

THE KANSAS MAIL CARRIER

WINTER
2016

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THE OFFICIAL PUBLICATION OF THE KANSAS ASSOCIATION OF LETTER CARRIERS

NALC NETWORK ACTIVIST TRAINING

I recently had the honor to attend the first ever NALC Network Activist Training at the Maritime Institute in Baltimore, Maryland. There were close to 200 NALC activists who attended from around the Nation. Joining me from Kansas were KSALC Vice President Carol Woods. Second District CDL Michelle Jellison, and Shawnee Mission Branch 5521 President Chris Fayard.

This training was ambitious and unique not only due to the sheer number of activists in attendance but also due to the content. The intensive training covered the legislative process from the ground up. It wasn't just a rehash of the important legislative issues affecting Letter Carriers and the USPS.

The training stressed how Letter Carriers must mobilize not only internally, that is, organizing and motivating Letter Carriers to take a lead role in protecting our livelihoods, but externally as well. What is external mobilization? It's the action of bringing in our natural allies from outside the ranks of Letter Carriers. Who then are our natural allies? Well, pretty much everybody. The catch is they don't necessarily know it.

We have to educate the public to make them realize how closely aligned their interests are with our interests.

Some examples of our natural allies would be veterans, seniors, small business owners, neighborhood associations, and rural constituencies. Veterans because the USPS provides jobs. Seniors because they rely on our service six and seven days a week. Small business owners because we can come to their business or house and pick up their affordably shipped parcels. Neighborhood associations because we deliver to their doors, six day a week. Rural constituencies because even though they don't receive city delivery, that post office is a center of their community.

Some of the techniques for spreading our message and reaching our natural constituencies are through traditional media, such as print, TV, and radio. Increasingly however, social media has become the way in which people stay informed and we as NALC activists need to capitalize on that.

President Rolando did address the training on the first day. One point he emphasized, as did the other facilitators was the importance of being an E-Activist and a Letter Carrier Political Fund (LCPF) contributor. In case you missed, the

memo, the NALC PAC formerly known as COLCPE is now LCPF. Just like your health, life, or auto insurance, you need job insurance.

With an election coming in less than a year, we need to have a voice in the political realm. To have a voice, we have to not just have boots on the ground, we have to have money. It's really that simple. The NALC, like most Unions, is able to provide manpower to our chosen candidates. That's not in question. More than ever in the post-Citizens United world, we gotta have the cabbage, the greenbacks, the grease to get our message heard. post-Citizens United world, we gotta have the cabbage, the greenbacks, the grease to get our message heard.

MOBILIZATION OF RETIRED MEMBERS

NALC Network Activist Training In some ways retired members are our best organized and most reliable activists. I think of Director of Retirees Mike Wamsley and the energy and willingness he brings to his role. I think of Northeast District Organizer Dave Spero and his lifetime of service. I think of Branch 104 retiree Jerry Totten and the fact that he almost single-handedly saved a letter carrier position in a way that an active member would be prevented from doing. I think of Topeka and Kansas City retirees who hold monthly gatherings.

In other ways, we need to better organize retired members. I happened to look at my own branch, 104 in Lawrence and noticed that not many retired members were E-activists or LCPF contributors. I hope to address and improve those numbers in the coming weeks and months.

2016 KSALC STATE TRAINING:

APRIL 28-30, 2016

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Room Rate is \$87.99/night.

The rooms and rate will be held until April 1st so make reservations ASAP!

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This is not a convention year.

Thanks to Southeast District Organizer Terry P. Miller for hosting this years' training.

The Holub Family Scholarship application will be printed in this issue and the next issue of the Kansas Mail Carrier.

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7:00-10:00**

KANSAS MAIL CARRIER

You may have noticed that there was an unusually long delay since you received your last Kansas Mail Carrier. We are working with new ownership at our long time publisher. We may see some changes in the newspaper in the coming year with regard to frequency of publication but we will continue to bring the latest and most important information to all members of the KSALC.

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ATTENTION ALL READERS!

We are receiving a very large number of returned papers because addresses are not being updated.

This means:

- Carriers are not receiving their papers, missing out on important information and updates.
- Extra work for the Carriers that have to straighten out bad addresses.
- Double postage expense on non-deliverable and returned papers.

It is very important to keep your address updated!

If are moving or are not receiving the paper at your current address, update your address with your branch secretary.

Update names and addresses of deceased members.

ATTENTION BRANCH SECRETARIES FORWARD ALL UPDATED ADDRESSES AS YOU GET THEM TO:

AMANDA BECKLEY

P.O. BOX 2531

GARDEN CITY, KS 67846

**BE SURE TO SEND NEW MEMBERS'
ADDRESSES AND NAMES.**

Correspondence and articles intended for publication in this paper should be addressed to: Amanda Beckley (address below).

All advertising correspondence and mailing permit information will need to be sent to Sherwood Applegate (address above).

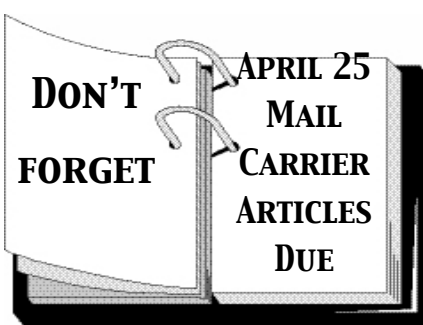
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THE KANSAS MAIL CARRIER YOU MAKE IT WORK!

2016 PUBLICATION SCHEDULE ARTICLES MUST BE SUBMITTED TO THE EDITOR BY: APRIL 25TH FOR THE MAY ISSUE

EDITOR

**AMANDA BECKLEY
P.O. BOX 2531
GARDEN CITY, KS 67846**



2016 CALENDAR OF EVENTS

January 1	New Year's holiday
January 17-19	CCA Conference – St Louis
January 18	Martin Luther King holiday
February 15	President's Day holiday
February 26-27	Region 5 Rap Session - Sheraton Overland Park Hotel in Overland Park, Kansas. Rooms have been blocked for the evenings of February 26 – 27 at \$114.00 plus tax. Reservations can be made by calling 1.866.837.4214 or online at:
www.starwoodmeeting.com/Book/2016NALCRegion5RapSession .	
March 5	Kansas Caucuses
April 28-30	Kansas State Training – Independence, Kansas
May 30	Memorial Day holiday
July 4	Independence Day holiday
August 15-19	National Convention – Los Angeles
September 5	Labor Day holiday
October 10	Columbus Day holiday
November 11	Veteran's Day holiday
November 24	Thanksgiving Day holiday
December 25	Christmas holiday

Dave and I attended the Branch 104 meeting in Lawrence on Thursday, July 16th. It was a very pleasant, well ran meeting by Branch President, John Hamilton. Also in attendance were two 50-year auxiliary members, Reba Bryant and Peggy Burnett, as well as new member, Mary Halbert.

