

# Bulletin

## NALC and the Postal Service have agreed to an alternate route evaluation and adjustment process

NALC and the Postal Service have agreed to several memorandums of understanding (MOUs) to establish an alternate route evaluation and adjustment process for the remainder of 2022 and all of 2023.

The MOU Re: Technology Integrated Alternate Route Evaluation and Adjustment Process 2022 – 2023 (TIAREAP) establishes a process that utilizes information made available using Digital Street Review (DSR) technology as the primary means to evaluate and adjust city delivery routes. As in previous alternate route evaluation and adjustment processes, TIAREAP will involve multiple teams established throughout the country, comprised of one NALC representative and one USPS representative, who will jointly evaluate and adjust routes in select zones. Once the joint teams have been selected, training and zone selection will take place shortly afterward, with evaluations beginning in September. This MOU (M-01982) can be found in NALC's Materials Reference System at [nalc.org/mrs](http://nalc.org/mrs).

A jointly developed supplemental document (M-01983) provides the mutual understanding of the national parties on issues related to the MOU Re: Technology Integrated Alternate Route Evaluation and Adjustment Process 2022-2023. It is intended for use by the parties at all levels in properly applying the terms of TIAREAP.

Also, as in the previous alternate route adjustment process, an MOU was agreed upon that allows local parties to jointly submit for consideration a locally developed alternate route evaluation and adjustment process to the NALC national president and the Postal Service vice president of labor relations. This MOU Re: Alternate Evaluation and Adjustment Processes (M-01984) requires a proposal for such alternate processes to be submitted by the NALC branch president and the Postal Service installation head and must provide a detailed explanation of the process. If the proposal is jointly agreed to by the national parties, the local parties will be notified regarding implementation.

The City Delivery and Workplace Improvement Task Force in the 2019-2023 National Agreement tasked the national parties with jointly exploring the use of technology, data, advanced analytics and machine learning to improve operations, route evaluation, adjustment and optimization. Agreement to implement the Technology Integrated Alternate Route Evaluation and Adjustment Process comes after more than 14 months of joint exploration and testing of the utilization of DSR technology to evaluate and adjust routes.

## NALC and USPS agree to MOUs to convert CCAs to career status and directly hire career letter carriers in select locations

NALC and the Postal Service have reached agreements on two new memorandums of understanding (MOUs) to adjust staffing, maintain compliance with the contractual caps on city carrier assistant (CCA) employment in several districts, and move to an all-career model in a number of installations across the country.

The first agreement, MOU Re: City Delivery Staffing Adjustment – Conversions to Part-time Flexible and Full-time Regular Status (M-01985) is designed to maintain compliance with the contractual CCA caps and adjust staffing through conversions to career status. The agreement includes conversion of part-time flexible (PTF) letter carriers to full-time regular (FTR) status and conversion of CCAs to FTR career status in select 200-workyear installations, as well as conversion of CCAs to PTF career status. The attachment to the MOU identifies the number and classification for conversion in each installation included in the agreement. All conversions must take place no later than 90 days from the date of the agreement (May 24, 2022).

The second agreement, MOU Re: City Delivery Staffing Adjustment – Hiring Part-time Flexible City Letter Carriers (M-01986) requires conversion of all CCAs to PTF career status and moves the 22 installations included in the agreement to an all-career workforce. All CCAs currently on the rolls in the listed offices will be converted to part-time flexible career status no later than 60 days from the date of the agreement (May 24, 2022). After these conversions have taken place, the Postal Service will hire new city letter carriers as PTFs until the number of PTFs listed for each installation has been reached and maintained.

While these initial agreements are designed to improve staffing in the covered installations, they will not improve all staffing issues. NALC representatives will continue working with USPS representatives to address the widespread staffing issues across the country that continue to negatively affect letter carriers and their ability to serve their customers.

## Tangherlini and Kan confirmed to USPS Board of Governors

On May 12, the Senate approved by a voice vote the nominations of Dan Tangherlini and Derek Kan to serve on the U.S. Postal Service Board of Governors (BOG). Tangherlini's term will expire on Dec. 8, 2027, and Kan's term will expire on Dec. 8, 2028. President Biden nominated Tangherlini and Kan in November 2021 to replace John Barger and Ron Bloom on the BOG.

