



NALC

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Bulletin



Left: NALC President Brian L. Renfro (seated) and USPS Governor Daniel Tangherlini are photographed with a Next Generation Delivery Vehicle at the announcement. Right: Renfro with Senior Advisor to the President for Clean Energy Innovation and Implementation John Podesta

USPS to purchase 66,000 electric vehicles by 2028

On Dec. 20, 2022, the Postal Service announced its plan to purchase 66,000 electric delivery vehicles starting now and lasting until 2028. The agency will acquire a total of 106,000 delivery vehicles, replacing nearly half of its 220,000 vehicle fleet.

The 60,000 Next Generation Delivery Vehicles (NGDVs) to be purchased from U.S. defense contractor Oshkosh include 45,000 electric NGDVs—meaning that 75 percent of the NGDVs will be electric. That figure is notably higher than the 10 percent that the Postal Service had previously announced in February of 2022. The agency also announced on Dec. 20 that 100 percent of NGDVs purchased after 2028 are expected to be electric.

The remaining 46,000 will be commercial off-the-shelf vehicles. The Postal Service will prioritize domestic manufacturing with these purchases, and at least 21,000 of these vehicles will be electric.

All new vehicles, regardless of electrification, will include air conditioning and advanced safety technology.

The Postal Service will invest \$9.6 billion, including \$3 billion from the Inflation Reduction Act, in these vehicles.

“NALC is pleased that the Postal Service is leading the way in electrifying the federal vehicle fleet,” NALC President Brian L. Renfro said. “With these delivery vehicles, letter carriers will deliver in much-needed safer and more reliable vehicles, while the Postal Service lowers its carbon footprint.”

President Renfro attended an announcement event at Postal Service Headquarters in Washington, DC, on Dec. 20. Postmaster General Louis DeJoy, Senior Advisor to the President for Clean Energy Innovation and Implementation John Podesta, Chairwoman of the White House Council on Environmental Quality Brenda Mallory, and Assistant to the President and National Climate Advisor Ali Zaidi delivered remarks.

Stay safe from winter weather

It's the time of year for letter carriers to think about the dangers of working in winter weather.

Spending a day outside on a cold day can come with hazards that may sneak up on you. Hypothermia, for example, can strike even when the air is above freezing. If your body is losing heat faster than it can generate it, your core body temperature can drop.

The signs of hypothermia include drowsiness, uncontrollable shivering, slurred speech and clumsy movements. Confusion or irrational behavior can also be symptoms, which makes hypothermia even more dangerous because of the threat of putting yourself in further danger. That's why it is important to focus on preventing hypothermia long before you experience it.

Frostbite is another threat that blows in with frigid air, and it also can creep up slowly. Frostbite preys on body parts with little insulation or blood flow, such as fingers, toes, ears and noses. In a cold environment, most of the body's energy is used to keep the internal core temperature warm. Over time, the body will begin to shift blood flow from the extremities (hands, feet, arms and legs) and outer skin to the core (chest and abdomen). This shift may cause the exposed skin and the extremities to cool rapidly and increases the risk of frostbite and hypothermia. Combine this scenario with exposure to a wet environment, and trench foot also may be a problem.

What's worse, wind, rain or snow can hasten heat loss. The wind-chill factor measures how much heat the wind strips from your body before it heats itself back up, and of course a chilly rain or even snow in the air might have the same effect. An outer layer that blocks the wind or keeps you dry is an essential part of your uniform.

If you have a health condition such as cardiovascular disease, diabetes or hypertension (high blood pressure), or if you take certain medications, you are at greater risk of both hypothermia and frostbite. Remember, exertion uses calories that the body also needs to keep warm, so eating snacks throughout the day may help.

The Occupational Safety and Health Administration (OSHA) recommends that workers in cold conditions:

- Wear proper clothing to protect from cold, wet and windy conditions. Layer clothing to boost its insulation and to allow you to adjust as conditions change, and cover extremities with a hat, gloves, etc.
- Take breaks in warm, dry shelters.
- Eat warm, high-calorie food and drink warm beverages, but avoid drinks with caffeine—the drug constricts blood vessels, hampering the body's ability to heat extremities. Avoid nicotine for the same reason.

“The first rule of cold weather is to prevent hypothermia or frostbite by wearing the right clothing and consuming warm food and drink,” NALC Director of Safety and Health Manuel L. Peralta Jr. said. “The second rule is to know the signs and get to a warm place if the cold is getting the best of you. Warm up in your vehicle or a warm place on your route when you need to, and if you are experiencing problems, immediately contact your supervisors or dial 911 if you feel it is an emergency.”

If freezing your toes off isn't enough for you, Old Man Winter also brings the threat of injury from walking or driving on ice and snow. Wearing proper footwear with good traction is essential, and taking shorter, more careful steps and using your eyes to seek a safe path also helps. Keep in mind, when walking as well as driving, that meltwater can refreeze and form a thin, hard sheet of “black ice” that is invisible on blacktop. Choose your path carefully, and don't take shortcuts or try to follow regular walking routes if they are dangerous.

“Let's all help each other get through another winter safe and sound so we can enjoy carrying the mail next spring,” Peralta said.

For more information, visit [osha.gov/winter-weather](https://www.osha.gov/winter-weather).

