



The Kansas Mail Carrier

THE OFFICIAL PUBLICATION OF THE KANSAS ASSOCIATION OF LETTER CARRIERS | February 2017

ELECTIONS HAVE CONSEQUENCES



**PRESIDENT
Andy Tuttle**

By the time this article hits your mailbox we will have a new president. While the NALC has enjoyed or suffered through various past American Presidents, President Trump is a whole different breed of cat and we honestly have no idea how he views the USPS and those of us who have dedicated our working lives to the post office. We can however, draw inferences from some of his choices for his cabinet.

One cabinet level department that the NALC will deal with is the Department of Labor. Mr. Trump has nominated fast food CEO Andrew Puzder to lead the department. The DOL exists to, “foster, promote, and develop the welfare of wage earners and job seekers”, to “improve working conditions” and “assure work related benefits and rights”.

To be sure, Mr. Puzder has achieved success in the business world. He took the moribund Hardees/Carl's JR. fast food franchise, boosted revenue and profits and made it not suck like it had before. However, he is being tasked with leading the department that exists to assist and advocate for workers, not managers, corporations, or CEO's. It is the Department of Labor, not the Department of Management.

What we do know based on Mr. Puzder's own words should sound alarm bells. He is a vocal critic of raising the minimum wage and his company and its franchisees have paid out millions to settle overtime violations and wage theft. Sound familiar? He is on record as stating that workers have too many protections such as mandatory breaks. He is also on record as an aggressive promoter of automation. He has stated that he prefers robots because they don't get sick and they don't complain. This is the man who will be in charge of protecting American workers.

The job of the Commerce Secretary is to promote economic development and raise American standards of living. Commerce nominee, hedge fund billionaire Wilbur Ross made a large chunk of his fortune in mining. He engineered buyouts that busted unions, cost workers their jobs, and cost retirees their pensions and benefits. He also owned the Sago mine in West Virginia where 12 workers were killed in an explosion in 2006 and numerous safety violations occurred. This is a striking choice when contrasted with Trump's campaign promise to improve the lives of American miners as well as other working Americans.

The GOP controlled Congress also has plans laid out in past actions and the party platform. We have seen much of this plan already on the state level and we are about to see it on the national level. This is not partisan exaggeration, this is a given. What we have seen on the state level where the GOP controls both the legislature and Governors mansion (Wisconsin, Michigan, and Kansas, for example) is the passing of right to work (for less) laws, eliminating prevailing wage laws, and the reduction and elimination of safety rules put in place to protect workers. What we do know for a

fact, not a made up fact but a real, provable fact, is that right to work laws do nothing to improve the economies of the state's where they have been enacted, they do not result in increased jobs or hiring but they do result in lower wages and less safe workplaces. Obviously everyone regardless of political persuasion is for more and better jobs. The question then remains; how are those jobs supposed to be good jobs if the workers' rights to organize for better wages, benefits, and working conditions is infringed? It won't happen. Every gain made in workers rights and standard of living has been earned through the struggle of those who toil. It was never gifted.

Here are some things that President Trump and the GOP majority are on record as supporting during the 115th Congress:

A hiring freeze in the federal workforce. It is unclear if the USPS is included in this freeze but any Letter Carrier who has been around for a while knows how damaging and demoralizing a hiring freeze is. The House Oversight and Government Reform Committee has made it clear a priority will be to make it easier to fire the “bad apples”. Ever had a boss that had it in for you? You too could be characterized as a “bad apple” and without your due process protections there isn't much you can do except get your resume in order.

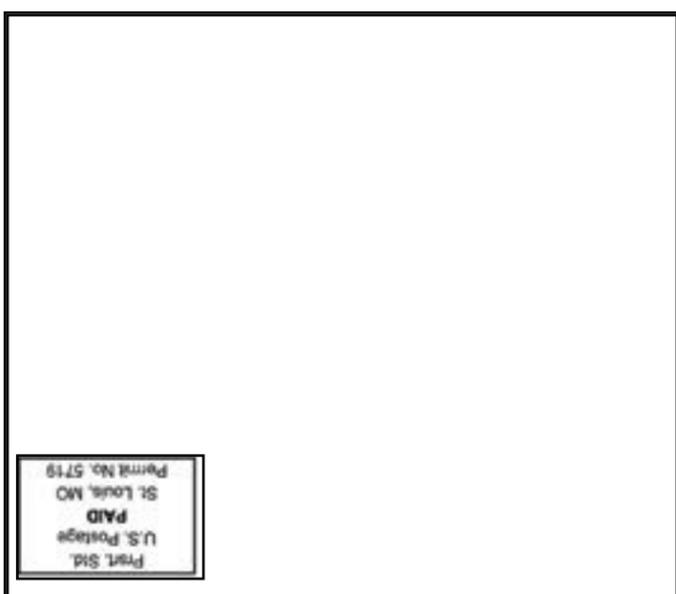
Reducing pay and increasing employee benefit contributions. The House voted to reinstate the “Holman Rule”, resurrected after 130 years to weaken the Civil Service and the protections we enjoy under it. Lawmakers are targeting what they call “overcompensation” of the federal workforce. The 2016 House budget, authored by incoming Secretary of Health and Human Services Tom Price would force federal employees to pay an additional 6% of our pay towards our FERS retirement. That amounts to a pay cut of \$2000/year for a Letter Carrier at the bottom of the pay scale and a \$3500/year pay cut for a Letter Carrier at the top of the pay scale. Can you afford a 6% pay cut? Do you feel like you're overpaid? I don't, so let your voice be heard!