A Branch 104 retiree spoke about Reba's spouse, Walt Bryant, who served as Branch President in years past and how active the Lawrence auxiliary had been. He emphasized how much the auxiliary did on legislative issues since the carriers were bound by the Hatch Act.

JOAN SPERO

AUXILIARY PRESIDENT

It was a very informative meeting. President Hamilton had a great agenda including information on grievances, what should be done or not done along with offering tips on how to take care of one's physical health.

I want to thank President Hamilton for including the auxiliary in their meeting.

The last week of October, I had the opportunity to attend the 2015 NALC Network Activist Training at the Maritime Institute in Linthicum Heights, Maryland. Similar to Leadership Academy, the instructors filled our brains with information and then challenged us to put it to use. The first day began with an overview of the legislative process and many good resources for further education on postal issues. From there, we learned the importance of communicating effectively through one-on-one campaigns and also by using internal and external mobilization. We identified potential allies of our legislative agenda and how we can put them to work for us.

In my opinion the most interesting part of the training concerned lobbying. We were divided into groups and had to prepare to lobby a Congressperson on varying topics. The next day, we actually had mock lobbying exercises. It was intimidating; the instructors did an excellent job of putting us through very real-life situations. After going through this exercise and watching others, I feel much better prepared. It was both nerve-racking and exhilarating!

COLCPE is now called LCPF, the Letter Carrier Political Fund. The goal of LCPF is to improve the lives of letter carriers. The fund supports pro-letter carrier candidates, regardless of their political affiliation. A good portion of the training was about LCPF and the importance it will play in the upcoming election. If you are not a Letter Carrier Political Fund contributor, I urge you to become one. It is easy, and our jobs depend on it! If you don't know how to contribute, please contact me or any of the other legislative liaisons or visit the NALC website at www.nalc.org.

MICHELLE JELLISON

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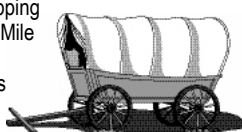
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Lately, in our branch as with everywhere, we have had quite a few CCAs converted to regular and with that comes a lot of questions and changes. First, I'd like to say congratulations to all who have made regular. Yeah, you made it!! Second, I hope to provide some answers, as well as some information on the changes you will be asked to make.

Probation: It is my understanding that if you have not completed one full appointment as a CCA; you may have to go through another 90-day probation.

Health insurance: You will have several options and providers to choose from. Go to www.OPM.gov and click on Health-care, then scroll down to plan information. Spend some time comparing premium costs, care coverage needed for you and your family, deductibles, and participating doctors. As for the NALC plan, go to www.nalchbp.org. If you don't find your current physician listed as a participating doctor, our plan representatives will contact doctors and recruit them. You have 60 days from your conversion date to make your decision. Other than at conversion, the only time you can make changes to your benefits is at open season or during what is called a 'life change' event, like a marriage, new child, death, or divorce.

Additional insurance available to you include FEDVIP plans, which are deducted from your paycheck for dental or vision care. FEGLI is life insurance, and FLTCIP is for long-term care. As a new career employee, you have free basic life insurance, which equivalent to your salary plus \$2,000. You may add multiples up to 5 times for an additional cost.

Thrift Savings Plan (TSP): This is your retirement above Social Security, which may or may not be there when it's time for you to retire. So it is recommended you put in as much as you can, and if you signed up for the CCA retirement savings plan (or have a private 401K plan), it can be rolled into the TSP without any charge. Whether starting from scratch or building on something you already have, the Post Office will match your new contributions up to 5%. You can use a retirement calculator to get an idea of how much you should put into TSP, or consult a financial advisor for more information, but remember that you are receiving 100% return on the first 5% from the USPS matching your contributions.

Pay scale/step increases and Leave: As a career carrier your pay will accrue to the same level as current employees, 12 years to the top. You can find the pay scale posted on the NALC website (www.nalc.org), as well as in the Postal Record yearly. Your annual leave will increase over time to 5 weeks of leave. You will earn 1 day of annual leave and 4 hours of sick leave for each pay period, once you reach the top after 15 years. This schedule has not changed, however, you may not take annual leave within 90 days of your conversion. Although every branches leave agreement will vary, you will have the opportunity to schedule annual leave for the following year generally during the month of December. Ask for a copy of your local Memorandum of Understanding (MOU) for local leave agreements. In the case of bereavement leave, the contract allows carriers to use three

days of sick leave, annual leave, or LWOP to attend funerals for family members. Management may request documentation to prove the absence was necessary.

Once you are converted, you will either become an unassigned regular or you will be assigned to a vacant assignment. You now have the ability to bid on other vacant full time assignments, as well as choose which overtime list you wish to sign: no overtime, work assignment which is overtime on your own assignment; or 10-12 hour list. Also know that as a regular, you now have to have at least one 8-hour day on a regularly scheduled day each week to avoid penalty overtime.

It is very important to remember that your clock rings are accurate as they determine what your route becomes when route adjustments are done. Make sure you do not clock back to the office until you return your keys and accountables. Your PM office time combined with your AM office time, determines your office time. During route inspections, they will use your actual time, or 'standard time' (casing at 18/8/70), whichever is lesser. DO NOT WORK OFF THE CLOCK. Why? Because, working for nothing is not just stupid, it's illegal, but more importantly, you could be setting yourself up for a route that you will not be able to do on a daily basis. If you are uncertain about what duties are to be done on office time verses street time do not be afraid to ask or refer to the M-41 handbook, which can be found in the route book at each case.

Additionally, if you were injured while working off the clock, you may have your claim for injury challenged. Also, I've noticed a lot of carriers (career & CCA) wearing non-approved shoes, and it's important to remember that if you suffer an injury in non-approved shoes, that claim could be challenged as well. If you get hurt, you must fill out a CA-1, and it must be done that day. Always request a copy of all 4 pages. Also, if a claim is filed and approved, it is given a number. That claim number should be included in all issues related to that injury.

As a new regular carrier, it's a good idea to review some of your duties. The M-41, City Delivery Carriers Duties and Responsibilities can be found on the nalc.org website under Workplace Issues, then Resources, then USPS Handbooks and Manuals. It should also be in the route book of every city route. Knowing what it says may help you understand what is expected of you, or what management should expect of you. A few items applicable include:

131.33 Unless otherwise instructed by a unit manager, deliver all mail distributed to your route prior to the leaving time and for that trip and complete delivery within scheduled time. It is your responsibility to inform management when this cannot be done.