Tangherlini, who will serve as a Democratic BOG member, is the managing director of Emerson Collective, a private philanthropic firm. Until 2017, he was the president of SeamlessDocs Federal, a technology firm that focused on simplifying government forms and data collection. His previous government roles include serving as the administrator of the General Services Administration under President Obama and serving as chief financial officer at the Department of the Treasury from 2009 to 2013. From 2006 to 2009, he served the District of Columbia as city administrator and deputy mayor. He also served on the Biden transition team, with responsibility for the Postal Service's Agency Review Team.

Kan, who will serve as a Republican BOG member, is an executive with Deliverr, a California-based e-commerce fulfillment startup company. He was the deputy director of the Office of Management and Budget from July to December 2020. From 2017 to 2019, he served as the Department of Transportation's undersecretary for policy. He previously served as an Amtrak board member and as a general manager for Lyft. Prior to that, he served as an advisor for Senate Minority Leader Mitch McConnell (R-KY) and as chief economist for the Senate Republican Policy Committee.

"NALC congratulates Dan Tangherlini and Derek Kan on their confirmations," NALC President Fredric Rolando said. "We look forward to working with them and the rest of the BOG to ensure that letter carriers' voices are heard when decisions affecting their interests are made."

## House committee considers bills related to USPS, federal workers

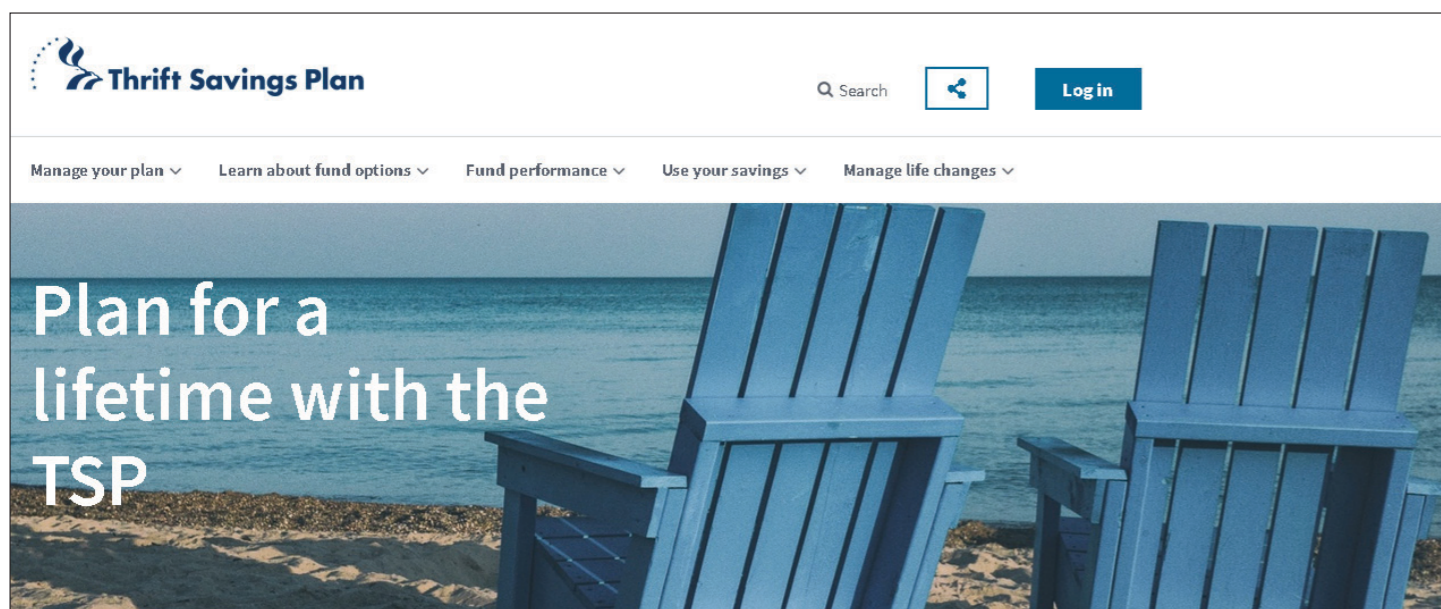
On May 11, the House Committee on Oversight and Reform (COR) held a markup on a series of bills that included two pieces of legislation related to the Postal Service. The Ensuring Oversight Access at the Postal Service Act (H.R. 7674) would provide members of Congress with access to USPS facilities, and the Ensuring an Accurate Postal Fleet Electrification Act (H.R. 7682) would require that USPS conduct a new environmental impact statement with respect to procuring Next Generation Delivery Vehicles (NGDVs). The committee voted 22-14 and 20-15, respectively, to advance these bills.