Eliminating union business conducted on the clock. No fewer than 8 bills went before the now expired 114th Congress that all sought to eliminate official union business. These bills never went anywhere because President Obama would have vetoed them. If this passes the 115th Congress and is signing into law by the president, the ability of your Union officials to process and adjust grievances on the clock would be eliminated. What does that mean? It means that on top of the big pay cuts that some envision for us we would either have to pay a lot more in union dues to pay for the Union representation that protects us or hope like hell that we have some very dedicated people that will spend their own time processing grievances for all of us and do it for free.

It doesn't matter who you voted for in the election. We are all Union members and we are all part of the labor movement. We have a duty to be proud of this fact and identify ourselves as Union members to our elected officials. Even our most conservative members must acknowledge when our livelihoods are threatened and the organization that protects our livelihoods is under attack. When this happens we have an obligation to ourselves, our families, and our Brothers and Sisters to let it be known loudly that we disagree.

A lot of people voted for change but they didn't vote for a pay cut, reduced benefits, or greater burdens of healthcare costs. They didn't vote for the loss of our rights and protections in the workplace, or the loss of our jobs. America was made great because of Unions, not despite them. It makes no sense to believe that weakening Unions will somehow strengthen the position of wage earners. If our elected officials engage in this behavior we need to let them know they are wrong and that we will remember. Always remember that we can lose everything we too often take for granted with the stroke of a pen.

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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.

Correspondence and articles intended for publication in this paper should be addressed to: Andy Tuttle.

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BE SURE TO SEND NEW MEMBERS' ADDRESSES AND NAMES.

2017 Calendar of Events

April 27-29 State Convention – Topeka, Kansas

The Kansas Mail Carrier YOU MAKE IT WORK!

2017 PUBLICATION SCHEDULE

Articles must be submitted
to the editor by:

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2017 KSALC CONVENTION

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TIMES.

ELECTIONS HAVE CONSEQUENCES CONTINUED FROM PAGE 1

It takes nothing to go to postalmag.com or the NALC website (nalc.org) to familiarize yourself with important issues. Spend a little time reading the Postal Record or the Kansas Mail Carrier.

Once you have a little knowledge, then you have power. Use that power. By all means contribute your \$5 a pay period to the Letter Carrier Political Fund so that our voice can be heard in the hall of Congress. Call your member when something comes before them that either positively or negatively

So really, it all comes down to the 2500 or so members we have in the state of Kansas. We can be complacent because "it can't happen to us" but that attitude is foolhardy and dangerous. This is serious. Educate yourself.

affects Letter Carriers or the USPS. Phone calls make a huge difference. The men and women in Congress represent US! We can't let them forget that. Get active now to hold onto what we have worked for and been promised. Don't let our hard earned gains be ripped away from us.

I want to close my (long) article by recognizing two long time friends who are transitioning into different roles. Carol Woods, my friend of over a decade, whom I first got to know when we were part of the 3rd NALC Leadership Academy class, has resigned her position as Vice-President/Director of Education. I honor her service and accomplishments and ask that you do as well. I wish you the best always, Carol.

I have appointed Amanda Beckley to succeed Carol as VP/Director of Education. Amanda is also a Leadership Academy graduate and has served as editor of the Kansas Mail Carrier for over a decade. She has also served as a branch officer both in Branch 201, Wichita and Branch 1412, Garden City. I have great confidence in Amanda know she will be excellent in her new position, just as Carol was.

WE NEED NEW MEMBERS



3RD CONGRESSIONAL DISTRICT LIAISON Joan Spero

The Kansas State Convention will be held April 27-29th at Prairie Band outside of Topeka.