131.41 It is your responsibility to verbally inform management when you are of the opinion that you will be unable to case all mail distributed to the route, perform other required duties, and leave on schedule or when you will be unable to complete delivery of all mail.

131.42 Inform management of this well in advance of the scheduled leaving time and not later than immediately following the final receipt of mail. Management will instruct you what to do.

Also, some carriers have been told that they can't mark in any way in the case, that you have a parcel for an address. That is wrong, as this explains:

225.16 Sort stiff cardboard articles (X-ray pictures, etc.) and large newspapers and magazines on ledge, usually by relays; then route them in sequence of delivery. A letter may be reversed in the letter separation for a customer receiving a parcel or odd-sized article that cannot be routed in the flat separations. This will serve as a reminder when on the route that there is a large or odd-sized piece for the customer.

The last subject I want to address is your rights as a regular carrier. Several items include:

You now have an 8-hour work guarantee instead of 2, or 4 as a CCA.

Any discipline must abide by the concept of being progressive as set forth in Article 16 of the National Agreement. If you are pulled off the workroom floor for an "investigative" interview, you must invoke your Weingarten Rights and request a union steward present. Management is obligated to bring one to you. They may claim it's just a job discussion, you don't have a right to a steward, but if the questions they ask lead you to believe they intend more than a discussion, you should insist on a steward. It is your right to representation, but you MUST request it.

When it comes to how a manager/supervisor treats you, they should never yell, threaten, harass, or bully you. Their own manual, the M-39 Management of Delivery Services has guidelines such as:

115.1 Basic Principle-In the administration of discipline, a basic principle must be that discipline should be corrective in nature, rather than punitive. No employee may be disciplined or discharged except for just cause. The delivery manager must make every effort to correct a situation before resorting to disciplinary measures.

As you can see, It's not just the union's opinion that discipline is the first resort to correct a problem. Part of that "every effort" may include a job discussion, which should be conducted in private, off the workroom floor.

115.4 Maintain Mutual Respect Atmosphere-The National Agreement sets out the basic rules and rights governing management and employees in their dealings with each other, but it is the front-line manager who controls management's attempt to maintain an atmosphere between employer and employee.

Again, as you can see, management is obligated to act in an appropriate manner. When they don't, that's what the union is here for. The Joint Statement on Violence and Behavior in the Workplace also speaks to that issue as well.

I know that this whole process can seem overwhelming, and I have probably added to that confusion, but I also hope I have provided some

answers and some helpful information. Congratulations again to those who have been converted and best of luck in your new career. To those waiting for their turn, it is coming. I would like to say thank you to Pat Hill, President of Branch 201, for sharing a lot of the information in this article. Our branch recently held a CCA only meeting where he shared this information and agreed to let me share it with all of you.

As always, together we can succeed, divided we fall. We control our own destiny. Solidarity forever.

CAROL WOODS VICE PRESIDENT



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CHRIS FAVARD

PRESIDENT BRANCH 5521 SHAWNEE MISSION

Hello Brothers and Sisters,

My name is Chris Fayard. I am a member and the President of NALC Branch 5521 in Shawnee Mission. I recently had the privilege of attending the first NALC Network Activist Training held in Baltimore, MD. I was surrounded by a bunch of other union activists from around the country, which also included a few from the state of Kansas.

We had the pleasure of taking several classes that included a wide range of topics such as:

- The legislative process
- NALC structure and resources available
- Effective one on one campaigns
- Mobilizing (internal and external)
- Lobbying, building and maintaining relationships
- Media tools
- Letter Carrier Political Fund (LCPF)

After sitting through each of these classes, we were tasked with bringing back what we learned and sharing it with other letter carriers. Even though each one of these classes taught me a number of things, there are two in particular that I really found not only informative, but intriguing. They were Internal Mobilization and One on One Campaigns. The great thing about both of these classes was being able to envision what the capabilities could be and how much it could benefit our local branches. Here are my takeaways from each.

Internal Mobilization

How big is your snowflake? How do we get our snowflake bigger? How does our snowflake work? So what is a snowflake you ask? Let's look at it through the structure of our branch. We have a President, Vice President, Secretary Treasurer, Executive Board, Stewards, and members of various committees. That is a start to a great snowflake. What we would need to do next is recruit others that show interest in whatever we have chosen to accomplish. Within this now bigger snowflake, we must create roles and responsibilities. This is our single biggest opportunity as union activists to not only get others involved but give them a sense of leadership in whichever role or responsibility they have been tasked. We need to establish goals. Within the goal structure we should have individual and team goals alike. The goals should be long term and short term, they should be both attainable and challenging. When we reach our goals, no matter how big or small, we should celebrate them. When a team member reaches an individual goal, we should put them on a pedestal.

Our snowflake will consistently meet as a team, get feedback, learn from that feedback, and coordinate a new and improved plan the next time around.

One on One Campaigns

How many people do we have the opportunity to talk to every day? Are we trying to build a personal connection to those individuals? One of the techniques that we were taught in this class was being able to relate to those around us. In this forum it was quite easy just as it should on the work-room floor. We are letter carriers, we deliver the mail, we work for USPS, we are members of the NALC, and we care about our rights and benefits that our union has fought for. That is a great amount of information that we initially know about each other. Another technique that I took away was the 60/40 rule. This is a good rule to start practicing, 60% listening and 40% talking. If we continue to ask questions to an individual, it will show them that we are interested in them and their opinions. This technique will also help solidify a relationship with them moving forward. By being able to actively listen and come into a one on one with a specific purpose and intention, you will be more prepared and feel more confident in asking someone to join your cause.

Now that I have shared this with you, I hope that you are willing to test the capabilities of each of your own branches.

DAVID SPERO

NORTHEAST DISTRICT ORGANIZER

The Government decided not to shut down in October. "Hurray" for us. Not they are looking at November or December. Remember this when it is time to vote.

Res. 12 addressing 6-day delivery was cleared by both sides of the aisle.

In some cities, management has been soliciting customers to convert to cluster boxes that could be placed anywhere. A sidewalk or a location at the end of the street, meaning customers would have to get their mail in all kinds of weather from these boxes. Nothing has been taken into consideration concerning the age or health condition of the customers. I know of one customer who lost his foot. He has to walk up a hill to get his mail from a box that is a block from his home. According to postal regulations, everyone that is involved would have to sign a letter or a form to allow this change in mode of delivery.

Carriers should also take all this into consideration before thinking that this will shorten their routes. Try it and see how long it takes before they add territory to the affected routes and routes along with jobs start disappearing.