Rep. Gerry Connolly (D-VA) and three Democratic co-sponsors introduced H.R. 7674. This legislation would prohibit USPS from inhibiting members of Congress from accessing or visiting any Postal Service facilities for any official purposes. This would include any visits around the time of any federal election.

COR Chairwoman Carolyn Maloney (D-NY) and Rep. Connolly introduced H.R. 7682. The introduction of this legislation comes after the committee held a hearing on the electrification of the Postal Service vehicle fleet and after the Postal Service was sued by the United Auto Workers and the Natural Resources Defense Council last month. This lawsuit claims that the Postal Service failed to follow the law when evaluating and finalizing its contract for NGDVs, and that the contract is based on inaccurate environmental analysis. NALC is closely monitoring this lawsuit. Securing new vehicles for letter carriers is a top priority, and we will continue pushing for the prompt delivery of these vehicles, as well as the funding for them that has been proposed by the Biden administration and is currently before Congress. While the committee voted to advance the bill, the legislation is unlikely to move forward in the House.

Also at the markup, Rep. Connolly introduced the Building the Next Generation of Federal Employees Act (H.R. 1604), which would promote federal internships and fellowships to prepare the next generation of the federal workforce. Rep. Jody Hice (R-GA) introduced an amendment to the bill that included attacks on federal workers as well as anti-union provisions. Notably, this amendment would make it easier to fire federal workers and would reinstate Schedule F, an executive order from the Trump administration that removed federal workers from the General Schedule, ultimately stripping them of their civil service protections. President Biden revoked this executive order upon taking office. Fortunately, the amendment did not pass in the committee.

## TSP creates app and mutual fund offerings



Big changes are coming to how letter carriers interact with the Thrift Savings Plan online. Beginning in June, TSP will have a new interface to make transactions on letter carriers' mobile devices easier—including the introduction of a smartphone app—as well as new ways to invest.

The TSP Mobile App will allow letter carriers to monitor their TSP accounts and complete transactions from anywhere. Users can check their account balance, track fund performance, make transaction requests, submit documents, manage payment information, scan checks and more.

There will also be an upgraded record keeping system available from the TSP website. Letter carriers' account summaries will display their investments clearly, and the navigation menu will make it easy for them to find and use account management tools. It'll have all the tools users are used to and several new ones.

In addition to investing in TSP funds, letter carriers who meet certain eligibility requirements will have the option to invest some of their TSP savings in a mutual fund window. The mutual fund window is designed for TSP participants who are interested in greater investment flexibility. However, there will be fees for these transactions.

Some TSP transactions were temporarily suspended from May 16 until the first week of June to allow for the transition to the new tools. The TSP website ([tsp.gov](http://tsp.gov)) and the TSP Thrifline were also closed between May 27 and May 31 to complete the process. For more information, go to [tsp.gov](http://tsp.gov).



Cherry Hill/Haddonfield, NJ Branch 769



Phoenix, AZ Branch 576

## 'Stamp Out Hunger' Food Drive returns

On Saturday, May 14, the Letter Carriers' Stamp Out Hunger® Food Drive returned after two years off for safety reasons due to the COVID-19 pandemic. Patrons, letter carriers and especially food banks were all ready for the return.

"Letter carriers see how the communities that they serve are struggling, and it's with great pride that we return to our in-person food drive," NALC President Fredric Rolando said.

Early signs were promising, with the return of the traditional drive on May 14 generating extensive news coverage on that weekend and in the days leading up to the drive by local television and radio stations, as well as in local newspapers.

"Stamp Out Hunger' Food Drive Resumes After 2-Year Hiatus For Pandemic," was the headline viewers in Denver, CO, saw on CBS4 four days before the event.

In Florida's Tampa area the day after the drive, Fox 13 showed letter carriers collecting food and ran interviews with carriers touting the traditional generosity of Floridians and especially of local residents in their donations to help feed the hungry.

The Stamp Out Hunger Food Drive, the country's largest one-day food drive, provides residents with an easy way to donate food to those in need. Customers simply leave their donation of non-perishable food items next to their mailbox. Letter carriers collect these donations as they deliver mail along their postal routes, and distribute them to local food banks, pantries, shelters and churches.