I firmly believe the carriers do not believe they auxiliary is needed any

longer. However the local, state and national auxiliaries have helped the NALC maintain many of the values it hold dear. We have gone to D.C., picketed, written letters and made phone calls. We have spoken at functions, schools, churches and the like.

Many of the states have given up their state organizations because of the lack of support. Don't let this action happen to our state of Kansas.

If you sign-up a member, it's for your support and our support. We don't make any financial gains. We merely gain solidarity for our carrier families. Please think about it before it is too late.

I am sorry to report that we have lost a very special auxiliary member, Reba Bryant. Her son called and said that she had been in the hospital for some period of time. I had been trying to contact her since September. She held many offices in the local and state auxiliaries. She will be missed.

I will be making a trip to Lawrence to take records and monies to Auxiliary 177.

Wishing all a very blessed New Year.



SOUTHEAST DISTRICT ORGANIZER Terry P. Miller

As I said in my article for the Postal Record, I'm eating major crow, my hat, egg or whatever on my face. I predicted Hillary would win, and it wouldn't be close. The most qualified woman with

an almost three million vote count lead lost to the womanizer, no tax paying, cheating of the average Joe, least qualified, racist, Russian lover, non-Christian, non-Republican white guy. I should have known better. For four years he will be our president, and I will treat him with the respect Obama never got from others. I will no longer call him the "orange Cheeto", or any other foul name like others did our last president. He said he is for all Americans. Those who never gave Obama a chance now want us, who can't stand this man, to give him his. I will, but I will be watching.

What many of my fellow union members don't seem to understand is now all three branches of government are in the hands of people who are anti-union and want to break up the Postal Service. Many of them see nothing wrong in creating a four day work week for the Postal Service, therefore, taking away our bargaining rights and benefits. I'm told by the Trump lovers that will never happen. Hope they are right.

2017 will offer new challenges and surprises. I'm confident the NALC will be prepared to meet whatever comes along. They can't take away my enthusiasm for March Madness.

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DIRECTOR OF RETIRED CARRIERS
Mike Wamsley

Retirement is what we are all working for! In my first column, I said that it was the first of several that will deal with how to retire. In the first, I talked about how to determine

if you are eligible to retire—for both the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS). Both dealt with years of service and age. Next, I talked about how your pension is determined and how you can request an estimate, on Lite Blue, based on a specific month, starting on the first of that month. This was made with your High-3 Average Salary. Two other things that you need to remember before retirement deal with Flexible Spending Accounts and Uniform allotments. First, Flexible Spending Accounts: these accounts are a great deal for the letter carrier but only an ACTIVE letter carrier. Your participation for these accounts ends the day you retire. You can't use the account to pay for any medical or child care bills after your retirement date. You can still get reimbursed for all bills prior to your retirement. UNIFORM ALLOTMENT: you can use this up until 30 days prior to retirement unless you have stated the intent to retire before that. In that case, management may stop your participation in the program.

Just to remind you of a several things impacting your retirement, Military time. You may use active duty time to extend your federal service. The same goes for any other Federal Service. Both of these can be used to determine your years of service but only if you have paid the Social Security deposit. To pay the deposit, you need to contact USPS Shared Services and arrange that. There is a difference between CSRS and FERS on what is creditable

Services to see if you qualify for retirement. Unused Sick Leave is another item that can affect your years of service. Sick Leave can't be used to make you eligible to retire but once you are, Sick Leave can be added to your years of service for retirement. It is used in monthly increments. This is still true for those who have maxed out their years of service. It will be added on after 41 years 11 months to give you a larger pension.

Additionally, FERS participants who retire prior to age 62, can receive a Special Annuity Supplement. The FERS system uses the Social Security payment as part of their retirement program but if you retire prior to age 62, you usually can't receive this so this Special Annuity Supplement is added until your 62nd birthday. This supplement is paid for by OPM, not Social security.

CSRS participants may also receive a Social Security payment based on the number of credits accrued by paying Social Security taxes from your pay checks. However, you need to remember that you will have about 2/3 of your payment removed because you are a Federal Worker and subject to WEP, Windfall elimination Program. This act targets us as Federal Workers to keep up from taking all that we have paid for in the Social Security program.

Now that we have gone over all these items of eligibility, amount of pension, and other items that can affect your retirement, we will assume that we are going to retire. What do we do now? That will be the subject of my next column. What Actions Do We Take? Until then, keep on delivering for our customers. Here's hoping that you have a Happy 2017. Remember, the NALC is here to support and defend all our Sisters and Brothers. ON TO RETIREMENT!!!

