

ACTIVIST

NALC

A NEWSLETTER FOR BRANCH LEADERS OF THE NATIONAL ASSOCIATION OF LETTER CARRIERS
VOL. 26, NO. 2

Spring 2013

Welcoming CCAs to the NALC

Do you remember your first few days as a letter carrier? Everything seemed new and a bit strange. It was sort of like being in a foreign country for the first time. You had to learn a lot of new words and terms and so much was thrown at you over a short period of time that it was impossible to retain it all. You stood at a carrier case for hours searching for addresses on labels

that might as well have been written in Chinese.

Then there was the awkwardness of your first days on the street, holding mail in your hands and carrying flats in your satchel, trying to make sure you got the right mail in the right box and backtracking (often) when you didn't. You had to find streets you never heard of in areas of town you'd

never been in. You walked around and around looking for mail receptacles you couldn't find, only to be told later by the regular that it was nailed to the backside of a tree, or inside the back porch, or you are supposed to leave it in the milk box. You walked into businesses to deliver mail and got that funny look from the people working there who wondered why you didn't just put it in the mailbox in the alley like the regular does.

You had to remember to curb your wheels the right direction, turn off the engine, remove the key, and place the vehicle in park, set the handbrake and lock the door each time you parked to deliver a parcel

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2011 National Agreement:

CCAs Contractual Rights

The January 10, 2013 Das interest arbitration award (available on the NALC web site) created a new category of letter carriers - City Carrier Assistants (CCAs). Thousands of CCAs have now been hired, and are working across the country. Going forward, it is important branches understand how the 2011 contract applies to this large new class of workers, so they can be properly represented.

The Das award gives CCAs several important contractual rights.

The April 12, 2013 *Questions and Answers – 2011 National Agreement* (NALC Materials Reference System number M-01810) provides the mutual understanding of the national parties on issues related to the 2011 USPS/NALC National Agreement, including CCAs. A few of these important rights are covered below.

Relative Standing

CCAs are credited with something similar to seniority called rela-

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Recent MRS Documents

The NALC's Materials Reference System (MRS) is a prime resource for national business agents, regional administrative assistants, NALC branch officers and shop stewards in their duties enforcing the collective bargaining agreement.

The July 2012 *MRS Index and Summaries*, available on the NALC web site, has been completely updated. It contains summaries of key contractual documents and direct links to M-number documents as well as C-numbered arbitrations. It also includes *Defenses to Discipline*.

Beginning with this issue of the *Activist*, we will highlight significant M-documents recently added to the MRS of which not everyone may be aware. Several are described below.

M-01807

March 19, 2012— Letter from USPS Chief Operating Officer and Executive Vice President Megan J. Brennan instructing USPS Area Vice Presidents not to work disabled employees outside their medical restrictions nor to discipline them for being unable to complete their routes.

M-01808

March 19, 2013 — The parties agree to establish a work group at the national level for the purpose of developing and implementing a

process to place part-time flexible city letter carriers into full-time city carrier residual vacancies that are not subject to a proper withholding order. The intent is to help facilitate the elimination of the part-time flexible city letter carrier classification through conversion and/or voluntary reassignment to full-time duty assignments and the establishment of the city carrier assistant classification during the transitional employee phase out period. Details on the process are coming soon.

M-01809

The parties agree to extend the life of the March 19, 2013 Memorandum of Understanding *Re: Part-time Flexible Opportunities (M-01808)* thru May 10, 2013, unless the period is extended by mutual agreement of the parties.

M-01810

Questions and Answers—City Carrier Assistants (CCAs)
This jointly-developed document provides the updated mutual understanding of the national parties on issues related to 2011 USPS/NALC National Agreement. It is separated in two sections: the first concerns city carrier assistants (CCAs) and the second section addresses other contractual provisions. Please note that this document fully replaces both the March 7, 2013, *Questions and Answers, City Carrier Assistants (M-01804)* and the February 20, 2013, *Ques-*

tions and Answers, City Carrier Assistants (M-01802). New questions and responses are identified by underscoring. This document may be updated if agreement is reached on additional matters concerning the new collective bargaining agreement.

