489 or at [c davidson@nalc.org](mailto:c davidson@nalc.org).



## Work Hour Tracker app finalizing development

Over the last year, NALC has developed tools for NALC representatives and letter carriers to use to ensure that clock ring editing by supervisors is accurate.

NALC has seen too many cases of times being inappropriately edited. Sometimes such edits affect the evaluation of a letter carrier's assignment or route, whether on a daily basis or during a route count and inspection.

In some instances, managers were deliberately changing the end-of-tour clock rings made by letter carriers to reflect an earlier time while they were still working. These edits ranged from just a few minutes to several hours of time spent on the clock being taken away from employees. Obviously, these edits resulted in letter carriers receiving paychecks that were less than they had earned. Throughout the cities where this took place, letter carriers were shorted tens of thousands of dollars in pay.

NALC representatives in those cities were able to identify these cases and were able to make the affected letter carriers whole for the pay they rightfully earned and should have initially received. However, it's important for letter carriers to monitor the hours they work and the pay they ultimately receive themselves as well. We want to be sure that letter carriers have the tools to do so.

The first tool developed was a pocket-sized book that can be used to record clock rings on a daily basis. Along with this pocket book, the union created *The NALC Guide to Identifying Intentional False Editing of Clock Rings*. It is available online at [nalc.org/workplace-issues/city-delivery/city-delivery-resources](http://nalc.org/workplace-issues/city-delivery/city-delivery-resources). This guide shows NALC representatives how to identify inappropriate edits and how to address them through the grievance procedure.

The most recent tool is the NALC Work Hour Tracker app developed for smartphones. The app is currently available on Android devices in the Google Play store. As of this writing, we are still in the testing process with Apple and we hope the app soon will be available in the App Store.

Before using the app, NALC members should first log in to the Members Only portal by going to [nalc.org](http://nalc.org) and clicking on the "Members Only" box in the top right corner to log in. After downloading the app, the same login information will be used.

The app allows real time basic clock ring entries such as "begin tour," "office and street moves" and "end tour." It will automatically calculate the number of hours of straight time, overtime and penalty time you should be paid each pay period based on the entries made. Once entries are made in the app, the data will be available in the Members Only portal, where it can be edited, and reports can be printed.

NALC appreciates the feedback we've already received. The union will continue to work to update and improve the app in the future.



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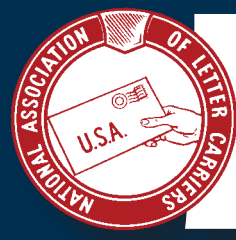
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# Bulletin

## NALC calls for sensible postal reform in the House

On April 30, NALC President Fredric Rolando testified and answered questions at a hearing of the House Committee on Oversight and Reform. His testimony centered on the urgent need to pass postal reform legislation and to address pre-funding, the primary source of USPS financial losses over the last 12 years.

"I'd like to urge the committee to aggressively pursue postal reform this year, but to do it with caution and humility," Rolando told the committee in his opening statement. "As we learned in 2006, it is hard to predict the future. Long-term economic forecasts are notoriously inaccurate—and the cost of misconstruing the future can be high. Indeed, the internet did not destroy the Postal Service as predicted. Just imagine if we had given in to those advocating the end of Saturday delivery in 2011 or 2012—we would have missed out on the e-commerce boom. Worse, we would have unnecessarily eliminated tens of thousands of good jobs and weakened the Postal Service, which is a true national treasure."

Rolando testified for NALC and also on behalf of the other three postal employee unions: the American Postal Workers Union, the National Rural Letter Carriers' Association and the National Postal Mail Handlers Union. Also testifying were Postmaster General Megan Brennan; Margaret Cigno, director of the Office of Accountability and Compliance at the Postal Regulatory Commission (PRC); President and CEO of Quad/Graphics Joel Quadracci; and Cato Institute Director of Tax Policy Studies Chris Edwards.

Committee members from both parties spoke of the desire to pick up where the last Congress left off, with a bill being voted out of committee. They acknowledged the difficulty in getting such a bill to the House floor for a vote of the full chamber but were determined to continue the effort in the current Congress.

"It is our responsibility to move further than we did in the past," committee Chairman Elijah Cummings (D-MD) said. "We now have a whole new Congress. We now have members who are new to this committee and new to this issue. I hope today's hearing will be an opportunity for all of our members, new and old, to get an overview of the challenges faced by our Postal Service and to get an update on its current financial condition and to hear about the many different proposals that have been made for reform."



At the Oversight and Reform hearing, committee Chairman Elijah Cummings (D-MD) spoke about the need to move legislation forward while (at l) Ranking Member Jim Jordan (R-OH) listens on.

Rolando took the opportunity to lay out objections to the previous legislation, and to offer refinements to make the concepts fairer to employees as well as more politically palatable.

"A simple repeal of the pre-funding mandate remains the most obvious solution to the postal financial crisis," President Rolando said. "A repeal, in combination with a more sensible rate-setting system from the PRC's 10-year review, would go a long way toward stabilizing the Service's finances. In fact, Reps. Peter DeFazio and Tom Reed on Monday introduced a pre-funding repeal bill [the USPS Fairness Act, H.R. 2382]. If enacted, we would still have 12 to 13 years of funds set aside for retiree health premiums—a total of \$47.5 billion.

"We recognize that some members of Congress would prefer to maintain the pre-funding policy but focus on ways to reduce its burden by fully integrating with Medicare," Rolando said. "Unfortunately, that approach has failed to advance in Congress for a number of reasons—most notably the refusal of other committees of jurisdiction to take up measures containing Medicare proposals, and the lack of certain safeguards. Even more problematic was language to ban new door delivery service and to require the conversion of existing door delivery to curb-line and centralized delivery."

Rolando pointed out that a bipartisan majority co-sponsored a resolution in the last Congress. A similar resolution, H. Res. 23, has 174 co-sponsors in the current Congress. Postal stakeholders, including the employee unions and coalitions of mailers, share a consensus over necessary reforms, he said.

Those proposed reforms include:

- Adjusting the pre-funding target to levels in the private sector based on vested liabilities (the costs to cover current retirees and employees near retirement age who are eligible for such benefits).
- Phasing in Medicare integration in a way that limits the impact on the trust funds and current retirees.

During heated questioning, committee members indicated that they were surprised by Postmaster Brennan's revelation that the Postal Board of Governors (BOG)—which currently has only four members—is working on a 10-year business plan that would include eliminating Saturday mail delivery. The committee wanted to know when the business plan would be available for review. President Rolando urged the committee to address the pre-funding requirement before acting on the BOG business plan.

"Let's address the most important issue first—the misguided pre-funding burden," he said. "Let's implement the PRC's new rate-setting system. Let's fill the seven vacancies on the Board of Governors with talented people who are capable of developing a workable business plan. And then let the Postal Service and its employees adapt and innovate to meet the evolving needs of our nation."

See the June *Postal Record* for more on the hearing.

## Two of five NALC priority resolutions reach majority of support

Two of NALC's five priority resolutions have hit a majority of support in Congress. Thanks to the hard work of letter carriers nationwide, H. Res. 33, opposing the privatization of the Postal Service, and H. Res. 54, supporting the continuation of six-day delivery, have passed that 218 co-sponsor mark.

"There is still a lot of work to do," President Rolando said. "We need to continue to get as many co-sponsors as possible for each of our priority resolutions, even where majority support has been reached."

In the effort to reach a bipartisan majority on all resolutions, NALC encourages all letter carriers to check on the NALC Member App and on nalc.org to see whether their representative already is a co-sponsor of H. Res. 23, H. Res. 33, H. Res. 54 or H. Res. 60, and also whether their senators are co-sponsors of S. Res. 99, before reaching out and asking for their support.

