

# Settlements reached on two national-level disputes

NALC and the Postal Service have settled two national-level interpretive step disputes, one regarding the expiration date of the Oct. 22, 2008, MOU Re: Assignment of City Delivery and another concerning the implementation of the Casers/Deliverers test program, commonly referred to as Caser/Streeter.

For the dispute regarding Caser/Streeter, M-02000 in NALC's Materials Reference System, the parties agreed that the test has concluded and that the data collection and testing did not involve or result in any changes to current work measurement systems, work, or time standards. The test also did not result in any permanent changes to the current route structure, route evaluation and/or adjustment process in the city letter carrier craft. As a result, it was agreed to close this case without prejudice to the position of either party in this or any other matter. Additionally, any remaining issues will be subsequently resolved in accordance with the collective-bargaining agreement.

For the grievance regarding the expiration date of the Oct. 22, 2008, MOU Re: Assignment of City Delivery (M-02001), the parties agreed that the expiration of the MOU coincides with Arbitrator Das's interest arbitration award dated Jan. 10, 2013. It was agreed that any new delivery growth that was improperly assigned during the time frame in question—Nov. 20, 2011, through Jan. 10, 2013—will be properly reassigned.

All cases being held pending resolution of these national-level disputes will be reviewed for application of these settlements. The Materials Reference System can be found under "Workplace Issues" on the NALC website, [nalc.org](http://nalc.org).

# NALC and USPS name chair for arbitration panel

NALC and the Postal Service have selected Arbitrator Dennis R. Nolan to serve as the neutral chair of a three-person interest arbitration panel to set the terms of a new national agreement between NALC and USPS. Under the law, each side will also appoint a representative to serve on the panel and represent their respective positions.

Arbitrator Nolan is a member of the American Arbitration Association's labor panel and has been a full-time labor arbitrator since 1976, serving for many years as a national arbitrator on the NALC/USPS panel. In 1985, he was selected for membership in the National Academy of Arbitrators, and eventually served as its president in 2006. Arbitrator Nolan served as the parties' neutral arbitrator in the interest arbitration proceedings for the 2019 National Agreement, which were near conclusion when the parties reached a negotiated settlement late in 2020.

As final preparations for interest arbitration are made, NALC and the Postal Service continue to negotiate in an attempt to reach a tentative agreement. Further updates will be provided as the collective-bargaining process moves forward.



Dennis R. Nolan

# Deadlines approaching for national convention

A number of deadlines for the 73rd Biennial National Convention Aug. 5-9 in Boston are approaching.

Delegate eligibility lists for the convention have been mailed to all branches. The lists must be completed and returned to the office of Secretary-Treasurer Nicole Rhine at NALC Headquarters no later than June 5 for branch representatives to be registered as delegates to the convention.

All proposed amendments to the NALC Constitution to be submitted for consideration at the convention must be received by Rhine's office by June 5 as well. That date is 60 days in advance of the convention, as prescribed by the NALC Constitution. Proposed amendments will appear in July's *Postal Record* for the membership to review.

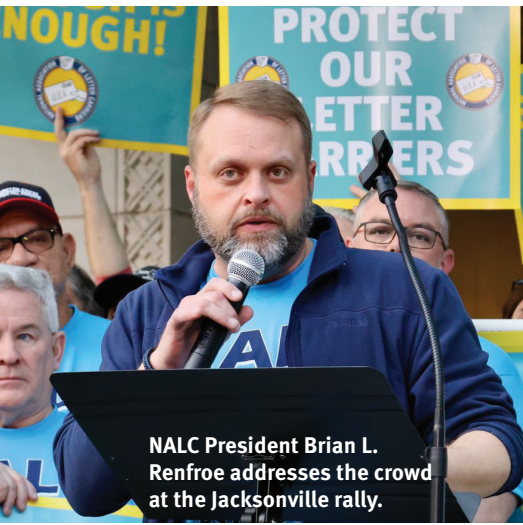
Resolutions to be considered by delegates also must be received by the June 5 deadline to be printed in the *Resolutions and Amendments* book provided to delegates. Resolutions received after June 5 still may be considered at the convention.