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MIKE WAMSLEY
DIRECTOR OF
RETIREES

HERE WE ARE!!!! One year from our next elections. One year from deciding who we want to lead us, both as President and as our congressmen in Washington DC and Topeka. One year from seeing if the people we elect will support the working people or dump more money into the pockets of the corporations. Up until the 1980s, the companies and corporations had worked with the Unions to ensure that the working people could get decent wages and benefits. However, in the 80’s, things started to change. The number 1 priority for the companies and corporations became how much money we can put into the stock holders pockets. This was at the expense of the worker. Their wages were held stagnant or even cut. Benefits were slashed. Funding for retirement plans for the workers started turning around—management’s contributions decreased or quit and worker’s contribution increased many times over.

Fast forward to now. Companies have quit offering retirement plans funded by the company. Workers are expected to use their own wages to come up with something that they can live on after they retire. In our own service, the leaders on the hill are going after the FERS employees. Before 2013, the normal amount a carrier paid to their retirement was 7%. But in 2012, Congress decided that wasn’t enough and passed a raise of the employee’s contributions to over 8% with no additional benefits effective in 2013. In 2013, barely after this raise was affected, Congress decided that it wasn’t enough and passed a second raise. This means that a carrier who started after 2014 will now be paying over 10% of his wages for retirement, again with no additional benefits. Now our brothers and sisters are being charged between 2 and 4 percent more for the same retirement that those who retired before 2013 received. It also means that the Post Office pays between 2 and 4 percent less in their contributions. WHY??? Because we have elected people to office who want you to believe that they are interested in your welfare when in fact they are interested in how to benefit the corporations, companies and stock holders at your expense.

RETIREES,
THE BACKBONE OF THE NALC

How can we reverse this? By helping elect those who SUPPORT THE POLICIES THAT WILL HELP THE POST OFFICE AND WORKERS. To do this we have the LETTER CARRIERS POLITICAL FUND. There is only 1 criterion for a candidate receiving our financial support. Do they support policies that will support our jobs? Past retirees supported us as we worked so we could receive the benefits and wages that we do. It is now our time to support the active carriers of today. We can do this by giving a little or a lot to the LETTER CARRIERS POLITICAL FUND. In this paper is the form for retirees to donate from their pension monthly. If you can give \$5 a month, that’s good. If you can give \$2 a month, that’s good. Whatever you can give is GOOD!! If you can’t give monthly, check with your Branch to give a donation that you can afford to the fund. We need to be able to support the people who support us and that means we need everyone to give something to help. Join the Retirees who have been our backbone and help us have our voices heard in Washington DC.

GREG COX
SOUTHWEST DISTRICT
ORGANIZER

Brothers and sisters, over the years we have heard attacks on unions from various sources. Recently, while watching an interview, I heard the candidate say, “Unions and trial lawyers” several times. Obviously, this was done on purpose and used as a dog whistle to his target constituents. When did unions become such a negative word? When did a whole political party decide unions had such little clout in voter turnout and participation? Why?

Well the answer to that question is three fold. First, the corporate smear campaign and the money which cannot be matched by middle class and low income people. Second, we ourselves are not doing enough to effect change, whether by contacting congress, contributing to LCPF, formally COLPCE, or just being involved in the election process positively. Many of our own vote against our own interests. Third, the non-union workers in various jobs. Organize to make your life better.

A meager 12% of workers nationwide these days are unionized. Compare that to 28% when most of us were children. What is happening directly relates to the decline of the middle class. Virtually all new wealth created, since the recession in 2008, goes to the top 1%. Union decline means the middle class declines, plain and simple. Do we want to live in a country where there is no middle? The campaign is going to be very telling. Get informed, get mobilized, and get involved. Your future depends on it. Listen carefully to the candidates. You will hear them talk about the middle class and its decline. Then find out their stance on unions. If the two conflict, you will know who are your friends and who are your enemies. Vote accordingly brothers and sisters.

CRITICAL ELECTION
CAMPAIGN OVER THE
NEXT YEAR

The latest legislative news from DC is a Capitol Hill shakeup. House Speaker John Boehner, Ohio Republican, announced he will give up his position October 30th. This move could affect the Kansas and Missouri delegation members.

Everyone should be watching the primary debates, both Republican and Democrat. The latest debate actually covered key issues. The election should be about key issues and policies along with a candidate’s qualifications to get the job done for the people.

Since the Speaker’s announcement, the House Republican members are scrambling to find a new leader. Until they do, the present Speaker must remain in the position.

The Spero Family wants to wish all carriers, their families and friends a wonderful Thanksgiving and a very Blessed Christmas. Stay tuned.

JOAN SPERO
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Election year 2016 is soon approaching. The 2016 Kansas caucuses will be held on Saturday, March 5th, 2016. If you have never caucused, I encourage you to join the process. Unlike a primary election were you actually cast a vote, a caucus is simply a gathering of voters that openly show support for a candidate. The caucuses are divided by party, and you must be registered with the party to participate. You may register in person at a caucus. The voters may be asked to raise a hand in support of a candidate, or the voters may be separated into groups that represent each candidate. The candidate with the largest caucus wins. To vote in the general election in the State of Kansas you must be registered 21 days prior to Election Day.

I would like to wish all my During the last midterm elections, Kansans stayed home and did not vote. Whether you like politics or hate it, it is your civic duty to educate yourself on the candidates and vote. As a letter carrier, please review the rules under the Hatch Act so you are aware of your rights, as well as the restrictions you are bound by under the law. Most importantly, get out and vote.

Brothers and Sisters and your families a wonderful holiday season. May Santa find your names on his "nice list", and the New Year bless you with prosperity and good health.

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AMANDA BECKLEY

EDITOR

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Greetings from the North Central District. Well it's that time again, you know the time for politics. It seems like we just get done with one election and another starts before we can figure out how the last one is going to affect us. There are a lot of presidential hopefuls, and many different personalities and opinions to consider. I watch these people and can say that there is no one person that truly has the same opinions as I do on all issues that are important to me. So like everyone else, I will have to pick the issues most important to me, and attempt to pick someone that believes, as I do on the big issues. My job is one of the biggest issues to me and my family. Anyone that does not believe that there are some in Congress and some running for President that believe we are overpaid and have too many benefits and would like to lower what we get for retirement payments and make us pay more into that same retirement is not paying attention. There are some that want to do away with the Postal Service all together. This election will come in a year we are trying to get a new contract with the Postal Service. Voting is one of the most important things we can do to keep the Postal Service and our jobs. Because there is still a lot of uncertainty about what is going to be done with the Postal Service, the NALC needs to remain powerful by getting all carriers involved in the fight for our jobs. Job security is why many of us decided to become a part of the Postal Service because it offered a career rather than just a job. That of course is in jeopardy along with the good wages and benefits if some of the people in Congress and some running for office get their way. Because there are now large numbers of CCAs, we need to educate them on these issues so they can make an informed judgment on who will be our friends if elected. We need educated CCA's to stand up for their own good and ours.