FINDING THE UNKNOWNNS

turn in the order came up. If all the Yankees had was the Babe, they wouldn't have won very often. They won championships year after year because other



PRESIDENT EMERITUS
Rod Holub

Aahhh, spring is just around the corner! To an old baseball player, that means the smell of fresh dirt, fresh-cut grass, and the eternal hope that someday the Cubs will

win the World Series. Wait a minute.....that already happened. This time of year always reminds me that baseball is the greatest of team sports. The game of baseball is also a great analogy to answer one of the most frustrating leadership issues that faces an organization's "older generation".

As I was winding down my active involvement in the NALC's leadership, I thought it was my responsibility to leave the union "in good hands". I was fortunate that President Tuttle was not only ready, but willing to assume leadership of our State Association. I had watched him grow into an outstanding unionist for years, and I was anxious to see what new heights he would lift our union to. In other positions, finding replacement officers that are ready isn't that hard. Finding replacement officers that are willing, however, is sometimes nearly impossible. That's where baseball comes in.

Most of the time, when I approached a next-generation union member about running for an officer position, the answer I got was "maybe someday, but I'm not ready yet." That attitude is perfectly acceptable if you are playing a sport like basketball. If younger teammates weren't quite comfortable taking the game-winning shot under pressure, the Chicago Bulls of my generation could always just pass the ball to Michael Jordan on every play. The same is true for this generation's LeBron James or Steph Curry. In football, my generation's Dallas Cowboys could just hand the ball to Emmitt Smith every time they needed one first down to run out the clock. This generation's Cowboys can now do the same thing with Ezekiel Elliot.

Baseball, however, is a whole different game. When your team is in the field, if the ball is hit to you, you can't hand your glove to someone else and say "you catch it!" If your team is batting, when your turn in the batting order comes up, you can't hand the bat to a teammate and say "you do it". It's all up to you to get the hit that wins the game. Babe Ruth may have been baseball's best hitter of all time, but he could only bat when his

players did their jobs when their spot in the order came up.

Likewise, the NALC has never been successful because a few stars have made all the plays. The NALC has been a championship union for over a century because role players have stepped up to the plate when it was their turn in the batting order. Andy, Ike, Carol, Karen, Mike, Bob, Pat, Brad, Dave, Joan, and other proven NALC stars probably won't be there when that contract violation occurs. If you're the one that witnesses it, you have to pick up a bat and knock in the winning run. If our legislative antagonists drive a potential bill into a Congressional gap, you need to make the diving catch that says to them, "you're out!" Remember, you never know when the ball will be hit to you or when the winning run will be on base, so you have to always be ready when the situation calls on you and nobody else.

Finally, for those who love baseball history as much as I do, many thought that the Yankees dominance would end when Babe got old, and Lou Gehrig got sick. It didn't. An unknown skinny kid named Joe DiMaggio put on the pinstripes and dominated the game for a generation. Did the Yankees dynasty end when Joe D got too old to hit and field? Nope. Another unknown kid from Oklahoma named Mickey Mantle picked up a bat and glove and led the Yankees to another decade of dominance. In more recent times, when the Yankees had fallen on hard times, another unknown kid named Derek Jeter put on the pinstripes and led the Yankees to yet another handful of championship rings. Each time, when baseball history called, some unknown answered.

We are reaching that point in the Kansas State Association. Our locals have had the unbelievable good fortune to have been led by unionists who carried the championship banner for decades. But that generation will soon be moving on to other retirement-related interests, and the union needs the next group of "unknowns" to step up and show that the NALC will continue to be championship caliber under the next Joe D., Mickey, or Derek. Don't take the easy road and think "I'm not ready yet". When it's your turn in the batting order, step up and swing with all your might. That's how the Cubs finally won the World Series!

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WHAT NOW?



**STATE EDITOR
Amanda Beckley**

legislative agenda continues.

Labor Unions have fought tirelessly for decades to not only improve the lives of their members, but also the lives of everyday non-union workers. When unions bargained for better wage, the average worker benefitted with higher wages as well. When unions battled for a 40 hour work week and overtime pay, average workers were also rewarded with a 40 hour work week and overtime compensation. When unions labored for paid sick leave, paid holidays and earned vacations, the average worker won those benefits as well. It's easy to overlook the struggles of those that came before us as we reap the benefits of their hard work, determination and passion for raising the standards of living for the working class and their families, but it is now our time to dedicate ourselves to protecting our union benefits.