M-01811

April 23, 2013— Settlement of a national Interpretive Issue (Case #Q06N-4Q-C 11008195). NALC raised the issue that the promotion pay anomaly settlement from the 1990's prevents an employee from losing ground whenever they bid on a higher level carrier position.

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Oh no! There's a rural carrier working in my craft

Under normal circumstances, Article 7.2 of the National Agreement prohibits cross-craft assignments to and from the rural carrier craft. So what do you do when a rural carrier performs work in a limited duty capacity in the letter carrier craft?

The first question that must be answered is it permissible for a rural carrier to work in the letter carrier craft in a limited duty capacity? The answer to that question is, yes, if the postal service followed the pecking order outlined in section 546 of the ELM. Section 546.142(a)(2) of the ELM lifts the Article 7.2 constraints so that management can fully make every effort and obligatorily consider work outside the craft at the appropriate level of the pecking order. This has been challenged in the past in national level arbitration. Here are quotes from two key decisions.

National arbitration

National Arbitrator Bernard Dobranski ruled in case # G94N-4G-C 96077397:

There is no question that the phrase "other work" in section 546.141(a)(2) refers to work outside of the employee's "craft". What this means is that if there is not adequate work available within the employee's craft and within the work facility to which the employee is regularly assigned, and before the

employee should be assigned to work outside his or her work facility, the employee should be given work outside his or her craft but within the work facility.

National Arbitrator Benjamin Aaron held in case # H1C-5D-C 2128:

...In any case, the applicable regulations, previously quoted, make it clear that an employee who has partially recovered from an on-the-job accident, and for whom no work within prescribed medical limitations in his or her own craft is available, must be offered a position in another craft in the same work facility that minimizes "adverse or disruptive impact on the employee." (emphasis added)

The proper issue in a case where a rural carrier works limited duty in the letter carrier craft is whether the postal service violated the provisions of the ELM 546. Simply put, was there limited duty work in the rural carrier craft? The pecking order outlined in section 546 of the ELM mandates how the postal service must provide work to a limited duty employee. It's correctly broken down in the EL-505 (page 164) in the following manner:

EL-505 Priority for Assignment

If it is necessary to change any of the elements to meet the employee's physical limitations or to provide the employee with suitable work, the elements must be changed in this order:

Priority of Choice	Regular Craft	Regular Tour	Regular Facility
1 st	Within	Within	Within
2 nd	Outside	Within	Within
3 rd	Within	Outside	Within
4 th	Outside	Outside	Within
5 th	Within	Within	Outside
6 th	Outside	Within	Outside
7 th	Within	Outside	Outside
8 th	Outside	Outside	Outside

Priority for limited duty assignment

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CCAs Contractual Rights

(Continued from page 1)
 tive standing. Relative standing is determined by the original CCA hire date in an installation. For those CCAs who were transitional employees (TEs) before being hired as CCAs, all time served as a TE after September 29, 2007 is added. Section (f) of the CCA General Principles in the Das award (page 13) covers this:

f. When hired, a CCA's relative standing in an installation is determined by his/her

does not accept the career opportunity will not lose his/her relative standing for future career opportunities.

Relative standing also comes into play when the Postal Service needs to separate a CCA due to lack of work. Section (h) of the CCA General Principles requires the Postal Service to separate the CCA with the lowest relative standing first:

h. CCA employees may be separated at any time during their term of appointment for lack of work. Separations for

employs a CCA(s) with lower relative standing, the CCA(s) will be reappointed and the CCA(s) with the lower standing in the installation will be separated instead. Such separation of a CCA(s) with the lowest relative standing is not grievable except where the separation is pretextual. These CCAs separated for lack of work during or upon completion of their term of appointment will be given a preference for reappointment ahead of other CCAs with less relative standing in the installation provided the need for hiring arises within 18 months of separation.

