

Collective bargaining, enforcement and compliance



**Brian L.
Renfroe**

Our union has a long and proud history of success in collective bargaining. In our 54-year modern era of collective bargaining, we have consistently had more success than any other union. Even in tough times for the Postal Service or in challenging economic periods, we have protected and advanced the standard of living for members of our union, while achieving work rule protections and rights that are unmatched in the American labor movement.

This sustained success is certainly a credit to my predecessors who have had the

privilege of serving as president of our union. But, as each of them would tell you, it also is a direct result of the democratic structure of our union and the active roles of our members. Much of what we have achieved in collective bargaining over the years started as an idea at the local or state level, was submitted as a resolution, and adopted as an official bargaining position of our union at a national convention. We also are fortunate to have had countless talented individuals who have played key roles in our process. Many of them remain in those roles today.

In this current round of collective bargaining, we have drawn upon our past experiences and successes. We have put forward our bargaining positions as adopted by delegates at previous national conventions, while seeking a wage and benefit package that recognizes our value and rewards us for our invaluable contributions to the Postal Service.

We are into the interest arbitration process with confidence and optimism. Our case is strong. Letter carriers are strong. We will succeed once again.

As we engage in the interest arbitration process to achieve our next collective-bargaining agreement, it is important to recognize that the negotiation and interest arbitration processes at the national level, and the local negotiation process at the local level, are only a part of what our union does in the entire collective-bargaining environment to represent our members. Enforcement of

that agreement also is at the very core of what we do as a union.

We have a similar history of success in enforcing the terms of our collective-bargaining agreement through our grievance-arbitration procedure set forth in Article 15 of the agreement.

We have never been better at enforcing our agreement through this process than we are presently. Our union is fortunate to have thousands of members who have taken on representational responsibilities at the local, regional and national levels. These individuals are dedicated to the members they represent. They are relentless in their pursuit of contract compliance and addressing harm done to our members when the Postal Service doesn't comply with the terms of agreement.

NALC representatives have always impressed me with their desire to continue to learn and improve their skills in all aspects of representation of our members. Our national business agents do an excellent job offering quality training to branches within their regions. From the Headquarters level, we continue to expand and develop new learning opportunities for NALC representatives. Education is the key to continuing to improve representation.

Finally, there is the ever-raging battle of getting the Postal Service to comply with the terms of our National Agreement. The egregious and repetitive violations that we see in some locations around the country are unacceptable. I am fed up with it.

Collective-bargaining agreements (CBAs) establish work rules, hours and more. The terms of a CBA are the way things are supposed to be. They are not optional for the employer.

I am tired of hearing managers complain about the remedies we request in grievances where they have repeatedly violated our agreement. Here is a suggestion for those managers who complain about remedies: Redirect the energy and time you spend complaining and do something to get your local supervisors and managers to follow the terms of the agreement.

Our union will continue to aggressively pursue justice for our members through the Dispute Resolution Process. We also will pursue every possible avenue to end the blatant failure by postal managers in many locations to comply with our National Agreement. We are demanding something very simple—do what you agreed to do in collective bargaining.

A handwritten signature in black ink, appearing to read 'Brian L. Renfroe', written in a cursive style.