It appears from nominations and appointments made by the president-elect along with the GOP Platform approved at the Republican National Convention that our concerns, and sometimes fears, must be met with hard-work and dedication to protect our wages, benefits, and frankly, our right to collective bargaining. To be clear, let's take a look at the attack on federal employees in the GOP Platform. In the section titled, "Restoring the American Dream", here is what it says about the federal workforce:

The federal workforce is larger and more highly paid than ever. The taxpayers spend an average of \$35,000 a year per employee on non-cash benefits, triple the average non-cash compensation of the average worker in the private sector. Federal employees receive extraordinary pension benefits and vacation time wildly out of line with those of the private sector.

We urge Congress to bring federal compensation and benefits in line with the standards of most American employees. A Republican administration should streamline personnel procedures to expedite the firing of bad workers, tax cheats, and scammers. The unionization of the federal workforce, first permitted by Democrat presidents in the 1960s, should be reviewed by the appropriate congressional committees to examine its effects on the cost, quality, and performance of the civil service. Union representatives in the federal workforce should not be paid to conduct union business on the public's time.

This is opposite of what I personally believe, and I'm damn sure that I'm not overpaid. "Making American Great Again" should focus on ensuring more workers, not less, enjoy our securities: a living wage, health insurance, life insurance, savings plans, pensions, safe working conditions, paid holidays, paid vacations, paid sick leave, FMLA, and a grievance process, which brings me back to "Restoring the American Dream". The committee chairman of this sub-committee of the party platform was Andrew Puzder. Who is Andrew Puzder? Well, he is the president-elect's nominee for Secretary of Labor. He is the CEO of CKE Restaurants, known to you and me as Hardee's and Carl's Jr. He has publically stated that he opposes raising the federal minimum wage, the Labor Department rule which makes more workers eligible for overtime pay, paid sick leave and the ACA, also known as *Obamacare*, just to name a few. He disagrees with the issues that



**NORTHEAST
DISTRICT ORGANIZER
Dave Spero**

I would like to say that everything in the NALC will be fine for the future, but I can't. Only if we can keep our Representatives on our side will the NALC and the Postal Service continue. Trump will try to sell it piece by piece. Not only will he do that, but the way he talks (without thinking) he will try to cut our salaries and pensions because in his opinion, we make too much money.

He will change any company that is outside the U.S. A 35% tax on whatever they manufacture and send back to the U.S. Do you think these companies care? Hell no! They will just charge us, and we the people of this nation will pay for it. Smart thinking Mr. Trump. No wonder you have had so many bankruptcies and have gotten rich on them.

As I said, "We must keep in constant contact with our legislators." The other thing is to contribute to the Letter Carrier Political Fund (LCPF). Five dollars a pay period never hurt anyone, but it will help secure your job.

Hope you had a Merry Christmas and may the New Year be better than the last.

labor unions covet and fight day-in and day-out to maintain and spread to other workers.

Brothers and Sisters, I don't care if you voted for Mr. Trump or not. The election is over, and we are facing a Republican House, Senate and White House. Whether you admit it or not, even though they have put it in print, there are forces within the Republican Party that would like nothing more than to strip us of our wages, benefits, union and service. We have the opportunity to gain support for letter carrier issues in Kansas with what will be two new members of the House. Roger Marshall will represent the First District and an unknown replacement for Mike Pompeo, who is nominated for Director of the C.I.A., will serve the Fourth District. Take a moment and either write or call your respective representatives and work hard to educate them on why our issues are America's issues.

The USPS is a goldmine in the eyes of a businessman. It is up to YOU to get engaged in the legislative process. Each one of us has given blood, sweat (lots of sweat) and tears to this job and the citizens of this country. Let's make sure our retirees maintain a decent standard of living, our retirement remains achievable, and the future of the NALC strong.

Stay Safe and stay informed.

Speaking to [Business Insider](#) in 2016, Puzder said that increased automation could be a welcome development because machines were "always polite, they always upsell, they never take a vacation, they never show up late, there's never a slip-and-fall or an age, sex, or race discrimination case."¹

Saving Social Security [\(Top\)](#)

We reject the old maxim that Social Security is the "Third Rail" of American politics, deadly for anyone who would change it. The Democratic Party still treats it that way, even though everyone knows that its current course will lead to a financial and social disaster. Younger Americans have lost all faith in the program and expect little return for what they are paying into it. As the party of America's future, we accept the responsibility to preserve and modernize a system of retirement security forged in an old industrial era beyond the memory of most Americans. Current retirees and those close to retirement can be assured of their benefits. Of the many reforms being proposed, all options should be considered to preserve Social Security. As Republicans, we oppose tax increases and believe in the power of markets to create wealth and to help secure the future of our Social Security system. Saving Social Security is more than a challenge. It is our moral obligation to those who trusted in the government's word.