There are still many carriers that believe that the NALC only gives money to Democrats for elections. This is simply not true. The Letter Carrier Political Fund is given to candidates running for national office that support the positions of letter carriers, no matter what political party they belong to. There has been money given to several Republican candidates in the state of Kansas. The fact that one party may support letter carriers more often means that supporters of some candidates need to work harder to get their support, not condemn the NALC for doing what it is by law supposed to do, which is to represent letter carriers on letter carriers issues. The Letter Carrier Political Fund and the E-Activist are very important in our ability to be informed and ready so as to convince Congress to take the Postal Service in the right direction. Stay informed and ready to act; we need the CCA's signed up with us.

KENT
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REGION 5 NBA REPORT

MIKE BIRKETT



OCTOBER 2015

Safety – The rims are falling off of vehicles! Letter Carriers have recently had several vehicle accidents where the rims of their LLV's literally broke off. These rusted rims, partly still attached by the lug nuts, were rusted through. Tomorrow morning, when you do your daily vehicle inspection, make sure you check your tires and rims thoroughly.

Region 5 Rap Session – The 2016 Region 5 Rap Session will be held at the Sheraton Overland Park Hotel in Overland Park, Kansas on February 27 - 28, 2016. Rooms have been blocked for the evenings of February 26 – 27 at \$114.00 plus tax. Reservations can be made by calling 1.866.837.4214 or online at: www.starwoodmeeting.com/Book/2016NALCRegion5RapSession.

NALC Websites – A growing number of local branches and state associations are joining social media and the internet. Whether to pass along information to NALC members, or allow members to share their lives with their co-workers, please be aware of what you say. Threats and attempts to intimidate either fellow employees or supervisors can and have been used against letter carriers in disciplinary proceedings. On another note, if your branch has a website or facebook page, let us know. The NALC's website is a cornucopia of information and news and can be accessed at: www.nalc.org

Service Standards – After “relaxing” standards, the number of letters arriving late has risen by almost 50 percent since the beginning of the year. The OIG has now issued a recommendation that all further plant closures be put on hold until service stabilizes. Overnight mail is almost non-existent. Two day mail has gone to three. Mail is considered on time when it takes four to five days to arrive instead of three. Yet the USPS has struggled to meet even these lower standards. Plants closed, shifts changed, workers reassigned. This is the legacy left by former PMG Donahoe. PMG Brennan has placed further scheduled plant closings on hold. Let's hope that PMG Brennan has the foresight to realize the error of his policies, reverse the slash and burn mentality and give our customers the service they deserve.

For the Improvement of the Service – Every local union meeting ends with an agenda item called “For the Improvement of the Service.” It's seriously time that the postal service does a self-appraisal, for the improvement of the service. Specifically, have they made the right choices when it comes to the supervisors and managers currently running this organization? There are a lot of good supervisors and managers in the service, although many of them have their hands tied or are trying to hide until they are eligible to retire. Unfortunately, there are way too many who have no business being in any type of leadership position. Part of the problem is that no one in upper management wants to admit that a mistake was made when some of these people were promoted. Somehow, getting accepted into a management position became a lifelong guarantee. Union officers are elected and replaced when they don't represent the membership. Letter carriers are disciplined when they mess up. Supervisors are patted on the back as long as they say yes, no matter what their actions. It's time some of these characters return to the craft from which they came.

Schedule Awards – Compensation for permanent impairment. Defined as a permanent disability involving the loss, or loss of use, of a member or function of the body, the employee is entitled to basic compensation for the disability. The service has hired thousands of new letter carriers over the past few years and many are unaware of their rights to compensation for their injuries including their right to a scheduled award. To qualify: Have an accepted OWCP claim; Reach maximum medical improvement; Suffer permanent impairment to a scheduled body part or function; Acquire and submit the necessary impairment rating and CA-7; Claim the schedule award. If you have any questions...call.

NOVEMBER 2015

Amazon/Uber and others have now entered into a race to the bottom. Uber is a company that is trying to replace taxi cabs and their drivers with “freelance” drivers. No license, no local fees, no taxes. Now Amazon is looking to have “on demand” deliverers. Under this new service, called Amazon Flex, people can sign up through a smartphone app that prompts them to stop at a local warehouse, fetch a package and take them to customers' homes in as little as an hour. Got a spare hour or driving across town? How about stopping by our local warehouse and grabbing a couple of items and delivering them on the way? Profiteering at the cost of jobs! No employees, no benefits, no overhead, just profits. A transaction made by smartphone. Remember, this is the company that wants to use drones to deliver their merchandise. Perhaps a group of us could free up an hour or so this week and fill in for CEO Bezos and Amazon can save some real money. Oh...sorry about sending the serial killer to your door with the toaster you ordered, we had no idea. :(

Geo-Delivery – The Postal Service is testing a new program (Geo-Delivery) which uses pivot plan information from DOIS to make auxiliary street assignments and determines the location the gaining carrier will leave his or her scheduled assignment to begin carrying the additional territory. Gateway district here in Region 5 has numerous sites. I hope it takes into account the fraudulent data that some managers are putting into DOIS?

Heat Illness/Injury Report – This office has recently become aware of dozens of letter carriers who had heat related illnesses this past summer. If you or someone you know became ill due to the heat, please contact your branch president/steward or this office to make sure a Heat Illness/Injury Report is completed and sent to this office. We are very interested in addressing this issue with the Postal Service.

eReassign - Recently there was discussion concerning the length of time an eReassign request stays active. An eReassign request remains active for one year after it is submitted. However, an employee may extend a request for another year. There is no limit on how many times a request may be extended. If you submit a request on eReassign and wish to keep it active, you should check the status regularly and extend the request prior to the expiration.

Privatization – The calls continue to ring out for privatization of the Postal Service from those who still believe in trickledown economics. I recently heard an analogy that involved feeding a cow and the trickle down is what came out the other end. These calls for privatization were around over 30 years ago when I began my letter carrier career and will continue into the foreseeable future. Unfortunately, these privatization advocates are using the Services manufactured deficit as the foundation of their cries of wolf. If you see these claims in your local newspapers or hear them on your local news channels...respond. Write that letter, make that call. Kudo's to Herb Copely, Rod Holub and Ken Nickerson on their recent articles in response to negative articles on the Service.