Relative standing credit earned as a TE always transfers with the CCA

original CCA appointment date to the installation, using Article 41.2.B.6.(a) where applicable, and adding the time served as a city letter carrier transitional employee for appointments made after September 29, 2007 in any installation.

Relative standing is extremely important for several reasons. First, when CCAs are converted to full-time career status within an installation, the CCA with the most relative standing in that installation is the first one to be converted to full-time career status. Section (g) (page 13) of the CCA General Principles states:

g. When the Postal Service hires new city letter carrier career employees, CCA employees within the installation will be converted to full-time regular career status to fill such vacancies based on their relative standing. A CCA who

lack of work shall be by inverse relative standing in the installation. Such separations are not grievable except where the separations are pretextual. CCAs separated for lack of work will be given preference for reappointment ahead of other CCAs with less relative standing in the installation if the need for hiring arises within 18 months of their separation.

Another situation where relative standing is important is when the Postal Service decides to not reappoint a CCA for operational reasons. In this circumstance, the CCA with the lowest relative standing in that installation is separated first. Section (i) (page 13) of the CCA General Principles covers this:

i. CCA employees are separated for 5 days between appointments. When operational circumstances indicate that reappointment for a CCA(s) is not needed and the installation em-

In the event a CCA stops working in one installation and begins work in another installation, relative standing credit earned in one installation as a CCA does not transfer over to another installation. However, relative standing credit earned as a TE always transfers with the CCA, no matter where he/she works. Questions 44 and 45 of M-01810 cover this.

A CCA separated for lack of work or due to operational circumstances will be given preference for reappointment ahead of other CCAs with less relative standing in the installation if the need for hiring arises within 18 months of separation.

Work Hour Guarantees

According to Article 8.4.D of the 2011 National Agreement (found on page 15 of Das award), in post offices or facilities with over 200 workyears of employment, CCAs are guaranteed four hours of work or pay anytime they are scheduled and report to work.

In all other post offices or facilities, CCAs are guaranteed two hours of work or pay anytime they are scheduled and report to work.

Discipline Procedure

CCAs have access to the grievance procedure when disciplined or removed. The 2013 Das interest arbitration award (pages 19-20) states:

Article 16 – Discipline Procedure

CCAs may be separated for lack of work at any time before the end of their term. Separations for lack of work shall be by inverse relative standing in the installation.

Such separation of the CCA(s) with the lowest relative standing is not grievable except where it is alleged that the separation is pretextual.

CCAs separated for lack of work before the end of their term will be given preference for reappointment ahead of other CCAs with less relative standing in the installation, provided the need for hiring arises within 18 months of their separation.

CCAs may be disciplined or removed within the term of their appointment for just cause and any such discipline or removal will be subject to the grievance arbitration procedure, provided that within the immediately preceding six months, the employee has completed ninety (90) work days, or has been employed for 120 calendar days (whichever comes first) of their initial appointment. A CCA who has previously satisfied the 90/120 day requirement either as a CCA or transitional employee (with an ap-

pointment made after September 29, 2007), will have access to the grievance procedure without regard to his/her length of service as a CCA. Further, while in any such grievance the concept of progressive discipline will not apply, discipline should be corrective in nature.

In the case of removal for cause within the term of an appointment, a CCA shall be entitled to advance written

Opting and Hold-Downs

CCAs have the right to “opt” on temporarily vacant full-time duty assignments (page 25 of Das award).

Question 47 of M-01810 states the following:

47. Is there a waiting period for a new CCA (no former experience as a career city letter carrier or city carrier transitional employee) before the em-



notice of the charges against him/her in accordance with the provisions of Article 16 of the National Agreement.

ployee can opt on a hold-down?

Yes, 60 calendar days from the date of appointment as a CCA. Once the CCA has met this requirement there is no additional waiting period for applying for/being awarded a holddown when the employee is converted to career.

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All photos above are from CCA union orientation in Region 1

Welcoming CCAs to NALC

(Continued from page 1)

or begin a loop. You were told that any accident however minor would result in being fired and that you should never call in sick during your probationary period no matter how ill you are. Meanwhile some supervisor who never seemed satisfied was hounding you to go faster and faster.

