



National Association of Letter Carriers

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Board of Trustees:

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March 11, 2020

Re: Dispensation for branch and state event schedule changes due to coronavirus

Dear branch or state president:

I write on behalf of the entire NALC Executive Council. As I am sure you are aware, the fast-breaking information on the COVID-19 (coronavirus) outbreak is having an impact nationwide. Recently, the AFL-CIO postponed the executive council meeting and presidential forum originally scheduled for the week of March 9. Earlier this week, NALC postponed the dinner to celebrate the 50th anniversary of the Great Postal Strike scheduled for March 21 in New York City. Multiple other organizations have cancelled or postponed similar events and restricted airline travel due to the present risk and unknown future impact of the coronavirus.

Similarly, the NALC Executive Council has decided to reduce risks for NALC members and employees by minimizing air travel and large group exposure, and we recommend that NALC branches and state associations take the same precautions. Of course, protecting and defending the rights of letter carriers will continue to be our primary focus.

For any branch or state association that decides to postpone or cancel an event scheduled in calendar year 2020 due to the coronavirus outbreak, and dictated by its by-laws, this letter will serve as dispensation to do so.

On behalf of the entire NALC Executive Council, I want to thank you for everything you do representing our members.

Sincerely and fraternally,

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March 18, 2020

Re: Extension of dispensation for all branch and state gatherings due to coronavirus

Dear branch or state president:

This follows my March 11, 2020 letter (copy enclosed) on behalf of the executive council regarding dispensation for branch and state events due to the coronavirus outbreak. On March 16, 2020, the federal government stated that individuals and organizations should cancel or postpone in-person events that consist of 10 people or more throughout the U.S.

The dispensation included in the March 11, 2020 letter is extended to the postponement or cancellation of gatherings of any kind, including but not limited to branch and state association meetings, dictated by the NALC Constitution for the Government of Subordinate and Federal Branches, the NALC Constitution for the Government of State Associations, or the by-laws of a branch or state association.

Additionally, the Office of Labor Management Standards of the Department of Labor has issued the following guidance with respect to union elections:

The [Labor Management Reporting and Disclosure Act ("LMRDA")] requires that all national and international labor unions elect their officers not less often than every five years. Officers of intermediate bodies, such as general committees, system boards, joint boards, joint councils, conferences, and certain districts, district councils and similar organizations, must be elected at least every four years, and officers of local labor unions not less often than every three years. See the OLMS Electing Union Officers publication for further information.

Labor unions affected by COVID-19 must still make a good faith effort to conduct officer elections within LMRDA timeframes. OLMS has jurisdiction to file a civil enforcement action concerning a failure to hold a timely election after receipt of a complaint from a union member who has first sought a remedy from his or her union. If OLMS receives a complaint from a union member solely regarding a union's failure to hold an election within the LMRDA timeframes, but the election has been completed prior to OLMS receipt of the complaint, then OLMS will take no enforcement action. If OLMS receives a complaint regarding a union's ongoing failure to hold an election, and that failure was attributable to COVID-19, OLMS will promptly seek a voluntary compliance agreement with the union. The agreement would require the union to hold the election when practicable on a date certain. With such an agreement, OLMS will not seek a civil enforcement action based on the complaint, provided the election is held in conformance with the agreement.

Consistent with this guidance, Branches may postpone scheduled nominations and elections without requesting dispensation from the President to do so. Postponed nominations and elections should be rescheduled as expeditiously as possible.

State Associations may postpone scheduled nominations and elections until their next convention. Alternatively, State Associations, at their option, may permit delegates to nominate and elect officers by mail.

Branches and State Associations should limit the expenditure of funds to required expenses, e.g., taxes, salaries, rent, utilities, and similar matters. Discretionary expenditures that would normally require membership or delegate approval should be deferred to the extent possible.

If charges and appeals would otherwise be processed at a branch meeting that is cancelled or postponed, the constitutional time limits for processing charges and appeals are extended until the next meeting is held.

Also, branches, at their discretion, may vote to waive or modify meeting attendance requirements for receipt of funds by convention delegates.

Thank you for your efforts to keep our members safe during this challenging time and thank you for all you do to represent our members.

Sincerely and fraternally,

Fredric V. Rolando
President