## Branch Officers Training set for Cleveland, New Orleans

NALC Secretary-Treasurer Nicole Rhine has announced that two Branch Officers Training seminars will be held later this year.

Branch Officers Training sessions consist of three and a half days of educational seminars tailored to assist branch presidents, vice presidents, treasurers, recording secretaries, financial secretaries and trustees in the performance of their duties.

Branch Officers Training covers the basics for financial officers: taxes; accounting systems and maintenance of proper controls; reporting to the Department of Labor; fiduciary duties under the Landrum-Griffin Act; bonding of branch officers and IRS reporting requirements.

Additional training topics include the *NALC Constitution* and branch bylaws; branch operations and identifying branch policies; maintaining accurate and complete meeting minutes; member notification requirements; record-keeping; branch elections; and branch dues and how to read a dues roster.

One session of Branch Officers Training is set for Aug. 26-29 in Cleveland. The registration deadline for this training is July 19. Room rate (single/double) is \$189 plus tax.

The other session will take place Sept. 16-19 in New Orleans. Registration deadline for this training is Aug. 1. Room rate (single/double) is \$199 plus tax.

The registration form for both Branch Officers Trainings is below. Branches must use the registration form to register for the class. Note: Please do not make airline reservations until you receive an acceptance letter.

## Branch Officers Training registration form

Please register me for one of the following NALC Branch Officers Training seminars:

**Aug. 26-29 in Cleveland**

Registration deadline is July 19. Room rate [single/double] is \$189 plus tax.\*

**Sept. 16-19 in New Orleans**

Registration deadline is Aug. 1. Room rate [single/double] is \$199 plus tax.\*

**If your chosen seminar is already full, check here if you'd like to be registered for the other one.**

PLEASE PRINT LEGIBLY

Name \_\_\_\_\_

(one registrant per form, please)

Branch or state position \_\_\_\_\_

Branch # \_\_\_\_\_ Branch city \_\_\_\_\_ State \_\_\_\_\_

Home address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Phone number (required) \_\_\_\_\_

Send to:  
Secretary-Treasurer Nicole Rhine  
National Association of Letter Carriers  
100 Indiana Avenue NW  
Washington, DC 20001-2144  
FAX: 202-737-1540

\* Please do not make airline reservations until you receive an acceptance letter.

## NALC files three national-level grievances

NALC has filed a national-level grievance regarding the Postal Service's unilateral implementation of the consolidated casing initiative that began in the Annandale, VA, post office last month. The Postal Service plans to expand the initiative to more than 200 additional locations this summer. The letter initiating this grievance and NALC's questions to the Postal Service on this initiative can be viewed on nalc.org. NALC will provide assistance to branches involved in this test. Branch officers, representatives and members with questions should contact their national business agent's office. NALC will provide updates on this test as they become available.

NALC also has filed a national-level grievance regarding the Postal Service's continuing non-compliance with the contractual caps on the employment of city carrier assistants (CCAs). Article 7, Section 2 of the National Agreement and the Memorandum of Understanding Re: Sunday Delivery – City Carrier Assistant Staffing limit the number of CCAs the Postal Service may employ in each USPS district. The letter initiating the grievance can be viewed at nalc.org. Branch officers, representatives and members with questions should contact their national business agent's office.

Additionally, a national-level grievance has been filed on management's failure to implement Arbitrator Goldberg's Award, issued Aug. 6, 2018, which ordered the Postal Service to rescind the changes it had made in Exhibit 514.4 of the *Employee and Labor Relations Manual (ELM)* and PS Form 3971. The change made by USPS was to exclude the use of union leave without pay to participate in partisan political activity. The Postal Service has filed a lawsuit in federal court to vacate the award. In the absence of a court order, it is NALC's position that the Postal Service cannot suspend compliance with the Goldberg Award.

## USPS Fairness Act introduced

On April 28, Reps. Peter DeFazio (D-OR), Tom Reed (R-NY), Xochitl Torres Small (D-NM) and Brian Fitzpatrick (R-PA) introduced the USPS Fairness Act (H.R. 2382), which would repeal the mandate—enacted through the Postal Accountability and Enhancement Act (PAEA) of 2006—that USPS re-fund decades' worth of health benefits for its future retirees.

As letter carriers know, the pre-funding mandate has cost an average of \$5.4 billion annually since 2007 and is responsible for 92 percent of USPS losses over the last 12 years, as well as 100 percent of losses over the past six years. Absent this burden, which applies to no other agency or company, USPS would have recorded a surplus of nearly \$4 billion since 2013. (For more on how this mandate came about, see the cover story in the *May Postal Record*.)

Moreover, the mandate has prevented the Postal Service from properly investing in its networks and infrastructure. Even worse, the resulting financial losses are still used to both threaten core services that Americans rely on—such as door-to-door service, six-day delivery and convenient post office hours—and to advance proposals to privatize the Postal Service and attack the jobs and rights of America's postal employees.

Through its universal delivery network, the Postal Service helps unify this vast nation while linking 159 million U.S. households and businesses to each other seven days a week. The centerpiece of a \$1.4 trillion mailing industry that employs 7.5 million Americans, it also is essential to our nation's voting systems and to millions of small businesses, as well as tens of millions of citizens in rural, suburban and urban communities across the country. It also is critical to numerous industries, including e-commerce; prescription drugs; and the nation's paper, publishing and advertising businesses.

"NALC applauds Reps. DeFazio, Reed, Torres Small and Fitzpatrick for introducing this bipartisan legislation as a crucial first step toward bringing financial stability to the most trusted and highest-rated agency in the federal government," President Rolando said. "The USPS is a national treasure and an essential part of the nation's economic infrastructure. Congress caused this crisis when it passed the PAEA in 2006 and Congress can begin to fix it by passing the USPS Fairness Act."

Should this legislation progress through the House and Senate, and then be signed into law, it will significantly improve the financial situation at the Postal Service. NALC is committed to working with Congress on any and all options that can bring financial stability to the agency, so it can then focus on much-needed improvements to its networks and infrastructure (such as fleet replacement), as well as on developing or improving new and existing products and services.

Letter carriers who want to urge their representatives to become co-sponsors of the bill can call the U.S. Capitol switchboard at 202-224-3121, provide their ZIP code and be connected to their representative's office.

## Federal Retirement Fairness Act reintroduced with notable changes

On May 2, Reps. Derek Kilmer (D-WA) and Tom Cole (R-OK) introduced the Federal Retirement Fairness Act of 2019 (H.R. 2478). The bill would provide certain federal employees with the opportunity to make catch-up retirement contributions for time spent as temporary employees after Dec. 31, 1988, thus making such time creditable service under the Federal Employees Retirement System, as well as for other purposes.

The key difference between H.R. 2478 and the version introduced in the previous Congress is that temporary postal employees, such as letter carriers who spent time as casuals, transitional employees (TEs) or city carrier assistants (CCAs), are specifically covered in the new bill's language. This clarification would help postal employees plan for their retirement, should the legislation be signed into law.

NALC supports the Federal Retirement Fairness Act and will keep letter carriers posted on the legislation's progress.

## Retiree Health Benefits Fund investment bill

Reps. Stephen Lynch (D-MA) and David McKinley (R-WV) reintroduced the Postal Service Financial Improvement Act (H.R. 2553) early last month in the House. The bill is identical to versions introduced in previous Congresses and would strengthen the Postal Service's finances by raising the long-term rate of return on the assets of the Postal Service Retiree Health Benefits Fund.

It would allow the Fund to be invested in higher-returning safe investments, rather than restricting it to low-yielding Treasury bonds. NALC believes that this bill is part of a series of pieces of legislation that contain the building blocks for successful postal reform.