You wanted to do well. You wanted to succeed. You were happy when you were hired as a letter carrier and wanted to keep this job for

selves not too long ago. If you were lucky, you had a good shop steward who took you under his/her wing and looked out after you. If not, you worked with a bunch of carriers who looked at you like you were a fraternity pledge during initiation: I had to go through it on my own, so should you.

And it has to be even harder for our new CCAs. We went through all that as career employees, with all the rights, benefits and, after 90 days, the job security that came along with that. While in many re-

Early reports suggest that most branches are doing a great job of getting the new CCAs to join the NALC. Many union reps who are speaking to the CCA's during their carrier training are reporting that over 90% are signing 1187's to join the union. While it's still too early to report exact figures, it appears that nationwide we are doing a significantly better job of signing up CCA's than we did with TE's. Although some branches were successful in getting TE's to join the union, overall the organizing percentages of TE's averaged about 15% less than the figure for career employees which is around 93%.

But signing them up is just the beginning of making them a part of the union, sort of like joining the army is the first step to becoming a soldier. We need to let them know that we are not just interested in their dues by making them feel welcome to and "a part of" this great union - and this should start the moment they show up the delivery unit. Here's some ways to do this:

Get to know them during carrier training

Article 17.6 of the National Agreement provides the union with the opportunity to address new employees during their orientation process. This is where we have been most successful in getting them to sign up. One thing that the union rep can do during the meeting with new employees is gather some information about each of them. How this is done depends on the size of the group.

In a smaller group, the rep can ask each person to stand up and introduce themselves by telling the others their name, where they are going to work, why they came to work for the post office, what they

It won't be long before branch and state association leadership positions will be filled with those who started in the post office as CCAs

awhile, perhaps even make it a career. You certainly were looking forward to the decent wages and benefits that the job promised... but the work was definitely more difficult than it looked and the bosses were among the worst you'd ever encountered.

If you could just make it through probation, you could breathe easier; but that was not guaranteed, not by a long shot, and those supervisors made it very clear that your fate was in their hands. So you tried to keep them happy, or at least not mad at you, and you looked for a friendly face or two, other carriers who understood what you were going through and could empathize with your situation.

Often, you found it in those just above you in the seniority roster as they'd just gone through it them-

spects CCAs are much better off than TEs were, including a path to become a career employee, it's still a longer and more difficult path than most of us had to trudge when we came in as PTFs.

These are the future leaders of the NALC. We already have a former TE as one of our resident national officers, Assistant Secretary Treasurer Nicole Rhine. It won't be too long before leadership positions in the branches and state associations will be filled with those whose first postal job was as a CCA.

Does anyone doubt the importance and necessity of making sure we welcome the CCA's with open arms and do whatever we can to help them succeed? Can you imagine the consequences to our union if we don't?

would like to see in their future, and if they are married, how many kids they have, etc. To make it easier for those who might be reluctant to share this information, the union reps can set the example by going first and sharing this same information about themselves.

While the employees are sharing this information the rep writes it done on a prepared sheet for each person. This same process could be done in larger groups by breaking the class up into smaller groups. This of course would require extra union reps. Another way would be to have them fill out a questionnaire requesting this information.

Once this information is gathered, it can be used by the union rep at the orientation to relate to the employees. It should be passed on to the union reps at the delivery unit where the new CCA will be working. This should apply whether the CCA joined or not.

When they arrive at the delivery unit

As soon as the new CCAs arrive at the unit, someone from the union should make an initial contact with them. Some branches have a specific person assigned to do this, usually someone who is friendly and has a warm and outgoing personality. This should be done whether the CCA signed up or not. This greeter welcomes the CCA to the unit and introduces him/her to the other members of the branch. The goal is to make the employee feel like the union really cares about his or her well being and that it is there to help them.