The NALC food drive is held annually on the second Saturday in May in 10,000 cities and towns in all 50 states, the District of Columbia, Puerto Rico, the Virgin Islands and Guam. Hunger affects 1 in 8 Americans, including millions of children, senior citizens and veterans.

In the 30 years since it began, the food drive has collected about 1.82 billion pounds of food for the hungry.

In 2020 and 2021, it was replaced by NALC's Donor Drive, which enabled those wishing to help to make online donations to local food pantries. But the need for direct food donations is as great as ever, given the pandemic-caused economic dislocations of the past two years. With high prices for gasoline, food and other necessities, many families are struggling to make ends meet.

The date of the food drive makes it an especially timely event, since food donations to pantries, homeless shelters and churches typically peak during the winter holidays and 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 begins.

This issue of the *NALC Bulletin* was heading to press just as many branches were filling out their collection result forms to return to NALC Headquarters, even as other branches were simply swamped by the generosity of postal customers. Coordinators in those places were busily calculating just how much 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 just after the event, "but no matter the result, simply being able to return to delivering food to the food banks and pantries that receive these contributions has made this year's drive a monumental success."

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. Current national partners are the U.S. Postal Service, the United Food and Commercial Workers International Union, the National Rural Letter Carriers' Association, Vericast, United Way Worldwide, the AFL-CIO, Valpak, the Kellogg Co. and CVS Health.

There were plenty of other helpers, too, from American Postal Workers Union volunteers to local bag sponsors. Every little bit helped.

"It wasn't hard to see the effort underway on Saturday, May 14," Davidson said, "and in plenty of locales across the country, you could easily catch sight of Jeff Keane's 'Family Circus' food drive art in post offices and countless other venues."

As this *Bulletin* was being prepared, news media reports about the drive—before, during and after—were still being gathered. But initial reports showed the eagerness of letter carriers and food banks for the return of the in-person drive.

In Sioux City, IA, Food Bank of Siouxland Executive Director Jake Wanderscheid estimated that this year's drive had brought the food bank 10,000 pounds of food. "The letter carriers and the post office do a great job," he said.

"We're really counting on the food that comes in from this drive," Branford (CT) Food Pantry Vice President Jaye Andrews told ZIP06.com. "Our shelves are getting emptier than we've seen them in quite a while."

Andrews said that the number of needy families had grown since 2021, and that it included more than just the unemployed. "There are jobs out there," she said. "The problem is, a lot of these jobs don't provide benefits or they're part time. And I think everybody knows that prices have gone up. People are coming in because gas is more expensive, food is more expensive; everything is more expensive. And if you're trying to feed a family, that's a problem."

"We have been very successful in the past," Las Vegas Branch 2502's Paul Peterman told Fox affiliate KVVU-TV. "Unfortunately, with COVID, it's added to the depletion of the food pantries and the food banks. So we're hoping to re-energize and restock our local charities."

Kerri Smayda, associate executive director of Manna Food Pantries in Pensacola, FL, said that the two-year hiatus had taken a hit on her food pantry, estimating that it had lost out on 160,000 pounds of food.

"There are people in our community who are still struggling. They are struggling because of the effects of the pandemic. They continue to struggle because of the effects of the hurricane," Smayda said of 2020's Hurricane Sally. "Folks are faced with rising food costs; they're faced with the challenges of food availability; and all at the same time, some of those benefits that folks who needed assistance over the course of the last two years, those benefits are starting to diminish, are starting to go away like disaster SNAP benefits and things like that. And so, all of those things combined means that there are still a lot of individuals and families in our community who are still struggling."

Naperville, IL, is experiencing the hunger crunch as well. In late April, "Loaves & Fishes served over 5,200 people. This is 60 percent higher than we served in the beginning of 2022," President and CEO of Loaves & Fishes Mike Havalala told Positively Naperville.

Marshfield (MA) Food Pantry volunteer Arlene Dubrowski told *The Patriot Ledger* that the Stamp Out Hunger Food Drive is so effective because "it's the easiest way you can support the families in need."

"It's an overwhelming joy, for me, personally," Tucson, AZ Branch 704 food drive coordinator Dan Turrentine said of his role. "The first year I did it was in 2004, and I was amazed at how the Tucson community supported their fellow constituents."

He's hoping that donations match those from years past, when the donations would fill up an entire postal vehicle. "They do get fairly well full," he told Arizona Public Media. "Some carriers end up having to be relieved of their load a couple of times during the day."