General Wage Increase - On November 14, 2015 career letter carriers will receive a 1 % wage increase. CCA's will receive a 1.5 % wage increase. The last scheduled COLA of our current contract is scheduled for January of 2016. A complete history of wage increases and COLA's during this contract can be found at the NALC website. “www.nalc.org”

Happy Thanksgiving - As Thanksgiving approaches and the start of the Holiday Season looms closer, let me wish everyone a very Happy Thanksgiving. I hope each and every one of you has the opportunity to spend the day with your loved ones. :)

DECEMBER 2015

As we enter the Holiday Season, delivering in hazardous conditions with heavier mail volume and mountains of parcels at our cases, remember to take the time and enjoy your families. Ultimately, our families are why we put up with the often demeaning working conditions and management misbehavior. Breathe deep, take a good look at your family, smile and enjoy. May you all have a great Holiday Season...Merry Christmas and Happy New Year.

Covert Surveillance – We are receiving a lot of phone calls from carriers who have been questioned about their street times as of late. Letter Carriers should expect daily supervision on the street just as they receive daily supervision in the office. However, the M-39, Section 134.21 states the manager must maintain an objective attitude in conducting street supervision and discharge this duty in an open and above board manner. Section 134.22 also tells the manager not to spy or use other covert techniques.

CCA Conversions – I've been advised that almost 25,000 CCA have been converted to career positions. Congratulations to those CCA's and I hope you have long and prosperous careers. We currently have about 10,000 CCA's on the rolls as well. That is 35,000 employees with under 5 years of employment, most of whom have never been through contract negotiations at the national level like we will face next spring. Without the NALC fighting for their conversions and a path to career status, there would have been no conversions, no path to career and a supplemental workforce paid at minimum wage. If you haven't joined the NALC and believe in the benevolence of the Postal Service, you're sadly unaware.

NALC HBP – We've received a lot of calls from letter carriers, especially retired letter carriers, concerning the cost of the new “Self Plus One” plan offered by the NALC. Without getting into “weighted averages” and the math behind the price structure, it really comes down to the fact that those interested in the plan are older. To quote Joe Davidson from the Washington Post: “The reason for the price has a lot to do with age. To be blunt, older people are expensive. Insurance is more costly for them because they need much more health care than younger folks. Family coverage can be priced relatively cheaply because children and younger adults need fewer services and don't cost as much to cover as grandma and grandpa. Many people choosing self plus one are older couples whose kids are grown and gone.” While many of us (yeah, me too) were looking forward to reduced premiums with the new plan, the NALC still has one of the best plans on the market. So, changing is not mandatory, stay with your “self and family” option. Remember, the NALC HBP is Union owned and staffed with Union employees.

Social Media – I'd like to remind everyone that they need to be cognizant of the fact that what they post on social media sites can be used against them. We have had a few carriers over the years who posted threats against postal managers and discipline was issued, one of which was a removal. We lost that grievance and the carrier was removed. Don't put yourself in that position. We all know by now that it's not safe to drink and drive...don't drink and post.

Union Representation – Senator Tim Scott (R-SC) has introduced legislation that would end labor unions at the Internal Revenue Service. This is based on the scandal where conservative groups were allegedly targeting conservative political groups. The EPIC Act, as it is called, would amend the Federal Service Labor Management Relations Statute to designate the IRS as an agency exempt from labor organization and collective bargaining requirements. As of today, no charges have been filed against anyone for any wrong doing at the IRS. If there were laws broken, file charges. As Letter Carriers we are well aware that federal employees are limited in our political participation by the Hatch Act. Let's not attack the rights of 50,000 IRS employees.

MANHATTAN MERCURY

8/4/2015

PRIVATIZING USPS WOULD END
UNIVERSAL MAIL ACCESS

To the Editor:

This is in response to the editorial, "Privatize the Postal Service," by the Orange County, Calif., Register that appeared in the Mercury on Sept. 30. The article contains many of the canned talking points that "postal privateers" have circulated for years. As someone who has spent a great deal of time trying to help negotiate a legislative pathway for the people's Postal Service to adapt to an Internet-based economy, I find it necessary to offer some clarification to three statements in the article.

The first statement omits one important word that completely changes the meaning of the statement. It reads in part, "Some of the losses are attributable to the roughly \$5.5 billion in annual payments the Postal Service must make to pre-pay its retiree health care obligations..." While it is true that the Postal Service has willfully defaulted on those pre-payments, those pre-payments were mandated to cover retirement benefits for future retirees. By omitting the word "future," the author would like readers to believe that current liabilities are unfunded. Nothing could be further from the truth. In fact, the Postal Service has chosen to default on said payments because the pre-funding account already has nearly \$50 billion in it, enough to pay anticipated retiree health benefits for the next 30 years. No other government agency, and very few Fortune 500 companies, even come close to being as well-funded.

The second statement is completely factual and clearly defines the Postal Service's constitutional mission. It states, "Moreover, the USPS is required to deliver mail to remote, rural locations for the same price as letters delivered in heavily populated, urban areas." In order to provide universal service at a universal price, it is inevitable that not all areas of delivery are equally profitable. Some areas of delivery may be overpriced, while others may be underpriced because the Postal Service's mission is to give all Americans equal access.

The third statement is written in "Wall Street code." It states, "Let supply and demand — not politicians and bureaucrats — determine the proper price of mail, which services are offered and whether these prices and services should vary by location." What this really says is, "Big Wall street investors would love to get their hands on selected delivery areas that could turn a very quick and large profit, but have no interest in the adverse effect such acquisition would have on anyone currently living in less profitable delivery scenarios since very few big Wall Street investors live in rural and small town America."

The Kansas State Association of Letter Carriers will continue to diligently work with members of Kansas' congressional delegation to ensure that rural and small-town Kansans' need for universal postal access at a universal price, is not trampled in Wall Street's undying greed for quick and easy profit.

ROD HOLUB

PRESIDENT EMERITUS,
KANSAS STATE ASSOCIATION OF LETTER CARRIERS

PRESIDENT EMERITUS ARTICLE

I write this article as the NALC is honoring its national "heroes" at a ceremony in Washington, DC. As you are all aware, every day sees letter carriers going above and beyond the call of regular duty to save lives, prevent tragedies, and generally improve the quality of life in the communities they live in. Long-time Br. 201 president, and State Association activist, Larry Gunkel was once presented with the national Humanitarian of the Year award in that year's ceremony.

Brother Gunkel's contributions to feeding the hungry in Wichita impacted thousands of lives, and he was very deserving of the national award he received, but to be a true "hero" you don't have to impact thousands of lives. You don't have to perform life-saving emergency services or go rushing into a burning building to save stranded schoolchildren. You just have to care enough to do something for somebody.