“We are all glad you are here; we really needed some more carriers here. It’s been ages since we’ve hired anyone and we are going to do every-

thing we can to help you pass probation and to see that you become a career employee. If you have any questions, or management is giving you a hard time about something, please let me know. Here’s my phone number in case you want to call me after work.”

If they have the personal information about the employee obtained during the orientation, the greeters can use it when introducing them to others.

“I understand that you have two young children; that’s great. They would probably enjoy our branch picnic we have every July or the holiday party we have in December. Say, Joe here has a couple of kids too, maybe he can tell you more about it, Joe, this is...”

With the OJI

The newly hired CCA will likely be assigned to an on-the-job instructor (OJI) for the first few days at the unit. OJIs are in a unique position, allowing them to spend a considerable amount of time with the new employee. In most cases, they are the first “real carrier” that CCAs will spend time with, so how they interact during those first few hours is critical. Having the OJI “talk up” the union while training the new hire will go a long way. The OJI should also let the CCA know that he/she will do everything possible to help the CCA get through probation and make it to career status.

Even after the official training period is completed, OJIs should be willing to stay late a couple of nights to be there when the CCAs return at the end of the day to see how things went and to ask if there’s anything they can help them with.

Meeting the shop steward

Sometime in the first few days, the shop steward should also make contact with the CCA and let him/her know that they and the rest of the union are there to help and will do whatever it takes to see the CCA passes probation and makes it to become a career letter carrier. In some locations, stewards may want to keep on-the-clock interaction with new employees fairly low-key until they pass probation to avoid any issues with management, but they should at least spend a few moments introducing themselves and exchanging phone numbers. At a minimum, the steward should call the CCA once a week to see how things are going and to offer assistance as needed.

Contact with branch president

Each branch should prepare a welcome letter and information sheet for the new employees letting them know about the branch, listing the officers and their phone numbers, the time and locations of the branch meetings and any other important information. This should be mailed or handed to the employee sometime during that first week at the unit.

The branch president should also make contact with the new CCA at some point in the first few weeks. In smaller branches where the president works in the unit with the CCA, this can be done right away. In larger branches where the president works in another location or is a full-time officer, he/she should make station visit during that first month and make a point of meeting

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Ideas?

Is there a topic you'd like to see covered in an upcoming issue of the *Activist*? Something that you think would interest other activists in the NALC? Let us know. Send any ideas you may have to dysart@nalc.org.

We certainly can't promise that your idea will end up as an *Activist* article, but we'll bring every idea we receive up for consideration at the next story meeting for upcoming issues of the newsletter. We look forward to hearing your ideas.

Rural carrier in my craft

(Continued from page 3)

In most cases, as you can see in the chart on page 3, the postal service provided limited duty work to the injured rural carrier at the 2nd level of the "pecking order." The issue in the case should read something like this:

Did the Postal Service violate Articles 3, 5, 14, 19 or 21 of the National Agreement, or ELM 546.142 or Handbook EL 505 when, on [date] and continuing, it provided an injured rural carrier limited duty work in the letter carrier craft? If so, what is the remedy?

- when a rural carrier does whole route
- RCA and RCR timecard – PS Form 1234 (green time card) – this is filled out when an RCA or RCR does auxiliary assistance
- Rural carrier schedules – to see if there were routes split up between RCAs and/or RCRs
- RCAs and RCRs brought in to deliver express mail or accountable mail
- Rural carriers performing hub run duties
- 3rd class mail for pm casing

The proper issue: Was there limited duty work available in the rural carrier craft?

Activist mailing list

The *Activist* (surprise, surprise) is aimed at NALC activists, whether they serve as branch officers, shop stewards or fulfill other important roles in the branch like coordinating the food drive or organizing a golf tournament. So if you know someone who should be getting the *Activist* but isn't, let us know so we can add that person to the mailing list. Send any names and addresses to dysart@nalc.org.

Think about the work a letter carrier performs vs. the work a rural carrier does. The only general difference is that a rural carrier sells stamps, a letter carrier does not and for the most part, letter carrier duties are more physically demanding than a rural carrier's duties. A successful grievance is one where the NALC can show that there was work available at the first level of the pecking order. In order to do this, we must be prepared to show that work was available in the rural carrier craft.