"We love doing this," Ishpeming, MI Branch 386 food drive coordinator Tina McCorkle told WLUC-TV, a dual NBC and Fox affiliate. "We just love being there for our community, and we're hoping to get more food than we did three years ago when we did it last."

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 a future issue of *The Postal Record*.



## Salute to retiring national officers

All retiring national officers will be honored at a reception and dinner on Thursday, Aug. 11, in the Grand Horizon Ballroom of the Marriott Marquis Chicago during the national convention.

The Retiring Officers' Dinner will honor the members of the NALC Executive Council who have retired since the 2018 convention, and those who plan to retire before or upon completion of their current term. NALC regional administrative assistants and National Auxiliary officers who retire during that time frame will be honored as well.

As this issue goes to press, the list so far of those being honored includes former Vice President Lew Drass, former National Trustee Mike Gill, former Region 5 National Business Agent (NBA) Mike Birkett, former Region 6 NBA Troy Clark, former Region 9 NBA Kenneth Gibbs, former Region 12 NBA Dave Napadano, Region 7 NBA Troy Fredenberg, Region 9 NBA Lynne Pendleton, Region 10 NBA Javier Bernal, Region 15 NBA Larry Cirelli, Region 2 RAA Michael Keels, Auxiliary President Cythensis Lang, Auxiliary Treasurer Pam Fore and former Auxiliary Secretary George Anna Myers.

The event will begin with a reception at 5 p.m., with dinner served at 6 p.m. A program honoring the retirees will follow, and the event will continue with dancing until 11 p.m.

Tickets are \$85 each, sold on a first-come, first-served basis. Regions, branches and individual members must use the Retiring Officers' Dinner order form below to buy tickets. Those planning to attend should buy tickets as soon as possible by sending the order form with full payment. Checks or money orders payable to "Secretary-Treasurer, NALC" must be received by July 15. Guests wishing to be seated at the same table must submit their ticket orders and payment together in the same envelope. There is a maximum of eight guests per table. Tickets and table assignments will be held for pickup at the Retiring Officers' Dinner ticket booth located in the convention registration area.

**Retiring Officers' Dinner order form**  
Thursday, Aug. 11

I would like to reserve tickets to the NALC Retiring Officers' Dinner on Thursday, Aug. 11, in the Grand Horizon Ballroom of the Marriott Marquis Chicago. Tickets will be held for pickup at the Retiring Officers' Dinner ticket booth located in the convention registration area. Guests wishing to be seated at the same table must submit their ticket orders and payment together in the same envelope. Maximum eight guests per table.

**(Please print clearly)**

Number of tickets: \_\_\_\_\_ at \$85 each = \$ \_\_\_\_\_ (Total enclosed)

Branch #: \_\_\_\_\_ State: \_\_\_\_\_

Name of person ordering the tickets: \_\_\_\_\_

Phone number: \_\_\_\_\_

Name of individual picking up the ticket(s) at the convention: \_\_\_\_\_

Phone number of the person picking up the tickets: \_\_\_\_\_ cell: \_\_\_\_\_

Please indicate if you or anyone in your party have dietary restrictions: \_\_\_\_\_

**Mail order form and payment to:**  
Retiring Officers' Dinner  
NALC Secretary-Treasurer  
100 Indiana Ave. NW  
Washington, DC, 20001-2144

**Checks or money orders payable to "Secretary-Treasurer, NALC" must be received by July 15.**

### MDA

Join us for a Hawaiian Night to Remember to support the Muscular Dystrophy Association on Monday, Aug. 8, from 7 to 10 p.m. in Chicago at NALC's 72nd biennial convention. Tickets are limited. Only 1,500 tickets are available for \$100 each. All proceeds go toward MDA and its efforts to #DeliverTheCure for neuromuscular diseases. Register now at [mda.donordrive.com/participant/convention](http://mda.donordrive.com/participant/convention).

### Veterans Group

The NALC Veterans Group is hosting a 2.6-mile Ruck March on Aug. 10 at 6:30 p.m. at NALC's 72nd biennial convention in Chicago. Sign up for \$40 and you'll receive a memorial T-shirt. Proceeds will support Chicago Veterans, a nonprofit organization that empowers veterans to take control of their transitions throughout life. Sign up now at [nalc-info.org/veterans-march](http://nalc-info.org/veterans-march).

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