Branches wishing to sell items in the designated branch sales area during the convention must contact Rhine's office to secure guidelines and forms. The completed forms must be returned to Headquarters by June 5 as well.

Editors of branch and state association newsletters and websites who wish to enter the NALC Branch Publications Competition must submit their entries to be received by April 1. The announcement and rules for the competition were published in the January issue of *The Postal Record*, available on the NALC website.

Go to [nalc.org](http://nalc.org) for more convention news.

# Letter carriers in Texas, Oklahoma and Florida say 'Enough is enough'



NALC President Brian L. Renfro addresses the crowd at the Jacksonville rally.

"Nearly every day, we learn of another incident of violence against a letter carrier. Targeted armed robbery, assault, shootings—and yes, even murder—has become part of our job," NALC President Brian L. Renfro told a crowd of NALC members, supporters and the media in Oklahoma City on Feb. 29.

The rally was one of three that NALC branches have held in the last few months to raise awareness about the increasing incidents of attacks and robberies against letter carriers. "Access to mail is their primary target," Renfro said at a rally a week earlier in Dallas, held on Feb. 22.

Ahmaud Fleming, a Branch 132 letter carrier whose delivery route is just east of downtown Dallas, spoke at that rally. He said of being robbed at gunpoint, it "caught me off guard, man. You would just think it would never happen to you. He comes over there quick with a gun talking about 'Give me the Arrow Key. Give me the Arrow Key.'"

Fleming said he took three months off after the robbery and had to get counseling in order to process the trauma.

"There was a time when letter carriers going through neighborhoods carrying mail were off-limits to criminals—those times have changed," Region 10 National Business Agent Shawn Boyd told rally attendees.

Dallas Branch 132 President Kim Lewis said at the rally that since November, more than a half-dozen postal workers have been targeted.

"Now you're afraid," she said of the mentality of her branch's members. "All of these robberies have caused a big change in the way a letter carrier performs their duties. I've had several letter carriers that have been involved in these attacks that have not returned to work."

At the Oklahoma City rally on the steps of the state capitol, Jeremiah Grant spoke about being robbed on his route in 2020. A masked man came up to him and pointed a gun at him, the Branch 458 member told the rallygoers.

"He kept pulling on the chain and eventually I was able to remove my belt and he took the key," Grant said. "He is standing behind me telling me not to look at him, I presume, there was still a gun pointed at me. The next thing he told me was to give him my cell phone. I took my cell phone out of my pocket, handed it to him. The next thing I heard was the sound of my phone being thrown to the ground and getting smashed."

After the man took off in a vehicle, Grant was left with an overwhelming fear. He said that he still feels that fear four years later.

These attacks aren't random, North Florida Branch 53 President Jim Thigpen said at a rally in Jacksonville held on March 3. Hundreds of branch presidents were in Jacksonville for a Committee of Presidents meeting and attended the rally and the march that followed.

"I mean, every single neighborhood [has been affected]; we've had situations where it happened on the Northside, and then a half hour later, it happened on the Westside in one day," he said. "This is just not tied to a certain side of town or anything like that. It's more of a targeted type of situation."

At least six postal workers were attacked on the job in Jacksonville last year, in addition to 12 smash-and-grabs. "The community needs to know we are under attack," Thigpen said. "We are being preyed upon out on the streets."

Thigpen told the attendees that he had a gun pulled on him while delivering mail in 2015. "It was by a teenager who was just showing off for a couple of friends while I was delivering on the Westside of Jacksonville. It was intimidating," he said, before adding that letter carriers shouldn't have to worry about what they will face while doing their jobs.

Unfortunately, it's a fear that letter carriers are coping with throughout the United States.

"It's unacceptable, it's appalling and it's out of control," President Renfro said. "No workers should ever live in fear while they're doing their job. This violence against our members must stop."