## Stamp Out Hunger®

## Food Drive a day for food and hope



Columbus, OH Branch 76

For the 27th year, letter carriers circled the second Saturday in May on their calendars as a day to deliver for the nation's hungry. And on Saturday, May 11—Food Drive Day—they delivered! NALC members representing more than 1,400 branches worked alongside thousands of family members, friends and volunteers—not to mention their fellow employees in the other postal craft unions and in management—to pick up bags upon bags of non-perishable food left by postal customers' mailboxes.

"Every year, I am humbled by the extra work letter carriers take on to make this humanitarian effort such a success," NALC President Fredric Rolando said. "And while we remain saddened to know that hunger remains an issue in this great country, we know that NALC will continue to stay engaged for as long as it takes to stamp out hunger."

The food drive is an especially timely event, since food donations typically peak during the winter holidays and food pantries usually are depleted by Memorial Day weekend. Complicating matters: Free or reduced-cost meals for the children of families in need tend to be available only while school is in session, which means that many families face greater hardship once summer vacation begins.

Letter carriers had to make an extra effort to collect through storms in the South and along the Eastern part of the country. But no matter the weather, nothing could dampen the enthusiasm among participants.

This issue of the *NALC Bulletin* was heading to press just as many branch collection result forms were on their way to NALC Headquarters, even as other branches were simply swamped by the overwhelming generosity of postal customers. Coordinators in those places were busily calculating just how much non-perishable food had been donated.

"It's too early to know what the results of this year's drive will be," Assistant to the President for Community Services Christina Vela Davidson said, "but no matter the result, the food banks and pantries that receive these contributions will make the most out of every single pound."

Branch collection results forms are due at NALC Headquarters by June 1. A final national total for the drive is scheduled to be announced shortly after that; a detailed report on the drive, including branch-by-branch results, will appear in the July issue of *The Postal Record*.

## 2020 Leadership Academy application period open

The application period for participation in the Leadership Academy in 2020 is now open.

Since 2005, NALC has sponsored letter carriers representing each of its 15 regions for this intensive training program to develop the skills effective leaders need.

Under the tutelage of their mentors—established NALC leaders such as branch presidents or national business agents—the students combine three separate weeks of classroom learning with take-home assignments and special projects.

During the classes, students discuss effective leadership skills and the union's legislative agenda. They learn about topics such as the Dispute Resolution Process, strategic planning, branch financial responsibilities, retirement issues, route protection, workers' compensation, effective negotiation techniques and getting NALC's message out.

The application period ends on Aug. 31; a Leadership Academy schedule for 2020 will be announced later.

Application forms are available at nalc.org/leadership. Those who have applied previously but were not selected must reapply to be considered.



NALC members, family and friends joined Team NALC Rolando to participate in the 2019 Muscle Walk of Greater Washington, DC. The team raised more than \$19,000 before and after the event on May 18.

## National Association of Letter Carriers

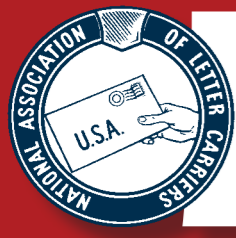
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NALC President Fredric Rolando delivers his opening statement to the postmaster general and Postal Service executives.

## NALC, USPS formally open bargaining talks

The leaders of the National Association of Letter Carriers and the United States Postal Service formally opened negotiations for a new collective-bargaining agreement on June 26.

In his opening statement, NALC President Fredric Rolando told Postmaster General Megan Brennan, "We are committed to work with you in good faith and to do whatever it takes to achieve a mutually beneficial contract. But we are equally committed to fight for such a contract in interest arbitration, if necessary."

Joining President Rolando for the event—held in the Benjamin Franklin Room at Postal Headquarters in Washington, DC—were the other members of the NALC Executive Council as well as letter carrier staffers from Headquarters and legal counsel. USPS executives and postal headquarters employees joined Brennan at the Wednesday morning meeting.

Brian Renfro, who as NALC executive vice president serves as the union's chief spokesperson for this round of bargaining, kicked off NALC's presentation, saying, "The Postal Service and our union have a long history of productive and successful collective bargaining, dating back to 1970. As we begin this round of collective bargaining almost 50 years later, we reflect on our long, proud history. But, more importantly, it is an opportunity to address issues confronting America's city letter carriers and the Postal Service today. We embrace this opportunity."

### Past is present

To begin his statement, President Rolando acknowledged that the Postal Service faces many similar obstacles as it did in the last round of negotiations. "As in 2016, we face the impact of the retiree health pre-funding mandate that continues to distort the overall financial picture surrounding the Postal Service, accounting for 100 percent of the Postal Service's losses over the past six years," he said. "The outlook for postal reform legislation to resolve the pre-funding fiasco remains cloudy at best, in the face of congressional gridlock and political dysfunction."

The problems on the workroom floor remain a persistent issue as well. "Speaking bluntly, it has become clear to us that postal management does not choose to acknowledge—much less address—this problem, which festers and persists in too many post offices across the country," Rolando said. "We had hoped the workplace culture MOU negotiated in the 2016 contract would result in a serious effort by management to jointly address offices with such work environments. We will aggressively explore other options to improve the workplace environment in this round of collective bargaining."

The turnover in the ranks of city carrier assistants (CCAs) hasn't improved, either. "To address these problems, we will propose accelerated CCA conversions to career status and changes that will facilitate a transition to an all-career workforce," he said.

Rolando acknowledged the simultaneous bargaining the Postal Service was doing with the other postal employee unions, but said that these negotiations would not affect a potential agreement for letter carriers.

The president told the postal executives that, despite these challenges and distractions, "these factors will not affect the NALC's agenda in these negotiations. Our unique and indispensable role in the success of the Postal Service dictates a concerted focus on city carrier issues."

### Looking forward

Rolando laid out the goals of the union in these negotiations, starting with the most essential: "to preserve and improve the standard of living for city letter carriers," he said. "We aim to move forward, not backward. There will be no concessions offered or given. But we will work diligently and professionally to find common ground and mutual progress."

The president emphasized that any agreements must be enforced jointly and that the union will propose "practical solutions to improve safety, efficiency, service and staffing as well as measures to achieve properly adjusted routes," he said. "Unilateral approaches are not acceptable to us—only jointly developed and administered approaches will work."

Rolando said that the history of collective bargaining has strengthened USPS and could do so again. "We are truly hopeful because we believe in the process of collective bargaining," he said. "Our track record as collective-bargaining partners has been excellent—both sides can be proud of it."

"I know we have the capacity, on both sides of this table, to rise to the occasion once again—not just to reach a fair agreement but to advance the interests of city letter carriers and the long-term prospects of the Postal Service, a national treasure that all of us truly love."

The unique role of letter carriers creates great opportunity for the Postal Service to innovate. "Our competitive advantage, made possible by our unique and unrivaled first-mile collection and last-mile delivery networks, can be strengthened through this process," he said. "We can and must work together to innovate and diversify our customer base."

Rolando took a moment to comment on his role in these negotiations. "This is the third time I have had the privilege of leading the NALC in contract negotiations," he said. "I am extremely proud to be representing America's city letter carriers in this effort, and I am even more proud to be a letter carrier."

### Management's turn

In her opening remarks, Postmaster General Brennan thanked Rolando for his active engagement before turning to the challenges at hand.

"Everyone here today is well aware of the enormous challenges the Postal Service continues to face," she said. "This includes serious financial challenges and an ongoing erosion of mail volume. At the same time we're adjusting to the ever more competitive market for package delivery in particular. And this requires unprecedented levels of flexibility as we strive to protect the business we have and compete for more customers."

The postmaster general said that she sees collective bargaining as an opportunity to jointly address those challenges, by modifying "the manner in which we manage our cost structure and flexibility of the NALC workforce in this rapidly changing and increasingly competitive environment. The decisions we will make over the coming months will impact the future success of our organization."