I recently experienced how little things can make a huge impact in someone's life. In late summer, I was diagnosed with a torn hip labrum and bone abnormalities in both the ball and socket of my left hip. In order to repair my hip, I would have to undergo a surgical procedure that would keep me off work for 12 weeks. Since my left leg would essentially be useless for nearly a month, my surgeon suggested that I make a few modifications to our house to help me perform basic personal hygiene functions.

I would need a toilet "riser" that had handrails on each side. I would need a bathtub bench that would allow me to sit on the outside of the tub and then swing my legs over and slide across the bench and into the tub to take a shower.

I would have to have access to a wheelchair for the first few weeks to get around the main floor of our house. Finally, I would have to become proficient using crutches to get up and down the two sets of stairs in our house and to get to and from the car for doctor's appointments and physical therapy.

Through some smart shopping on-line (and delivery by the USPS), I was able to procure all of the above mentioned items (minus the wheelchair) for around \$200. Thanks to my good, middle class, union job the expenses did not cause any real financial stress to our household's budget. However, I came to the conclusion that acquiring those necessary items for people with fixed, or limited, incomes would cause significant financial stress in their lives. I also had family members who could provide me with transportation to necessary medical appointments. Many who live alone have nobody to help when they have medical ailments.

My Christmas wish this year involves embracing the spirit of giving. If you have any of the hygiene aids I described above, and are no longer using them, please contact your local emergency shelter or your local church leadership to see if they could be donated to someone who can't afford them instead of just collecting dust in your garage. If you are retired and have some free time, please contact an agency/church in your community to see if you could provide transportation to someone needing to see a doctor. You don't have to get an award to be a hero. You just have to have a big heart.

I wish you all a very Merry Christmas and a Happy and prosperous New Year!

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The 2016 Kansas State Training will be in Independence, Kansas, the weekend of April 28th-30th. I welcome the challenge of hosting a state NALC event in our area of the state. The largest city in my district is Pittsburg, and no other town has the facilities or a large hotel to accommodate such an event. However, hosting the training in southeast Kansas provides our state members the opportunity to visit this part of Kansas, and also southeast Kansas carriers who otherwise can't make the trainings to do so. Branch 1035, Independence, hosted the training years ago, and those who attended, enjoyed it. This isn't our first rodeo and hope you will find the 2016 training a unique experience.

It will be at the same hotel, The Appletree Inn. At the last training session the hotel was completely full and some members had to check in at other hotels in the city, so please register early. The Appletree Inn provides breakfast, but does not have a meeting room large enough to host the training session. We will hold the training across the street, at the Independence Museum. Many events, including weddings are held there. There is lots of space and best of all, it is the old Post Office housing many artifacts. "No, it was in operation before my time, and I did not work there."

Another thing about Indy is when you check in, park your car and enjoy downtown. Everything you would want for dining and entertainment is within walking distance. The movie theater is across the street. Two blocks away is Uncle Jacks, a popular sports bar with great food. I highly recommend it for the atmosphere and food.

If you want Italian food, the Railroad Inn is right down the street from Uncle Jacks and is very tasty. Right across the street from Uncle Jacks is Big Cheese Pizza with probably the best salad bar in town, and its pizza was chosen as top five in America. Also catty-corner from Uncle Jacks is another sports bar, Turbos. Down the street from Turbos is Vintage Steak House. They feature the TKO burger that is so massive it comes with a steak knife in the middle to keep it together, and it feeds two people. I have yet to see one person finish it by themselves or even get their mouth around it, but some of you letter carriers I know won't have any problems sticking that sandwich in your pie holes. The Vintage Steak House also features prime rib on weekends. On Thursday nights they also have specials for two at \$25. There is a Chinese restaurant featuring a buffet right down the street from the hotel, but the best Chinese restaurant, Great China, is a short driving distance away, and it will be among the best you ever had. Taco Bell is across the street, but the best Mexican restaurant, El Pueblito, is also a short drive away. If you want to dance and get wild, there is the hip hop club, 301, right up the street. They have \$2.99 hamburgers on Friday nights, and I use to pole dance there. You will find me there Friday, but remember if you go, we have training Saturday morning. If you choose to stay in, the pool area will be available for just hanging out, but no glass containers please.

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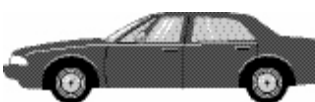
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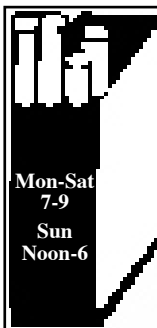
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NATIONAL NALC NEWS FROM WWW.NALC.ORG

GOVERNMENT AFFAIRS

MAIL-THEFT BILL INTRODUCED IN HOUSE

Feb 10, 2016
On Thursday, Reps. Ken Calvert (R-CA) and Paul Cook (R-CA) introduced H.R. 4515, the “Ensuring the Safety of Our Mail Act of 2016,” which would increase the maximum criminal penalty for anyone convicted of mail theft from five years to 10 years.

“The disturbing growth in mail theft in my district, and particularly the theft of cluster box units, must be stopped,” Calvert said. “The criminals who steal mail to conduct identity theft or for other purposes need to face greater consequences for their actions.”

“NALC commends Congressmen Calvert and Cook for bringing attention to this serious issue,” NALC President Fredric Rolando said. “Anything that we can do—to help deter such crimes and to help increase the safety of letter carriers on their routes—is a win-win.”

NALC encourages members to reach out to their representatives in the House and ask them to co-sponsor this important piece of legislation.

‘AMERICAN HEROES COLA ACT OF 2015’ PASSES IN HOUSE

Feb 09, 2016
On Feb. 9, the U.S. House of Representatives passed H.R. 677, the “American Heroes Cost of Living Adjustment (COLA) Act of 2015,” which would require annual COLAs to be made automatically whenever there is an increase in benefits under the Old Age, Survivors and Disability Insurance (OASDI) of the Social Security Act.

The quick-moving H.R. 677, which was passed by voice vote, was introduced on Feb. 3 by Reps. Ralph Abraham (R-LA) and Dina Titus (D-NV).

Under current law, the change requires Congress to act each year to make the cost-of-living adjustment. H.R. 677 states that, whenever there is an increase in Social Security’s OASDI benefit,

the Secretary of Veterans Affairs shall increase by the same percentage the amounts payable as veterans’ disability compensation, additional compensation for dependents, the clothing allowance for certain disabled adult children, and dependency and indemnity compensation for surviving spouses and children.