He added: "We're here because this violence should come with an increase in protection, awareness and community. But instead, as is often the case, it feels like we only have one another."

The NALC president noted that, of those 2,000 cases, only 14 percent have led to an arrest and prosecution. The prosecutions that have occurred have often been at the local level, where penalties are not as severe as those available to federal prosecutors.

It takes a joint investigation among the Postal Inspection Service, the U.S. attorney general's office and a local police force to hand the case to federal prosecutors. That, combined with the low number of such cases being prosecuted in the first place, reduces the deterrence to potential lawbreakers who aim to attack letter carriers.

"Do you know what message that sends to people on the street?" Renfro asked. "Our members are left to defend themselves, because the Postal Inspection Service is not doing its job, and the Department of Justice is failing to prosecute the criminals responsible."

Renfro called on the Inspection Service's leaders to do more: "Times have drastically changed, and methods for protecting our members while we do our job must reflect the current circumstances."

In addition to more frequent and stronger prosecutions, President Renfro said that NALC would like to see newer technological versions of the Arrow Keys that criminals often are after.

He told rally attendees that NALC is working with members of Congress on legislation to help speed up these improvements. He vowed that NALC would make such legislation NALC's top priority in Congress.

"We are very close to having some federal legislation that'll be bipartisan in nature, introduce that legislation to do a number of things," Renfro said in Oklahoma City. "It is going to assist the Postal Service in using a technology solution to better secure the ways we access mail. It is going to designate someone to prosecute these cases in all 93 of the United States attorneys' offices, which would be a big step forward."

- The rallies are part of NALC's effort to get out a multifaceted message:
- to the Postal Service to better protect letter carriers on their routes;
- to locally based federal prosecutors to take these cases and apply the harsh federal penalties that local prosecutors do not have available;
- to residents to alert authorities if they see anything worrisome and to preserve evidence, such as doorbell or other surveillance videos, for use by investigators; and
- to their elected representatives to be aware of the need for solutions.

Another way NALC is getting out the message is through interviews with reporters for local and regional TV broadcasts, radio shows, newspapers and online news outlets about the surge in violence nationwide. Having the letter carrier perspective as a central element in these media reports increases community awareness of the issue and helps strengthen NALC's push for solutions. That is especially so because of the widespread public support for letter carriers, who in poll after poll have for years topped the list of the most trusted and highly regarded federal employees.

President Renfro called on local branches to hold rallies such as these. Branch leaders are encouraged to contact their national business agents' offices for information and material to help organize a rally or for help contacting the media to amplify our message to their communities.

"Events like these make a difference and bring awareness to this growing problem," he said. "I encourage all NALC branches, especially in areas that are experiencing an uptick in crime, to mobilize and plan similar events. When we all come out with a unified message, we are heard."



The rally attendees marched through Jacksonville to raise awareness about crimes against letter carriers.

# MBA representative training planned

NALC Director of Life Insurance Jim Yates has announced that the next session in the MBA rep training series will be held virtually on March 24. This is the second in a series of training sessions and will be focused on life insurance.

Branch presidents may begin registering their MBA representative for the training through the branch president's Members Only portal. Once logged on to the Members Only portal, click the "Meetings Registration" button, which will display a list of upcoming meetings. From there, presidents can register members by entering their last name in the "Search" box and selecting the correct member from the drop-down list. A member can also be removed from the "Registry" list by checking the box under the "delete column" next to the corresponding member. Branch presidents will not be able to register more than the maximum number of attendees per branch or exceed the maximum number of attendees for that session. The maximum number of registrants per branch and for the session, as well as the registered-to-date counts, are displayed on the registration screen.

As a reminder, the delegates at the 2022 convention in Chicago amended the NALC Constitution to require every branch to have an MBA representative as an officer in their branch. If your branch does not currently have this position, branch presidents may still assign up to three members to attend this training while they go through the process of updating branch bylaws to add the MBA rep position.