While she acknowledged the necessity of a legislative solution to the pre-funding burden, "we have a continuing obligation as stewards of this organization to make the difficult choices and devise the creative solutions that will improve our competitive position as we adjust to our new financial reality and to the changing marketplace," Brennan said.

"I am committed to investing in the future of the Postal Service in order to create long-term opportunities for success. And our customers are continually demanding flexibility in where and how they do business with us. We will continue to invest in technology, our infrastructure and our people, enabling us to better compete for business and continue to provide outstanding service to the American public," she added.

Ultimately, Brennan said that she remained hopeful that the parties would reach an agreement. "We should take this opportunity to partner together and achieve a negotiated agreement that is both fair to our employees and positions the organization for success moving forward," she said. "Whatever our disagreements may be, we can always agree that we share a common objective, and that is to ensure the long-term viability of the Postal Service that serves the American people and that [it] is also a great place for our employees to come to work."

"I thank President Rolando, each and every one of you and all of our professional letter carriers throughout the country for their continued service and dedication to the Postal Service and the American public. I have faith that the parties will work together to meet the challenges we continue to face, and know that we will engage in serious and honest discussions in an effort to reach a negotiated agreement. We look forward to continuing the conversation," she concluded.

### Next steps

The present collective-bargaining agreement is set to expire at midnight on Sept. 20. If the parties fail to reach an agreement by then, federal law establishes a system of mediation and binding arbitration to resolve disputes; the law forbids strikes by postal workers. As this issue of the *NALC Bulletin* was going to press, the parties were organizing bargaining committees for negotiations.

President Rolando's full statement is available on [nalc.org](http://nalc.org) and future updates on bargaining will be in the *NALC Bulletin*, in *The Postal Record*, on the NALC Member App and on NALC's social media accounts.

## Report all heat-related injuries

For immediate assistance from Headquarters on heat-related injuries, please download the heat injury report from the NALC Safety and Health page. You can download the form here: [nalc.org/workplace-issues/body/Heat-Injury-Initial-Report-Form.pdf](http://nalc.org/workplace-issues/body/Heat-Injury-Initial-Report-Form.pdf). Send the completed form to Director of Safety and Health Manuel Peralta Jr. and to your NBA's office. Letter carriers are also encouraged to download the OSHA-NIOSH Heat Safety app referenced in the Contract Talk column in the May 2018 *Postal Record*.

## Schedule set for rap session

NALC's 2019 national conference, known as the "rap session," will be held the weekend of Aug. 9-11 at the Hyatt Regency Denver at the Colorado Convention Center.

The national conference is held in years between NALC's biennial conventions. Article 3, Section 4(b) of the *NALC Constitution* states: "The National President shall, once each year except in the year of the National Convention, call a national conference. This conference shall be voluntarily attended by only State and Branch Presidents or their designees, with their expenses to be borne by the State Association or Branch represented."

The weekend's events will begin with registration on Friday, Aug. 9. A welcome reception will be held that night from 5:30 p.m. to 7:30 p.m. Registration will continue Saturday morning. Tables with information on various NALC programs will be set up in the registration area. For the registration times and more information, go to [nalc.org/rapsession](http://nalc.org/rapsession).

Classes will be held on Saturday, with four classes offered between 8 a.m. and 6 p.m. Each class will run two hours, so every attendee will have the opportunity to attend all of the workshops. There also will be a break for lunch. The classes will cover a wide range of issues facing letter carriers and the union. The four training sessions will be led by:

- Executive Vice President Brian Renfro
- Vice President Lew Drass and Director of City Delivery Christopher Jackson
- Secretary-Treasurer Nicole Rhine, Assistant Secretary-Treasurer Paul Barner and Director of Safety and Health Manuel L. Peralta Jr.
- Director, Health Benefit Plan Stephanie Stewart; Director of Retired Members Dan Toth and Director of Life Insurance James "Jim" Yates

The rap session, led by NALC President Fredric Rolando, will be held on Sunday, beginning at 8 a.m., and is scheduled to end at 11 a.m.

## Louisiana letter carrier killed on his route



NALC is deeply saddened to learn that letter carrier Antonio Williams, a Shreveport, LA Branch 197 member, was shot and killed while delivering his route on Saturday, June 22. He was making deliveries around 11:20 a.m. when the attack happened, and was declared dead at the hospital.

"On behalf of the NALC, we mourn the loss of Brother Williams," NALC President Fredric Rolando said. "A father of eight and grandfather of 13 who would have turned 53 years old on Friday, June 28, Antonio was a dedicated carrier for the past 12 years. He loved his craft and served his customers well. The senseless nature of his death makes it even more heartbreaking. We send our thoughts and prayers to Antonio's family and loved ones."

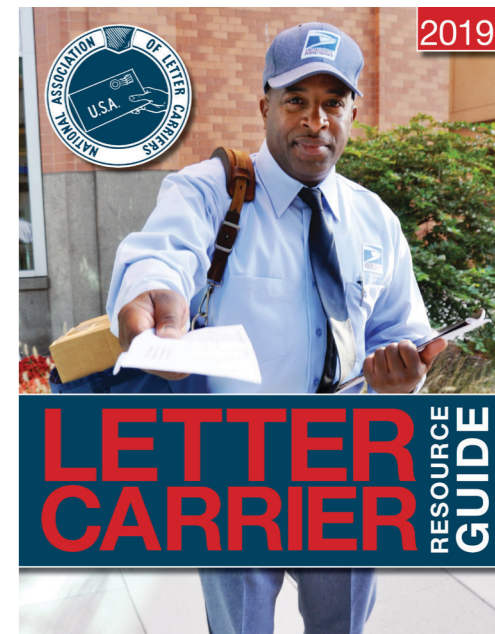
## Letter Carrier Resource Guide is available online

NALC's *Letter Carrier Resource Guide* combines the 2016 *City Carrier Assistant Resource Guide* and the 2014 *Letter Carrier's Guide* into one merged and updated publication. The *Letter Carrier Resource Guide* is now available in downloadable PDF format on the NALC website at [nalc.org/resourceguide](http://nalc.org/resourceguide). The online version contains links throughout the guide that will connect you directly to additional relevant information.

The guide is a one-stop shop of valuable information for all city letter carriers at every stage of their careers. With a redesigned format and more than 20 pages of new information, the *Letter Carrier Resource Guide* was created to address letter carriers' concerns throughout their career. For city carrier assistants (CCAs), the guide includes updated CCA rights and benefits reflected in the 2016-2019 National Agreement and the joint Questions and Answers 2011 USPS/NALC National Agreement.

A new "On the Job" section provides information on issues relevant to the workroom floor, such as Delivery Operations Information System (DOIS) projections and PS Form 3996, the MDD, Customer Connect and Sunday parcel delivery. Additional chapters with information on Wounded Warriors Leave, ePayroll, PS Form 3971 and holiday provisions will assist letter carriers in using their contractual rights.

Also in the new guide is a significantly expanded section explaining the changes to letter carriers' rights and benefits when they become full-time regular (FTR), part-time regular (PTR) or part-time flexible (PTF). This section explains things such as layoff protection, military buyback and contractual overtime provisions.



## USPS Fairness Act marks opportunity to address postal finances

When Reps. Peter DeFazio (D-OR), Tom Reed (R-NY), Xochitl Torres Small (D-NM) and Brian Fitzpatrick (R-PA) introduced the USPS Fairness Act (H.R. 2382) back in April, it provided a serious opportunity to substantially improve the financial situation at the U.S. Postal Service.

The USPS Fairness Act addresses the key issue behind the Postal Service's red ink: the pre-funding mandate. In 2006, Congress passed the Postal Accountability and Enhancement Act (PAEA), which mandated that USPS pre-fund decades' worth of health benefits for its future retirees. This mandate has created red ink for USPS at an average of \$5.4 billion annually since 2007; it is responsible for 92 percent of USPS losses over the last 12 years, and 100 percent of losses over the past six years. Were this burden not imposed, USPS would have recorded a surplus of nearly \$4 billion since 2013.