Calling H.R. 677 “a bill that’s been a long time coming,” Abraham noted that “veterans have earned—and deserve—the right not to be dependent on the whims of Congress to see that their basic needs are met.”

The bill is expected to be considered by the Senate next.

NEWS & RESEARCH

SIGNIFICANT VICTORY FOR NALC IN NATIONAL ARBITRATION AWARD

February 12, 2016
NALC has scored a significant victory in national arbitration involving the authority of regular panel arbitrators to provide a remedy when the Postal Service wrongfully causes a letter carrier to lose accrued annual leave.

In an award issued Feb. 3, 2016, National Arbitrator Dennis Nolan has rejected the Postal Service’s attempt to set a nationwide limit on the remedial authority of regular panel arbitrators based on the 440 hour annual leave carryover limit set forth in Section 512.32 of the Employee and Labor Relations Manual.

In a case originating in Concord, CA, NALC had argued that an injured letter carrier, who was denied limited duty, was entitled to compensation for all lost annual leave, even if the amount awarded exceeded the 440-hour limit.

The Postal Service appealed the case to the national level and asked the arbitrator to rule that any such remedy would be inappropriate in all cases.

Consistent with NALC’s position, Nolan refused the Postal Service’s request and remanded the matter to regular arbitration for consideration of NALC’s remedy request, based on the particular facts presented.

POSTAL FACTS:

Feb. 2, 2016
What reporters and commentators are writing and saying about the Postal Service, and how NALC members and leaders are making their voices heard. Postal reform is not ‘moribund’ (The Washington Post)

NALC Executive Vice President Timothy O’Malley had a letter to the editor in the Feb. 2 Washington Post, effectively rebutting a negative editorial from Jan 27—an editorial that finally acknowledged the “onerous” nature of pre-funding. O’Malley’s letter explained that the growing consensus on postal issues is in fact based on a recognition that, with the U.S. Postal Service’s financial turnaround, degrading now-profitable networks “would be counterintuitive and counterproductive.” Following O’Malley’s letter—in print and online—was one from Sen. Tom Carper (D-DE), who registered his own concerns with the editorial and who highlighted NALC in his letter.

NALC: OUR HISTORY

The NALC maintains an Information Center in its headquarters in Washington, DC. Assets include Postal Records and other union publications, along with vertical files on union history and letter carrier–related topics. While its primary purpose is to support union officers and staff, it is open to interested members of the public by appointment.

Contact the Information Center with questions or to make an appointment by writing to Information Center, NALC, 100 Indiana Ave. NW, Washington, DC, 20001-2144.

For more information on the history of the union, you can read Carriers in a Common Cause, the NALC’s official history. The book tells the story of the struggle by letter carriers, from the birth of the Postal Service in 1775 to today.

The union’s official archives have been housed in the Walter P. Reuther Library at Wayne State University in Detroit since 2001 and are open to the public. Visitors to Reuther can consult the papers of past presidents Rademacher, Vacca, Sombrotto and Young, along with records of other national officers and headquarters staff. Videos and photographic images are also available.

The Reuther archives are open Monday through Friday, 10 a.m. to 4 p.m. The Reuther website explains the procedure for conducting research at the library, and includes abstracts and finding aids for the various NALC collections. Some photographic images can be retrieved directly from the website. As NALC historical records are not available in a digital format, interested researchers must visit Reuther in person to access the collection.

Walter P. Reuther Library | Wayne State University | 5401 Cass Ave. | Detroit, MI 48202

Genealogy
The NALC does not maintain records of individuals who may have belonged to the union or worked as a letter carrier in the past, so it generally cannot assist in genealogical research. The same limitations apply to the union’s archival holdings at the Reuther in Detroit.

Pay and personnel records of individual letter carriers beginning in 1901 can sometimes be obtained from the National Personnel Records Center in St. Louis. For those interested in letter carriers who worked in the 19th century, the National Archives has produced Record Cards of Letter Carriers Separated from the Postal Service, 1863-1899 (Microfilm Publication M1846).

U.S. Postal Service
Benjamin Franklin was the first postmaster general in what is now the United States, appointed by the Continental Congress in 1775. Since then, the history of the Postal Service has been interwoven with that of the country it serves. Persons wishing to explore what is available through official government records about the Postal Service and its history should consult Sources of Historical Information on Post Offices, Postal Employees, Mail Routes and Mail Contractors (Publication 119).

This USPS publication provides an excellent overview of what historical information is available and how and where specific items can be accessed.

- 1794
First letter carriers appointed by Congress
- 1863
Free city delivery instituted in large cities
- 1888
Eight-hour day law for carriers, championed by Congressman “Sunset Cox, enacted
- 1889
NALC founded in Milwaukee
- 1890
Carriers from large cities and NALC hold consolidation meeting in New York City; first NALC Convention held in Boston, Massachusetts
- 1893
Supreme Court upholds NALC interpretation of Eight Hour Law in two decisions; carriers eventually awarded \$3.5 million in overtime claims
- 1894
Mutual Benefit Association established at NALC Convention in Detroit
- 1905
National Ladies Auxiliary founded at NALC Convention in Portland, Oregon
- 1912
Lloyd-LaFollette Act rescinds Gag rules, and gives postal and federal workers right to organize
- 1917
NALC affiliates with American Federation of Labor; women hired as temporary letter carriers as men went to war
- 1921
Postmaster General Will B. Hays announces “humanization” policy and officially recognizes postal organizations
- 1939
Golden Jubilee Convention marks NALC’s first 50 years—gold card for 50-year members established
- 1960
NALC Health Benefit Plan began operation
- 1962
Executive Order 10988 issued; NALC wins right to represent city delivery carriers in nationwide representation elections
- 1964
NALCREST retirement community for letter carriers dedicated
- 1970
1970
National wildcat strike; Postal Reorganization Act passed
- 1972
Membership gains power to elect national officers directly
- 1982
Fair Labor Standards Act litigation settled; Joint NALCUSPS Employee Involvement Process established
- 1984
Arbitration panel determines terms of a National Agreement for the first time
- 1989
1989
Union celebrates its 100th anniversary in Milwaukee where it was founded
- 1992
NALC, USPS and other organizations sign Joint Statement on Violence and Behavior in the Workplace
- 1993
Hatch Act Reform expands political rights for carriers, other postal and federal employees.
- 1999
1999
Arbitrators elevate letter carriers to Grade 6, breaking historic link with postal clerks
- 2006
Postal Accountability and Enhancement Act signed into law
- 2007
Restrictions on subcontracting letter carrier work contained in new National Agreement
- 2013
Arbitration panel resolves 2011-2016 contract, creating city carrier assistant position with a path to a career position