A Federal Workforce Serving the People

September/October 2016 Postal Record "Trump vs. Clinton"

Trump and his campaign have said little about the federal workforce, but the 2016 GOP platform contains statements indicating hostility toward federal workers and their unions. The platform calls for cuts to federal employee pay and benefits and for limits on collective bargaining for federal workers, and raises the issue of banning unions for federal workers altogether. The budget plans offered by Speaker of the House Paul Ryan (R-WI) when he was in charge of that chamber's budget committee contained many proposals to cut postal employees' pay and benefits. Ryan has endorsed Trump, saying that he expects that the GOP nominee would support Ryan's agenda.

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Region 5 NBA Report Mike Birkett



December 2016

National Business
Agents Report

NALC Region 5

****NEW ADDRESS**** - After 21 years at the same location the Region 5 office will be moving to 1828 Craig Road, St. Louis, MO 63146, on February 1, 2017. If you're in the area, stop in and see the new space...or if you want, to help us move ☐

Another Measurement Tool – The Postal Service has now come up with another tool (PET) to measure a letter carriers workload on a daily basis. This one, like the others before it, is accurate according to management. This one, like the others before it, is based on data which management feeds into a computer. If they've all been so accurate, why do they keep reinventing the wheel? I've received calls from numerous offices that management has stated that the NALC was made aware of, approves and supports the new program. For the record, we don't approve or support it. If management wants an accurate estimate of a letter carriers daily workload, all they have to do is ask the letter carrier. For more information, read the CAU Time and Standards article in your November Postal Record.

Carrier Academy – The new Carrier Academy is finally up and running. CCA's are entering the workforce with at least a basic understanding of what being a letter carrier actually means. I'm hopeful that the new Academy will lower the 54% turnover rate we currently have which will be beneficial to both the NALC and the Postal Service. Having said that, the transition to the new Academy hasn't been seamless. There have been difficulties which have been compounded by some stupid decisions from the service. However we have been able to work through most of these issues and where we haven't, we have forwarded the issue to the parties at headquarters. I'd like to thank the lead trainers in each of our four districts, Stacey Finnegan – Central Plains, Derrick Williams – Gateway, Kelly Strottman – Hawkeye, and Steve Diamond – Mid America, for their time and effort.

Region 5 Rap Session - The Region 5 Annual Rap Session will be held at the DoubleTree by Hilton at 10100 College Blvd, Overland Park, KS 66210. The dates as reported earlier, will be Saturday & Sunday, February 25-26, 2017. Rooms under the Reservations at the NALC rate can be made using the following link: <http://doubletree.hilton.com/en/dt/groups/personalized/M/MCIMSMT-N2C-20170223/index.jhtml> or you can call the hotel directly at 913-451-6100 and ask to make a reservation under the National Association of Letter Carriers 2017 Region V Conference or use the 3 digit code N2C. President Rolando has been invited once again and we are hopeful he will be able to attend.

Merry Christmas & Happy Holidays – The days, weeks and months seem to fly by and once again we enter the Holiday Season. I want to personally thank the stewards, branch & state officers who do so much to make every letter carriers day a little better. I also want to thank every letter carrier here within Region 5 for your support over the past year. There is no way we could do our jobs without all of you. Stephanie, Charlie, Dave, Cheryl and I wish each and every one of you a Merry Christmas and joyous Holiday Season. Thank you all for being part of my extended family.

NALC History – Free city delivery was established in 1863. Letter Carriers worked 7 days a week and 10 to 12 hours per day. In 1888 letter carriers banded together and achieved an 8 hour day through legislation (even then we needed to lobby congress...LCPF anyone). In 1889, 60 letter carriers arrived in Milwaukee and these delegates passed a resolution which officially established the National Association of Letter Carriers. In 1893 the NALC went all the way to the Supreme Court of the United States to enforce the 8 Hour Law and carriers were eventually awarded \$3.5 million dollars in overtime claims. Nearly 125 years later, management still can't manage overtime...to be continued.