Repealing pre-funding, as the USPS Fairness Act would do, is key to achieving meaningful postal reform, freeing the Postal Service to invest in infrastructure and better utilizing its universal network to serve business and residential customers.

"These are bipartisan goals that can be achieved," NALC President Fredric Rolando said, "but we need to educate lawmakers on the importance of eliminating this mandate."

Resources on the NALC Government Affairs web page offer information on pre-funding and on H.R. 2382, including a fact sheet titled "Pre-funding."

Lawmakers from both sides of the aisle have signed on to H.R. 2382 as co-sponsors, but at least 218 are needed to reach the required majority support of the 435 House members. In fact, with the new House rules, legislation that reaches 290 or more co-sponsors can be scheduled for a House floor vote.

President Rolando has called on all NALC branches and state associations to make a sustained push over the August congressional recess to mobilize active and retired members of the NALC to contact their representatives in the House of Representatives and ask them to co-sponsor H.R. 2382. (See the President's Message in the August *Postal Record*.)

Even if the number of co-sponsors reaches 218, each additional representative increases the chances of passing this legislation through both chambers.

Letter carriers are encouraged to check NALC's Government Affairs "News & Updates" web page to see if their member of Congress has co-sponsored the bill (you can also check directly by going to [Congress.gov](http://Congress.gov) and typing in "HR 2382" into the search bar). If your member is a co-sponsor, please take time to call his or her office or send a message expressing your thanks.

You can reach your representative's office by calling the Capitol Switchboard at 202-224-3121 (be prepared to provide your ZIP code to connect to your representative). Or you can look up their local district offices by visiting their websites on [house.gov](http://house.gov).

### Four of five priority resolutions at majority of support

Thanks to the efforts of letter carriers nationwide, four of the five NALC priority resolutions have reached majority support in their respective chambers. Resolutions opposing postal privatization, supporting continued six-day delivery, and supporting door delivery are above 218 co-sponsors in the House or 51 co-sponsors in the Senate, which represent the majority in each chamber.

H. Res. 60, which calls for strong service standards, has yet to reach 218 co-sponsors. Check [nalc.org](http://nalc.org) for the latest numbers on each of these resolutions and for instructions on how to contact your lawmakers.

## Food Drive delivers 75.7 million pounds



Letter carriers' commitment to helping put food on the tables of America's hungry families has only grown, and this, the 27th year of the Letter Carrier Stamp Out Hunger® Food Drive, put our commitment on display.

On Saturday, May 11—Food Drive Day—letter carriers delivered on that commitment once again. They brought caring and compassion to their communities by collecting food in the nation's largest one-day food collection effort. With the help of thousands of family members, friends and volunteers, including fellow postal employees in other crafts and in management, letter carriers in more than 1,400 branches collected bags of non-perishable food that postal customers left next to their mailboxes. Despite bad weather in many parts of the country, letter carriers persevered, filling local food pantries with the donations.

Held each year on the second Saturday in May, the NALC food drive comes at a critical time on the calendar because food donations usually peak during the winter holidays, leaving community food pantries nearly empty by spring. Summer vacation from school also factors in, since free or reduced-cost school meals for the children of families in need tend to be unavailable.




"I am both humbled and proud each May as I see letter carriers demonstrate their support for the communities they serve," NALC President Fredric Rolando said. "They always turn out to help the most vulnerable among us—people who may not be sure where their next meal will come from—at this critical time of year."

The total amount collected nationally stands at 75,676,069 pounds at press time, but results continue to roll in. San Juan, PR Branch 869 topped the list of branch food collection totals by collecting more than 2.3 million pounds. The leading branches among different branch size groups, and results reported from every branch, are listed in the pages of the *July Postal Record*.

"Letter carriers gave it their all again on May 11," Assistant to the President for Community Services Christina Vela Davidson said. "You could see it on their faces: They are proud to serve their communities by helping to put food on the tables of neighbors who rely on it."

None of this would have been possible without the assistance of the Stamp Out Hunger Food Drive's national partners. "These partners provide tangible support that helps to encourage the generous participation of our postal customers," Rolando said.

Rolando thanked this year's national partners: the U.S. Postal Service, the United Food and Commercial Workers International, the National Rural Letter Carriers' Association, Valpak, United Way Worldwide, the AFL-CIO, Valassis, the Kellogg Co. and CVS Health.

**Support Team NALC Rolando's MDA Fundraising Effort:**

**Make checks or money orders directly out to MDA.**

**Mail this completed form and your donation to:**

Name: \_\_\_\_\_

Branch # \_\_\_\_\_ Amount \$ \_\_\_\_\_

**National Association of Letter Carriers**  
**Attn: MDA - Christina Vela Davidson**  
**100 Indiana Ave., NW**  
**Washington, DC 20001**

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NALC

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Sept. 28, 2019

# Bulletin

## Update on NALC's case consolidation lawsuit

U.S. District Court Judge James E. Boasberg heard arguments on Sept. 25 in NALC's lawsuit against the Postal Service over the Consolidated Casing Initiative. As previously reported, the suit asks the court to issue an injunction stopping the Postal Service from continuing to test consolidated casing until NALC's pending national-level grievance is resolved by an arbitrator. Appearing on behalf of NALC, Peter D. DeChiara, of Cohen, Weiss and Simon, LLP, argued that many letter carriers are now suffering and will continue to suffer irreparable harm unless the consolidated casing program is halted by the court. The judge deferred issuing a decision and asked the parties for additional written briefs within the next two weeks.

## U.S. to remain in the Universal Postal Union

On Sept. 25 in Geneva, Switzerland, delegates to a Special Congress of the Universal Postal Union (UPU) reached an agreement on reforms to the way postal operators pay each other for delivering international mail—the so-called “terminal dues” system. The UPU is the United Nations agency that regulates international mail and has more than 190 members.

The agreement (Option V) was worked out between the United States, China and a group of European countries, and then adopted after an internal amendment and consultation process involving some 30 countries. Thanks to the agreement, the United States announced that it would remain a member-state in the UPU.

The Special Congress was prompted by a 2018 threat by the Trump administration to leave the UPU unless the United States could declare its own rates on inbound international mail, a segment of which lost money because rates for developing countries like China were set below domestic rates.

The UPU approved a special “carve out” for the United States, which will be allowed to declare its own rates by July 2020 on a reciprocal basis—which means that other countries can also self-declare rates on mail from the United States. All other countries will transition to a new rate system over five years.

“NALC is pleased that the U.S. will remain in the UPU,” President Fredric Rolando said, “but it is too early to comment on the new agreement. We will work with our global federation, UNI Post & Logistics, to analyze the new terminal dues system and report our findings.”

NALC opposed leaving the UPU because it threatened the Postal Service's \$2.6 billion in international mail revenues, which earn an overall profit of some \$600 million—even though USPS lost money on a narrow segment of small packets (e-commerce merchandise).

## Carriers encouraged to give through CFC

As letter carriers, we contribute to our communities in many ways, on and off the clock. One way we do so is through the world's largest annual workplace giving program, the Combined Federal Campaign (CFC).

As federal employees, letter carriers can participate in the CFC to make charitable donations via deductions from our paychecks. Letter carriers may sign up to make donations through CFC next year during its open season, Sept. 9, 2019, through Jan. 12, 2020.

Pledges made during the campaign season support eligible non-profit organizations chosen by the donor. Carriers can choose what groups they want to support from a list of more than 2,000 eligible charities, and an amount of their choosing will be deducted from their paychecks each pay period and automatically sent to their selected charities.

“These charities count on the support of federal employees, including letter carriers, every year through CFC,” NALC President Rolando said.