Possible documentation

Rural carriers do not punch time clocks like letter carriers, but there are ways to illustrate there was limited duty work as a rural carrier. Here are some things to request and/or look into:

- Rural carriers going over 2080 hours per year - this is a real issue as rural carriers that go over this have to get assistance or their route gets cut as a last resort
- Supervisors performing work on a rural route - interview supervisors, rural carriers, clerks or PS Form 4240. In addition, look at who signed out for accountable and/or arrow keys.

These are some of the many things to look into if an injured rural carrier is given limited duty work as a city carrier. Remember, it's not as simple as saying the contract prohibits them from performing carrier duties, you should show that there's limited duty work as a rural carrier. ■

- Rural carrier timesheets – PS Form 4240 – this is filled out



DELIVERING FOR AMERICA

Customer Connect

The Customer Connect Program is a joint effort between NALC and USPS to generate revenue for the Postal Service. Since 2004, the NALC has entered into a series of agreements at the national level that not only strengthens the process, but also is contractually enforceable. It is important that all letter carriers get

potential leads? This is where education on the program along with the product and service information needs to be a part of the day-to-day operation at each carrier unit.

Priority, Express and Direct Mail (including Every Door Direct Mail – EDDM) are the target products of Customer Connect. Now

agreed-upon mandates of the program.

The simplest and first step to encourage your customers to use the Postal Service is to just get a completed Customer Connect lead card. Lead cards are available from your Customer Connect coordinator or supervisor. You are the first step in showing the customer there is a simpler way to ship.

Look for additional articles on the Customer Connect program in future issues of the *Activist*. We need you to help grow the USPS business. Remember, “If it fits, it ships” – Priority Mail Flat Rate products. The package business is our future. With your help, we will expand those services and insure the success of the Postal Service for years to come.

At the convention in Minneapolis in 2012, Vice President Mignosi reminded the delegation “It’s clear we have to do more in the future to capture new work for our members. Making the building of a business part of the letter carrier’s duties is priority for us.”

Every station should have a NALC Customer Connect Coordinator

involved to the extent their routes allow. By generating revenue we can save 6-day delivery and gain a market share in the ever-growing advertising and package business.

The first thing every station should have is a carrier at each unit assigned as the NALC Customer Connect coordinator. If you do not have one, consider becoming that individual. If your office already has a coordinator, let them know that you will do your part and encourage others to do the same. Participation in Customer Connect has generated over \$1.6 billion in revenue for the Postal Service. This is a great reason to voluntarily participate in Customer Connect.

What products and services are available? How do we get the message out? How can we follow up on

that you are aware of which products are available, there are other things you need to know.

Participation in Customer Connect is encouraged at all levels of the Postal Service. Local branches and station management cannot withdraw from the program. Vice-President Mignosi, the national officer who heads up the union’s efforts to promote the program, states, “Building our business and serving our customers is at the heart of trade union work. It’s crucial to the job security and standard of living for our members.” M-01742 (which you can find in the Material Reference System (MRS) available on the NALC web site) re-communicates the



Welcoming CCAs to NALC

(Continued from page 7)

the new carriers and welcoming them to the union.

A welcome from the state president

Each branch should provide the state association with the names and addresses of their newly hired CCAs. State presidents should each draft a standard letter to send to the new hire welcoming them to the union and explaining what the state association is about and what it does.

A good time to send this would be about a month or two so after they were hired and have had time to settle in.

A greeting from the National Business Agent

The NBA should also send a greeting and informational letter to the new hires at around the two-month mark, welcoming them to the union and letting them know that the union is there for them. These letters, along with those from the state presidents are best if they are kept short, sweet and to the point. Long missives about the important fights in Congress and battles with the Postal Service can come later.

These should just be something along the lines of *"I know you are very busy and have a lot on your mind as you are adjusting to life in the Postal Service, so I just want to drop you a note welcoming you to the NALC and to let you know that if there's anything I can do to help you, please call me at..."* CCAs actually might read that where 2-3 pages about the importance of contributing to COLCPE will likely get tossed in the trash can.