29 Reasons to Thank a Union

- 1 Weekends
- 2 Paid Vacation
- 3 Maternity Leave
- 4 FMLA
- 5 Paid Sick Leave
- 6 Child Labor Laws
- 7 Social Security
- 8 Minimum Wage
- 9 8 Hour Work Day
- 10 Overtime Pay
- 11 Worker's Comp
- 12 Health & Safety OSHA
- 13 Health Care
- 14 Dental
- 15 Vision
- 16 Collective Bargaining
- 17 Breaks
- 18 Wrongful Termination Laws
- 19 Age Discrimination Laws
- 20 V.E.T.S.
- 21 Raises
- 22 Sexual Harassment Laws
- 23 Americans Disabilities Act
- 24 Holiday Pay
- 25 Privacy Rights
- 26 Military Leave
- 27 Right to Strike
- 28 Equal Pay Acts
- 29 Civil Rights

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Region 5 NBA Report

Mike Birkett

January 2017

National Business
Agents Report



NALC Region 5

Cold Weather – Seasoned letter carriers are well aware of the dangers involved with delivering mail in extreme cold weather. Frostbite is too often the result of not being prepared for the conditions or of the rapidly changing weather even during a single day. To you seasoned letter carriers, please reach out to your brother and sister CCA's and make sure they understand how to protect themselves against the cold. The USPS also has responsibilities to protect its employees and should implement safe work practices which include: Providing proper tools and equipment; Scheduling workers in the warmer part of the day; Avoiding exposure to extremely cold temperatures when possible; Limiting time outdoors on extremely cold days; Providing warm areas for break periods; providing warm liquids; Monitoring workers who are at risk of cold stress; Monitoring weather conditions and having a reliable means of communicating with workers and being able to stop work when necessary; Acclimatizing new workers and those returning to work from extended time off, including more frequent breaks in warm areas. These are just a few of the recommendations of OSHA. A complete discussion of employer responsibilities as well as safety tips for workers can be found at the Department of Labor website: https://www.osha.gov/dts/weather/winter_weather/beprepared.html

Retirement Seminars – Branch Presidents should contact this office if they are interested in having retirement training in their offices. Training has already been held in Topeka and Des Moines and is currently scheduled for St. Louis & Cedar Rapids. The training is approximately 4 hours long which includes a question and answer period. We would like to have at least 50 members present so if you are from a smaller office, please coordinate with another office near you. Spouses and members only are welcome.

Mail Volume – At last report, parcel volume was up 18 % over the same period last year. That's truly amazing considering last year was a record year as well. Congratulations to all of you who are working long hours and consecutive days in order to deliver America's mail. Wasn't it just a few short years ago the Postal Service wanted to cut delivery to 5 days per week and possibly 3 days?

2017 Food Drive Registration – While it may seem a little early, registration for the 25th annual "Stamp Out Hunger" food drive has begun. Branch presidents are encouraged to create their own Members Only portal account and register: <http://208.88.165.235:8080/profoundui/start?pgm=PORTALPGM/LOG001@> or through the NALC website...click on the Members Only button, top right.

Legislation – Letter Carriers need to be alert and vigilant regarding legislation which may affect our jobs. There are numerous "enemies" of the service who would love to "privatize" us. Already there are calls (Forbes Magazine) to allow for our competitors to use mailboxes. Become an E-Activist!

National Appointments – On December 2, 2016, President Fredric Rolando appointed Director of City Delivery Brian Renfroe to the vacant Executive Vice President position. Chris Jackson, National Business Agent from California will become the Director of City Delivery. We here in the Region 5 office look forward to working with both Brian and Chris and wish them well in their new positions. Congratulations to Region 12 NBA Bill Lucini on his upcoming retirement and to his replacement, Dave Napadano as well as to Bryant Almario who will be replacing Chris Jackson as NBA in Region 1.

NEW ADDRESS – This is a reminder that the Region 5 office will be moving on February 1, 2017. Our new address will be 1828 Craig Road, St. Louis, MO., 63146. While we are moving only about a half of a mile, we also are being forced to change phone numbers. We will notify every one of the new numbers once they are assigned.



**NORTH CENTRAL
DISTRICT ORGANIZER
Kent Chestnut**

Greetings from the North Central District. The election is over and we have a new president. We are not sure how he feels on the subject of the Postal Service. Some candidates gave very little explanation of their positions or views on the issues. If you supported a candidate that was elected, then as a supporter you need to be on the front lines to pressure them into understanding the issues that provide for a strong Postal Service.

It is important to remember that while the president can suggest policies and budgets, it is the House and Senate that can create laws and budgets. The power to make legislation is in the Congress. As Letter Carriers we need to continue to pay attention to legislation being introduced in Congress. We need to continue to educate old and new House and Senate members in order to have a Congress that believes in a strong Postal Service while protecting Letter Carrier interests.

The Letter Carrier Political Fund (LCPF) is a non-partisan political action committee (PAC) established for the purpose of supporting and educating members of government who support Letter Carriers and who are committed

to maintain a strong and innovative USPS.