All active letter carriers can participate in the CFC. The easiest way to sign up is through the CFC Online Donation System at [cfcgiving.opm.gov](http://cfcgiving.opm.gov).

In a letter, Rolando asked NALC members to contribute through the CFC in addition to the other ways they support the community.

“Each day, within the communities where we live and deliver the mail, many of us encounter people who are enduring real-life problems,” Rolando wrote. “Throughout the year, we help our communities in a number of ways while looking after those who are vulnerable. In addition to what we do each day in the neighborhoods we serve, the Combined Federal Campaign gives us an easy way to contribute money through payroll deductions to the charities we care about.”

NALC is directly involved in three such charities:

**The Postal Employees' Relief Fund (PERF)** provides financial support to active and retired postal employees whose primary residence has been completely destroyed or left uninhabitable by a major natural disaster or an isolated house fire. The charity is run by the four postal employee unions and three management organizations, whose members support PERF through voluntary donations. Information and applications for PERF assistance can be found at [postalrelief.com](http://postalrelief.com).

**The Muscular Dystrophy Association (MDA)** is NALC's only official charity. It is the world's leading non-profit health organization sponsoring research into the causes of, and effective treatments for, neuromuscular diseases. MDA research grants support about 150 research projects worldwide, as well as camps and activities for children who have one of these diseases. For more information, go to [mda.org](http://mda.org).

**United Way Worldwide** is the leadership and support organization for the network of nearly 1,800 community-based United Way organizations in 40 countries and territories. United Way focuses on creating community-based and community-led solutions that strengthen the cornerstones for a good quality of life: education, financial stability and health. For more information, go to [unitedway.org](http://unitedway.org).

# NALC reaches impasse with USPS in negotiations

On Sept. 20, negotiations for a new collective-bargaining agreement between NALC and USPS came to an impasse. The current collective-bargaining agreement remains in force pending final resolution of the parties' collective-bargaining dispute.

The next step is a mandatory 60-day mediation period required by statute. The parties will use the mediation period to continue negotiations while simultaneously attempting to agree on a neutral arbitrator in the event the parties remain at impasse after the 60-day period. That neutral arbitrator will chair an arbitration board that will also include one management and one union arbitrator.

The parties continue to have unresolved differences over major issues, including—but not limited to—letter carrier compensation, the non-career workforce, subcontracting, non-layoff provisions, and various memos regarding safety, city delivery, workplace intervention, route evaluations, route structure and wage theft.

Issues that remain in dispute after the mediation period will be addressed through the interest arbitration process, which will result in a final and binding decision on the contents of a new national agreement.

For more on the impasse, see the October issue of *The Postal Record*.



NALC President Fredric Rolando during the opening of negotiations

## USPS Fairness Act and priority resolutions gain momentum

NALC's five priority resolutions, as well as the USPS Fairness Act (H.R. 2382), the bill in the House of Representatives that would eliminate the mandate to pre-fund retiree health benefits, have continued to gain support from both sides of the aisle. At this time, a bipartisan House majority supports repealing the mandate to pre-fund retiree health benefits and maintaining six-day mail delivery and door delivery, while bipartisan majorities in the House and Senate oppose privatization of the Postal Service.

“This majority of support is due to the overwhelming and diligent work of letter carriers across the country who have taken the time to meet with their members of Congress during the August congressional recess,” NALC President Fredric Rolando said. “The strong House support means that NALC has the ability to protect pivotal services, fight back against calls for privatization and demonstrate that the mandate to pre-fund retiree health benefits should end.”

In 2006, Congress mandated that USPS pre-fund decades' worth of health benefits for its future retirees. This mandate, which has cost USPS an average of \$5.4 billion annually since 2007, is responsible for 92 percent of USPS losses over the last 12 years and 100 percent of losses over the past six years. Without this burden imposed, USPS would have recorded surpluses of nearly \$4 billion since 2013.

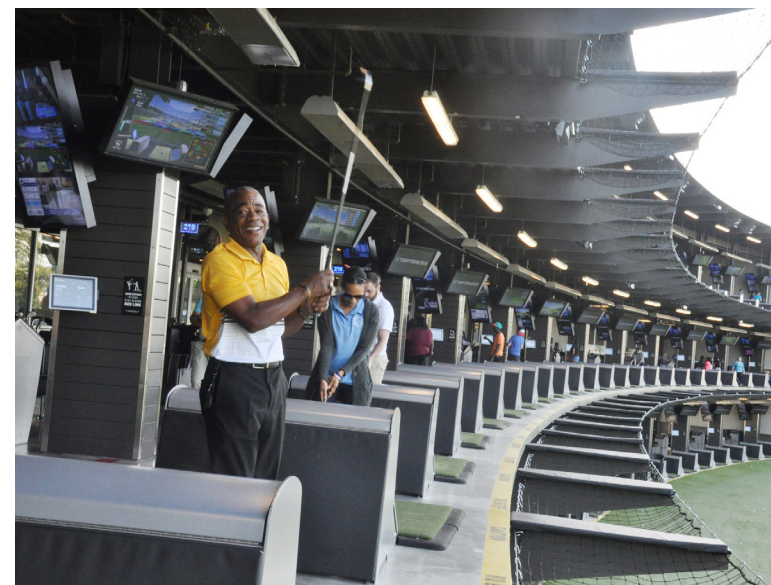
“Repealing the pre-funding requirement is key to achieving sensible postal reform, investing in the Postal Service's infrastructure and better utilizing its vast network to serve residential and business customers,” Rolando said.

Noting that “the work is far from done,” Rolando called on letter carriers to continue to reach out to all members of Congress. “There are many legislators who have not heard from us and who need an education about the Postal Service and the invaluable role that letter carriers play in serving their customers and communities. Our hope is that every member of Congress—no matter their party, history or views—will hear from us.”

Resources are available on the NALC Government Affairs page of [nalc.org](http://nalc.org) for background information on pre-funding and H.R. 2382. You can find fact sheets about pre-funding or check the latest co-sponsors on H.R. 2382 to see if your member of Congress has co-sponsored the bill. (You also can check directly by going to [Congress.gov](http://Congress.gov) and typing in “HR 2382” into the search bar at the top of the page.)

While the priority resolutions on door delivery (H. Res. 23), six-day mail delivery (H. Res. 54) and opposing the privatization of USPS (H. Res. 33/S. Res. 99) all have achieved majority support with more than 218 co-sponsors, the resolution on restoration of service standards (H. Res. 60) still needs more co-sponsors.

To contact your representative, call the Capitol Switchboard at 202-224-3121 and provide your ZIP code. Ask your representative to support the Postal Service and its employees by co-sponsoring H.R. 2382 and any resolutions they have not co-sponsored.



On Sept. 18, a group of NALC members had a great time golfing while also working to “Deliver the Cure.” The tournament, held at Topgolf in Oxon Hill, MD, has raised \$19,641—and counting.

## National Association of Letter Carriers

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# Bulletin

## Pre-funding repeal bill reaches 272 co-sponsors

NALC has made the USPS Fairness Act (H.R. 2382) a priority and its momentum continues to rise. The bill would repeal the mandate that USPS pre-fund decades' worth of health benefits for its future retirees that was contained in the Postal Accountability and Enhancement Act (PAEA), adopted in 2006.

The repeal of the pre-funding mandate is key to achieving meaningful postal reform, because it would free the Postal Service to invest in its infrastructure and better utilize its universal network to serve business and residential customers. Even if a more comprehensive bill may struggle during the 116th Congress, enactment of H.R. 2382 would help improve Postal Service finances and put lawmakers in a good position to advance a broader postal reform bill in the next Congress, if not this one.