Stay informed by visiting the NALC webpage at nalc.org or by using the free NALC Member App available for iPhone or Android smartphones.



nalc.org



App Store



Google Play

Urgent message regarding fraudulent PostalEase access

USPS has confirmed that some Postal Service employees are unknowingly providing their usernames and passwords to criminal websites, while attempting to access PostalEase.

It is reported that employees are using Google and attempting to access PostalEase. Over several days in December, approximately 119 postal employees attempted accessing PostalEase using Google; however, Google's routers redirected their searches to third-party criminally run websites that mirror the look and access of PostalEase. Unfortunately, their login credentials were hacked, and some accounts were compromised.

The USPS Corporate Information Security Office is working with the Postal Inspection Service to facilitate notice to the affected employees. Formal notification to all postal employees is forthcoming.

USPS reports that representations have been made at the district level confirming that postal inspectors are contacting affected employees, as well as employees who may have unknowingly been compromised, and requesting their employee identification numbers (EINs) and passwords.

Postal inspectors have not contacted postal employees and requested their EINs and/or passwords. Employees should never provide usernames or passwords to anyone.

USPS has informed NALC that PostalEase has not been breached by any third party. Employees accessing PostalEase via the official postal website have not experienced security breaches.

Specific banking industry standards require financial institutions to provide relief in certain situations. However, several third-party websites were criminal scams, and likely, some of the lost money will not be returned. USPS does not have the total dollar loss currently available. USPS states that liability for the hacking, bank account breaches and lost money remains with Google.

Financially affected employees should immediately contact the Eagan ASC Helpdesk at 866-974-2733. Staff members are available to assist.

If you become aware of any employee experiencing access issues to PostalEase, they should immediately contact 877-477-3273 to request assistance.

Additionally, to assist USPS with identifying our affected members, NALC has created a section on the NALC Members Only portal of the NALC website that will allow affected individuals to identify themselves as victims of this scam. NALC members, after logging into the Members Only portal, will see in the upper right-hand portion of their “Member Information” page a checkbox with the words “Check here if you have been a victim of the fraudulent PostalEase Access” in red lettering.

NALC will then provide this information to USPS to assist in identifying those who may have been affected.

MRS and Shop Steward's Guide updated

Late last year, NALC updated two resources for letter carriers—the Materials Reference System (MRS) and the *NALC Shop Steward's Guide*—and published them on the union's website, nalc.org.

The NALC's MRS Index and Summaries has been updated to include summaries of key contractual documents and direct links to all M-number documents as well as a select group of C-numbered arbitrations. The MRS has a new look and format, which will allow NALC to provide updates in real time.

The MRS is a prime resource for all NALC representatives who enforce and administer the National Agreement. While the format has been changed to allow for an easier search experience, the document still contains both a table of contents and a detailed index.

The MRS is located under the “Workplace Issues” tab and “Resources” section, easily accessible from the main page of the website or by going to nalc.org/mrs.

The revised *NALC Shop Steward's Guide*, along with many updated grievance starters, is now available on the Members Only portal of the website. The guide is written for any NALC member who handles grievances at the Informal Step A and/or Formal Step A of the grievance procedure.

Older versions of the *Shop Steward's Guide* or Toolkit are obsolete and will no longer be available. NALC plans to update the guide in real time while ensuring that all stewards, activists and members have access.

To access the guide from the NALC website, log on to the Members Only portal, and click the “Members Documents” button, where you will find the *Shop Steward's Guide* and the available Grievance Starters in a drop-down menu.

Many letter carriers worked to update the MRS Index and Summary: Special Assistant to the President Michelle McQuality; Region 1 Regional Administrative Assistant Colleen Karnthong; Jim Ruetze of San Antonio, TX Branch 421; and Brad Jasper of Yonkers, NY Branch 387. Communications Specialist Madeline Alvis prepared the document for the website.

Jasper also worked on updating the *Shop Steward's Guide* with Assistant to the President for Contract Administration Greg Dixon and Assistant to the President for Contract Administration Danielle Fake-Moorman.

Contribute through CFC

It's not too late to sign up to support the charities of your choice this year through the Combined Federal Campaign (CFC). But hurry—the open enrollment period for CFC ends on Jan. 14.

Federal and postal employees participate in the CFC by choosing from a list of charities to support through automatic deductions from their paychecks. To make recurring donations, active letter carriers may use payroll deduction, a credit or debit card or a bank account. They also may make a one-time donation using any of these methods except payroll deduction. Retired letter carriers also can give through CFC by making a one-time or recurring e-check or credit card contribution. Participants can even volunteer for the charity and count the value of the hours as a donation.

The easiest way to sign up to make automatic donations is through the CFC Donor Pledging System at cfcgiving.opm.gov or through the CFC Giving smartphone app, available on the App Store and Google Play.

Letter carriers can choose from among more than 2,000 nonprofit charitable organizations to support through CFC—including the Muscular Dystrophy Association (MDA), NALC's official charity since 1952. MDA is the world's leading non-profit health organization sponsoring research into the causes of, and effective treatments for, neuro-muscular diseases. MDA research grants support research projects worldwide, as well as camps and activities for children who have any of these diseases. For more information, go to mdausa.org.

Since its inception in 1961, the CFC has raised more than \$8.5 billion for charities and for people in need. NALC President Brian L. Renfro encouraged letter carriers to participate in the program. “Giving through CFC is an easy way for letter carriers to make a difference in their communities,” he said.

For more information, go to nalc.org/cfc.

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