A ride to the union meeting

Someone, whether it's the steward, the greeter, the OJI or some other member, should make sure that the new CCA is taken to the first union meeting after arriving in the unit. Rather than asking if he/she is going, just say: *"The meeting starts at 7:00pm, how about I pick you up at 6:30?"*

Some branches have an induction ceremony for the new members, including an oath of allegiance to the union. Others simply have someone stand up with the new carriers and introduce them to the rest of the branch. Having cupcakes and coffee or some other treats at the rear of the meeting hall following the meeting to welcome the new carriers and to allow the others to interact with them is a nice touch as well.

Making them feel important and needed

The main point behind each of the actions described above is to make the new employees feel important (which they are) and needed (which they certainly are). Just standing back and waiting to see if they sink or swim is not the way to bond them to the union. We want them to know that the union is there for them every step of the way and we can't do that if we don't spend time with them. These things take only a few minutes a day to do, but you, your branch and the NALC as a whole will reap huge rewards from doing so. ■

CCAs contractual rights

(Continued from page 5)

Former transitional employees or former career city letter carriers hired as CCAs may opt immediately. New CCAs may opt 60 calendar days after the date of appointment as a CCA.

Question 48 of M-01810 covers the pecking order for awarding hold-downs:

48. What is the pecking order for awarding hold-down assignments?

Hold-down assignments are awarded to eligible career letter carriers by highest to lowest seniority first and then to eligible CCAs by highest to lowest relative standing in the installation.

Additional opting provisions for CCAs are covered in M-01810 and in the Letter of Intent *Re: City Carrier Assistants – Opting* found on pages 25-26 of the Das award.

For more information on CCAs, or answers to any questions about this new category of employee, please contact your NBA's office. ■

Index Available

A cumulative index for all past issues of the *Activist*, from 1986-2012, is available in either hard copy or digital format. Please note that this is an *index*, not the full-text of all the back issues of the newsletter. If you would like a copy, contact Nancy Dysart at 202.662.2879 or dysart@nalc.org. Be sure to specify which format you prefer.

Training Seminars & State Conventions

Listed below are the training sessions, educational seminars, and state conventions scheduled through August 2013. For more information, contact the appropriate business agent. Any region not listed has not reported any training scheduled for this time period.

Region 1-NBA Christopher Jackson 714-750-2982
California, Hawaii, Nevada, Guam
June 21- 23, California Regional Training, Capital
Holiday Inn, Sacramento CA
August 11 Region 1 Leadership Conference, Hotel TBA,
Las Vegas NV

Region 3-NBA Neal Tisdale 217-787-7850
Illinois
June 13-15, Illinois State Convention, Crowne Plaza,
Springfield IL

Region 4-NBA Roger Bledsoe, 501-760-0227
Arizona, Arkansas, Colorado, Oklahoma, Wyoming
June 13-15, Arkansas State Convention, Austin Hotel,
Hot Springs AR

Region 5-NBA Dan Pittman, 314-872-0227
Missouri, Iowa, Nebraska, Kansas
June 7-9, Missouri State Training, Tan-Tar-A Resort,
Osage Beach MO

Region 6-NBA Patrick Carroll 586-997-9917
Kentucky, Indiana, Michigan
June 9-11, Kentucky State Convention, Hilton Cincinnati
Airport, Florence KY

Region 8-NBA Peter Moss 256-828-8205
Alabama, Louisiana, Mississippi, Tennessee
June 5-8, Louisiana State Convention, Hotel Acadiana,
Lafayette LA
June 21-22, Alabama State Convention, Ashbury Hotel
and Suites, Mobile AL

Region 9-NBA Judy Willoughby 954-964-2116 Florida,
Georgia, North Carolina, South Carolina
June 8-9, Florida Training Seminar, Doubletree At-
lanta Northside, Atlanta GA
June 20-22, Florida State Convention, Crown Plaza
Riverfront, Jacksonville FL
June 21-22, North Carolina State Convention, Holiday
Inn Resort, Wrightsville Beach NC