H.R. 2382 continues to add co-sponsors to its already sizable bipartisan majority support. Introduced on April 28 by Reps. Peter DeFazio (D-OR), Tom Reed (R-NY), Xochitl Torres Small (D-NM) and Brian Fitzpatrick (R-PA), H.R. 2382 would eliminate a mandate that has cost an average of \$5.4 billion annually since 2007, while accounting for 92 percent of USPS's reported losses over the last 12 years and 100 percent over the last six years. Absent this burden, which applies to no other federal agency or private company, USPS would have recorded a surplus of nearly \$4 billion since 2013.

As this issue of the *NALC Bulletin* was going to press, the bill had 272 co-sponsors.

NALC members are encouraged to check whether their member of Congress is a co-sponsor. If not, you can reach their office by calling the Capitol switchboard at 202-224-3121 and asking for their support and co-sponsorship.

While there is not currently a Senate companion bill, there is talk of one being introduced soon. When that happens, NALC will encourage all letter carriers to contact the two senators from their state and ask them to co-sponsor the bill, too.

Additionally, NALC supports five resolutions introduced in Congress. While non-binding, these resolutions send a strong message about the breadth of support for USPS and its mission.

While the priority resolutions on door delivery (H. Res. 23), six-day mail delivery (H. Res. 54) and opposing the privatization of USPS (H. Res. 33/S. Res. 99) all have achieved majority support with more than 218 co-sponsors in the House or (in the case of S. Res. 99) more than 50 in the Senate, the resolution on restoration of service standards (H. Res. 60) still needs more co-sponsors.

Another notable bill NALC is tracking is H.R. 141, the Social Security Fairness Act, introduced by Rep. Rodney Davis (R-IL). The bill would repeal the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP) titles of the Social Security Act. As of press time, it had 218 co-sponsors.

Letter carriers can find a useful fact sheet on pre-funding and the USPS Fairness Act on NALC's Government Affairs page by clicking on the Legislative Action Center on the right-hand side of the page. This information and more legislative tools are available for your Android or iPhone smartphone through the NALC Member App.

## Branch Officers Training set for Washington, DC

A NALC Branch Officers Training session has been set for Jan. 27-30 in Washington, DC.

Branch Officers Training sessions consist of three and a half days of educational seminars tailored to assist branch presidents, vice presidents, treasurers, recording secretaries, financial secretaries and trustees in the performance of their duties.

The training covers the basics for financial officers: taxes; accounting systems and maintenance of proper controls; reporting to the Department of Labor; fiduciary duties under the Landrum-Griffin Act; bonding of branch officers and IRS reporting requirements.

Additional training topics include the *NALC Constitution* and branch bylaws; branch operations and identifying branch policies; maintaining accurate and complete meeting minutes; member notification requirements; record keeping; branch elections; and branch dues and how to read a dues roster.

The registration deadline for this training session is Dec. 16. Room rate (single/double) is \$189 plus tax.

Use the registration form below to register. **Note: Please do not make airline reservations until you receive an acceptance letter.**

### Branch Officers Training registration form

Please register me for the following NALC Branch Officers Training seminar:

Jan. 27-30 in Washington, DC

Registration deadline is Dec. 16. Room rate [single/double] is \$189 plus tax.\*

PLEASE PRINT LEGIBLY

Name \_\_\_\_\_  
(one registrant per form, please)

Branch or state position \_\_\_\_\_

Branch # \_\_\_\_\_ Branch city \_\_\_\_\_ State \_\_\_\_\_

Home address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Phone number (required) \_\_\_\_\_

Send to:

Secretary-Treasurer Nicole Rhine  
National Association of Letter Carriers  
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Washington, DC 20001-2144  
FAX: 202-737-1540

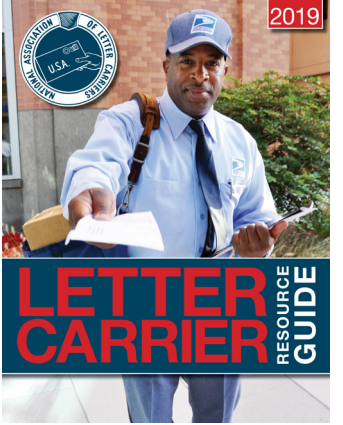
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## The printed version of the 2019 Letter Carrier Resource Guide is now available to order

The 2019 *Letter Carrier Resource Guide*, a comprehensive guide for every letter carrier, combines, updates, and replaces the 2016 *City Carrier Assistant Resource Guide* and the 2014 *Letter Carrier's Guide*. This new all-in-one guide was created for all letter carriers to obtain important information pertaining to every stage of their career. The guide includes updated rights and benefits, and relevant changes to these rights and benefits, as letter carriers progress from city carrier assistant to career status. The guide includes chapters on NALC structure, health benefits, pay, uniforms, workroom floor issues, community service, legislation and much more.

To order a printed version of the *Letter Carrier Resource Guide*, log on to the Members Only section of the NALC website, click the checkbox below the image of the guide and a copy will be mailed to your NALC address of record.

The guide is also available as a PDF at [nalc.org/resourceguide](http://nalc.org/resourceguide).



## Giving Tuesday for MDA

NALC is partnering with the Muscular Dystrophy Association to #DeliverTheCure during its Giving Tuesday campaign.

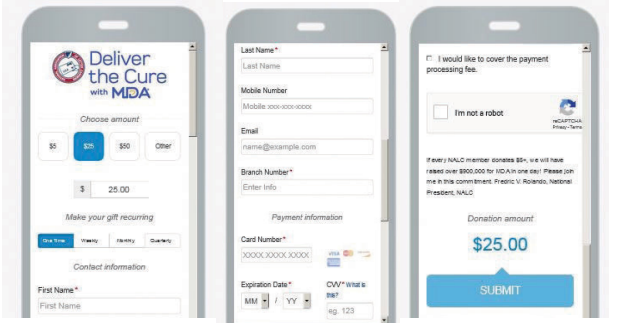
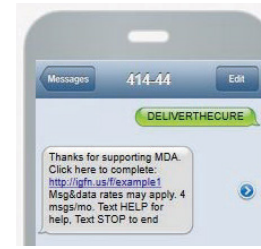
"No events, no equipment, no bags, and no going anywhere—you don't even need to get dressed, unless you want to," NALC Assistant to the President for Community Services Christina Vela Davidson said. "Just sit on your couch and hold your phone in your hand; it's that easy. It is what we do every day: texting. With one text, you can help transform the lives of people living with muscular dystrophy, ALS and related neuromuscular diseases."

Giving Tuesday was established as a hashtag campaign (#GivingTuesday) in 2012. Giving Tuesday season will begin Nov. 5 and run through Dec. 3. NALC and MDA are asking letter carriers and their friends and family to support #DeliverTheCure on Giving Tuesday, to assist those kids and adults afflicted with muscular dystrophy, ALS and related diseases.

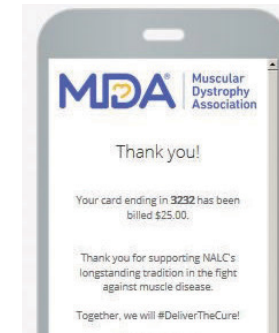
The following steps show you how easy it is to donate:

1. Text "DeliverTheCure" to 41444, and click on the link provided.

2. Complete the donation portion.



3. Once you have completed the donation, you will receive the following "thank you" note.



"Three steps—that's all it takes to #DeliverTheCure," Davidson said.



### National Association of Letter Carriers

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Mack I. Julion

Dear Brothers and Sisters,

I couldn't be more proud of our members. Each year, we raise more than \$1 million for MDA. From raffles, pancake suppers and golf tournaments to satchel drives, bowling tournaments, bingo nights and backyard carnivals with dunk tanks, your support for MDA has been truly remarkable. Today, I'm asking you to join me in a new nationwide campaign, and **all you need is your phone.**

Text **DeliverTheCure** to **41444** and make a one time or recurring donation of \$5 or more to MDA. If every NALC member donates \$5 or more, we will raise over \$900,000 for children and adults living with neuromuscular disease. This campaign will be running from now through #GivingTuesday in December and beyond, so there's plenty of time for members to donate and help raise funds.