The class will begin at 2 p.m. Eastern time and will be an hour and a half long. Information about the meeting materials and accessing the meeting are on [nalc.org](http://nalc.org).

# Branches prepare for food drive

Hunger exists in every community in the country, and each year food banks depend on letter carriers to help replenish the shelves in the communities we serve.

The largest single-day food drive in the nation is quickly approaching. With just two months to go until the May 11 event, time is running out for branches to register to guarantee that postcards will be delivered in time to distribute to our customers. Registration is simple and requires only a few minutes.

Branch presidents simply visit the NALC website at [nalc.org](http://nalc.org), log into the Members Only portal, select the "Stamp Out Hunger" Food Drive icon, enter the requested information listed under each tab, and click "Complete Registration." Branch presidents have the option to designate a local food drive coordinator, who will then gain access to the food drive database via their Members Only portal and will be able to register the branch.

To designate a local coordinator, branch presidents should select the "Coordinators" tab, click "Add Coordinator" and when a dialog box appears, click "Member Search," key in the member's last name, double-click the member's name to select, and click "Submit Search." Click the "Submit" button when the dialog box from the previous page appears and auto populates with the member's information. The local coordinator will then have access to the food drive database via the Members Only portal.

The registration deadline to receive postcards is March 24. Any branch that registers after the deadline will not be guaranteed postcards. Branch registration will remain open without postcard guarantee until April 22.

If a branch has questions, please visit [nalc.org/toolkit](http://nalc.org/toolkit) to find contact information for your regional or state coordinator who will be able to provide assistance. More information about the Stamp Out Hunger Food Drive can be found online at [nalc.org/food](http://nalc.org/food).

# MDA March Branch Challenge

It's time for the March MDA Challenge. MDA has registered all branches, which means that every branch has its own web page for the 2024 campaign.

Branches can confirm that their branch has been registered at [mda.donordrive.com/event/NALC2024](http://mda.donordrive.com/event/NALC2024). If your branch is not registered, please contact MDA at 312-392-1100 or at [nalc@mdausa.org](mailto:nalc@mdausa.org).

For the March campaign, the top 10 NALC fundraising branches will receive recognition at the end of the month. Those branches that raise \$500 or more with an online fundraising campaign will receive special prizes.

All checks must be sent with an allocation form to: Muscular Dystrophy Association Inc., Attn: NALC, P.O. Box 7410354, Chicago, IL 60674-0354.

Please remember to send Assistant to the President for Community Services Christina Vela Davidson copies of all items sent to MDA so that branches can receive proper credit for the 2024 campaign. Allocation forms are available on the NALC website at [nalc.org/community-service/body/PDF-2023-NALC-Allocation-form-1-1.pdf](http://nalc.org/community-service/body/PDF-2023-NALC-Allocation-form-1-1.pdf).

If branches want any events to be shared in the magazine or posted on social media, please send photos and information to Davidson at [mda@nalc.org](mailto:mda@nalc.org) or [c davidson@nalc.org](mailto:c davidson@nalc.org).

The MDA Honor Roll, containing a final listing of all branch MDA contributions for 2023, will be in the April issue of *The Postal Record*.

# NALC Activist revitalized; Winter 2024 edition available

The NALC Activist, a newsletter intended for shop stewards, branch officers and all local NALC leaders, has recently been revitalized with the publication of the Winter 2024 edition.

The NALC Activist is designed with the needs of NALC representatives in mind, addressing issues and problems that arise in our everyday work lives.

The newsletter will be published quarterly and will provide representatives with the tools and knowledge needed to build and maintain strong and effective branches. Each issue will feature articles that will improve your knowledge of the contract and help you better understand the grievance procedure. Readers will see articles suggesting new ways in which NALC representatives can approach the problems they face while performing their duties. Topics covered will include workplace issues, contract questions and the latest information for local leaders.

The Winter 2024 edition of the NALC Activist can be found at [nalc.org](http://nalc.org).



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