Region 10-NBA Kathy Baldwin 281-540-5627
New Mexico, Texas
June 7-8, New Mexico State Convention, Red Lion
Hotel, Gallup NM
June 26-28, Texas State Convention, Waco
Convention Center, Waco TX

Region 11-NBA Daniel Toth 440-282-4340
Upstate New York, Ohio
August 4-6, New York State Convention, Holiday Inn
Electronics Parkway, Syracuse NY
August 8-11, Ohio State Convention, Park Inn by
Radisson, Toledo OH

Region 14-NBA John Casciano 617-363-9299
Connecticut, Maine, Massachusetts, New Hampshire,
Rhode Island, Vermont
June 7-9 New Hampshire State Convention , Grand
Summit Hotel, Attitash NH

Region 15-Larry Cirelli 212-868-0284
Northern New Jersey, New York, SW Connecticut,
Puerto Rico, Virgin Islands
August 4-6 New York State Convention, Holiday Inn
Electronics Parkway, Syracuse NY

MRS documents

(Continued from page 2)

M-01812

April 4, 2013 — Another settle-
ment of a national Interpretive Issue
(Case #Q06N-4Q-C 11002599). By
a July 10, 2006 letter, the USPS pro-
vided an Article 19 notice to the

NALC requiring the use of the
WH-380 forms developed by the
Labor Department. On July 28,
2011, NALC intervened in the
APWU challenge of the same Arti-
cle 19 notice. On April 18, 2012,
Arbitrator Das issued an award:

*Accordingly, the Postal Ser-
vice is directed to cease and*

*desist from requiring employees
to submit FMLA medical certifi-
cations using only the WH-380
forms.*

The 4/24/13 settlement affirms
the Employee and Labor Relations
Manual revisions published Decem-
ber 13, 2012 resolve the instant
grievance.

ACTIVIST

**A NEWSLETTER FOR BRANCH LEADERS
NATIONAL ASSOCIATION OF LETTER CARRIERS
100 Indiana Ave. NW
Washington DC 20001**



Non-Profit
U.S. Postage
PAID
Washington, D.C.
PERMIT NO. 2255

USPS BY THE NUMBERS

Operations

<u>FY 2013 through 2nd Quarter</u>	<u>Number</u>	<u>Change from SPLY*</u>
Total mail volume YTD (Millions of pieces)	82,292	-0.08%
Mail volume by class (YTD in millions)		
First-Class	34,455	-4.3%
Periodicals	3,245	-4.8%
Standard (bulk mail)	41,837	2.4%
Shipping & Packages**	1,930	5.1%
Workhours (YTD in thousands)		
City Delivery	196,901	0.2%
Mail Processing	106,330	-3.0%
Rural Delivery	87,469	-1.2%
Customer Service/Retail	71,052	-3.8%
Postmasters	28,495	-0.9%
Other	70,514	-1.1%
Total Workhours	560,761	-1.4%

** Reflects change in reported USPS categories

*SPLY=Same Period Last Year

Finances

<u>FY 2013 through 2nd Quarter (millions)</u>		
Operating Revenue	\$34,008	0.3%
Operating Expenses	\$37,053	-8.0%
Controllable Operating Income	-\$251	
PSRHBF Expenses	\$2,800	
Workers' Comp adjustments	\$753	
Net operating loss	-\$3,130	

Employment

<u>FY 2013 —PP9</u>	<u>Number</u>	<u>Change from SPLY*</u>
City carrier employment	172,066	-4.1%
Full Time	162,649	-0.2%
PT Regular	670	-8.3%
PTF	8,747	-44.8%
Transitional	1,279	-79.9%
MOU Transitional	991	-87.5%
City Carrier Assistant	21,682	NA
City carriers per delivery supervisor	16.6	
Career USPS employment	496,681	-8.4%
Non-career USPS employment	121,739	25.4%