Since 1952, the NALC has worked tirelessly to raise funds for the Muscular Dystrophy Association (MDA). Thanks to the dedication and energy of sisters and brothers like you, our union has helped accelerate innovations in science and care for muscular dystrophy, ALS, and other neuromuscular diseases.



Our first big campaign for MDA happened in 1953 during Thanksgiving week, when tens of thousands of letter carriers in more than 800 cities returned to their routes for a second time to raise money door to door. The effort was called "The Letter Carrier March for Muscular Dystrophy," nicknamed "The Porchlight Brigade."

The faithful commitment of our members has led to life-changing breakthroughs for people living with neuromuscular disease, including the development of FDA-approved therapies in the past five years alone.

With your help, we can become MDA's largest corporate donor for #GivingTuesday.

In Solidarity,

Fredric Rolando,  
NALC President



1954 Dr. Ralph W. Gerard, professor of neurophysiology, accepts a check from NALC's Chicago Branch 11 carriers.

Affiliated with the AFL-CIO & Union Network International

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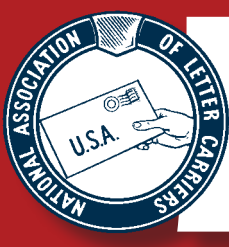
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## Update on contract negotiations

NALC and management negotiators have reached the end of the 60-day mediation period following the Sept. 20 expiration of our National Agreement with USPS. The parties remain at impasse and are discussing the selection of a neutral arbitrator.

Although NALC will continue to bargain in good faith, we will not delay the interest arbitration process.

Under the law, both NALC and postal management will name one arbitrator and select a third neutral arbitrator to serve as the chairman of the arbitration board. Both sides will present evidence and testimony to the arbitration board, which will, following hearings, issue a final and binding decision on the contents of our next collective-bargaining agreement. While these impasse procedures are taking place, the terms of our 2016-19 National Agreement remain in effect.

## Momentum grows for USPS Fairness Act

All across the country, letter carriers have been reaching out to lawmakers and their staffs, scheduling meetings, calling in and speaking in person about the importance of repealing the onerous pre-funding mandate via the USPS Fairness Act (H.R. 2382). This popular bipartisan bill has reached 289 co-sponsors as of press time, and is closing in on NALC’s goal of 300 co-sponsors.

With such strong support, the bill could see House floor action in the coming months. In addition, as this article was going to print, a Senate companion bill was being finalized for introduction. Be sure to check NALC’s Government Affairs web page for the latest information and for what steps letter carriers should take to ensure that NALC’s message is properly delivered to both chambers of Congress.

## FY 2019 financial report

On Nov. 14, the U.S. Postal Service announced the financial results for Fiscal Year 2019. The large loss posted by USPS (\$8.8 billion) is largely the result of external factors, not the normal operations of the agency.

More than half the loss stems from the 2006 congressional mandate that requires the Postal Service, alone among all public agencies and private companies, to pre-fund future retiree health benefits decades in advance. This accounted for \$4.564 billion in red ink this year.

A large portion of the remainder of the reported loss is explained by historically low interest rates that have resulted in huge non-cash actuarial adjustments to the Postal Service’s projected liabilities for future workers’ compensation costs and pension benefits. Under accounting rules, the adjustment of future liabilities results in increased expenses in 2019, even though actual workers’ compensation cash expenditures for the year declined and the agency’s pension funds remain well funded:

The workers’ compensation adjustment for the year—\$2.155 billion—was particularly onerous in 2019.

Falling interest rates also inflated future retiree pension liabilities, causing amortization expenses for CSRS and FERS to rise to \$2.677 billion.

Excluding these pre-funding expenses, workers’ compensation adjustments and retiree amortization costs, the Postal Service’s revenues from the sale of postage exceeded the costs of processing and delivering the mail by \$583 million.

The agency’s loss in 2019 also was inflated by the 2016 rollback in postage rates (-4.3 percent) ordered by the Postal Regulatory Commission (PRC), which costs the Postal Service \$2 billion annually.

“The 2019 financial results demonstrate the need for legislative and regulatory actions regarding factors beyond USPS control,” NALC President Fredric Rolando said in a statement. “Lawmakers should repeal the 2006 congressional mandate to pre-fund retiree health. It has accounted for nearly 90 percent of the Postal Service’s accumulated losses since 2007. Fortunately, there is strong support for this action in Congress. A bipartisan majority of 289 members of the House of Representatives has co-sponsored a bill (H.R. 2382) to repeal the pre-funding mandate.

“Congress also should permit the Postal Service to invest its massive retirement funds more sensibly—they are currently restricted to low-yielding Treasury bonds.

“Meanwhile, the PRC should expeditiously complete its ongoing review of the postage rate-setting system. At present, USPS is constricted in its ability to adjust rates by no more than the Consumer Price Index, but the CPI is an economy-wide measurement of consumer goods and services that doesn’t fit a transportation and delivery provider. The PRC has the ability to correct this mismatch and relieve the resulting financial pressure. It also should revisit its misguided decision to roll back the price of stamps by 2 cents in April 2016, the first rollback since 1919.

“Overall, the financial results underline the need to strategically address the key public policy factors described above. Doing so would allow USPS—which is based in the Constitution and which enjoys broad public and political support (90 percent in a recent Pew Research poll)—to continue providing Americans and their businesses with the industrial world’s most-affordable delivery network.”

Numerous media outlets covered the financial report and quoted President Rolando, including *Bloomberg*, *Federal News Network*, *Federal Times*, *Government Executive* and *Press Associates Inc.*

## Penalty Overtime Exclusion

As referenced in Article 8, Sections 4 and 5 of the USPS-NALC and USPS-APWU national agreements, the December period (during which penalty overtime regulations are not applicable) consists of four consecutive service weeks. This year, the December period begins Pay Period 25-19—Week 2 (Nov. 30, 2019)—and ends Pay Period 01-20—Week 1 (Dec. 27, 2019).

## Open Season update

As we are in the midst of the 2019 Open Season, an important topic that needs to be addressed is the cost difference between “Self Plus One” and “Self and Family” premiums. When making your decision regarding which plan option to choose, the NALC HBP High Option Self Plus One employee premiums are higher than the Self and Family premiums. As a result, we are encouraging our enrollees with only one dependent to enroll or stay in the Self and Family option. The Plan’s High Option Self and Family premium for an active letter carrier is \$181.15 (bi-weekly). Even if you have one dependent, you should choose the NALC High Option Self and Family Plan.

If you encounter any issues with HRSSC when enrolling in your plan of choice, please notify your union official to initiate a grievance immediately.

## Giving Tuesday for MDA

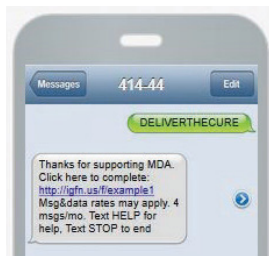
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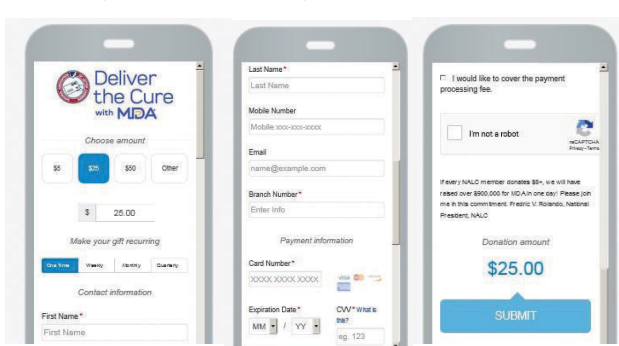
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