By donating to this fund you are buying job insurance. Every Letter Carrier has a stake in keeping the USPS strong as well as a place where a Letter carrier can get reasonable wages and benefits. Why would Letter Carriers not give \$5 a pay period or .36 cents a day to help insure their jobs? Several Kansas Members of Congress, yes Republicans, have received funds for the LCPF. There is no excuse not to give to insure that Letter Carrier voices are heard.

To keep informed on what is going on in Congress, Letter Carriers need to be signed up for NALC E-activist. This costs nothing. You will receive an e-mail whenever something that can effect Letter Carriers or government employees is being considered in Congress. There is no excuse for not signing up as an NALC E-activist.

As usual the USPS will try to save money in the wrong ways while continuing to waste money. Management will continue to create more jobs for management while trying to get rid of employees who are needed to get the mail delivered. There are still people trying to privatize the Postal Service and they may see the election as their opportunity to accomplish this. There will be many challenges coming in the near future and as usual Letter Carriers will lead the way in solving these challenges.



National Association of Letter Carriers
 Kansas State Association

HOLUB FAMILY SCHOLARSHIP APPLICATION

Applications for the KSALC scholarship must have all spaces below completed and be postmarked no later than April 1. The name of the recipient will be drawn at the state convention/training session the last weekend in April. The scholarship award will be open to dependent children under age 22. The applicant must be at least a high school senior entering an institution of further learning or presently attending or planning to attend and accredited college or trade school. The winner will be ineligible for future drawings. The check for the scholarship will be made out to the institution the recipient will be attending. This application must be accompanied by an essay by the applicant of at least 250 words on the meaning of unionism.

Name of applicant _____

Address _____

E-mail address _____

Date of Birth _____ GPA _____

Name of school _____

Name of Kansas NALC member _____

Relationship of applicant to member _____

NALC member's Branch _____

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How to contribute to the Letter Carrier Political Fund using your retirement ANNUITY

Using your Annuity, retired NALC members can contribute directly from their CSRS or FERS annuities to the Letter Carrier Political Fund (NALC's PAC) on a monthly basis. This is a convenient way to make regular donations to the political action fund similar to the payroll system available to active carriers.

Enroll by Phone

Call the NALC Retirement Office at 202.662.2877 anytime or toll-free at 1.800.424.5186 Monday, Wednesday and Thursday from 10 a.m. to noon or 2 to 4 p.m. (ET). (Note: you will need your CSA retirement Claim number.)

Enroll Online

1. Go to www.servicesonline.opm.gov
2. Enter your CSA number, beginning with the letter A and ending with a zero. SAMPLE: A22222220
3. Enter your PIN (Personal Identification Number). If you don't know it, click Using Services Online for help with one.
4. Once you've entered your CSA number and PIN, click Log In.
5. On the next page, click ALLOTMENTS TO ORGANIZATIONS.
6. Click START
7. Select the Letter Carrier Political Fund (Formerly COLCPE)
8. Enter the amount of your monthly contribution. (Maximum yearly amount is \$5,000)
9. Click SAVE
10. On the next page click YES (if correct), then print the next page for your records.

Enroll by Mail

Complete this form and send to:
NALC Retirement Department, Attention: Letter Carrier Political Fund, 100 Indiana Ave. NW, Washington, DC 20001-2144

I, _____ (your name) wish to contribute to the Letter Carrier Political Fund. I authorize the Office of Personnel Management to withhold the amount below from my monthly annuity payments:
 \$25 \$20 \$15 \$10 \$5 Other: \$ _____ (Maximum amount per year is \$5,000) and forward that amount to the Letter Carrier Political Fund (NALC's PAC). I make this authorization voluntarily and may revoke it at any time by notifying the Letter Carrier Political Fund in writing.

Signature: _____ Date: _____
 Full Name (please print): _____ Branch: _____
 CSA or Social Security Number: _____ Phone: _____

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The guideline amounts listed above are merely suggestions, and you may contribute more or less than the guidelines suggest and the union will not favor or disadvantage you by reason of the amount of your contribution or your decision not to contribute. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor.

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How to contribute to the Letter Carrier Political Fund using PostalEASE — ONLINE Enrollment

Through PostalEASE, active letter carriers can contribute directly from their USPS paychecks to the Letter Carrier Political Fund (NALC's PAC) by designating the Political Fund as one of the three payroll "allotments."

Online Enrollment

1. Login to USPS's Postal Ease website at <https://ewss.usps.gov>
You may also get to the Postal Ease website through the USPS LiteBlue website See the instructions below
2. Click "I agree"
3. Enter your Employee ID number and Password and click "Submit"
If you have not yet set up a password click the link provided on the page or go to:
<https://ssp.usps.gov/ssp-web/welcome.xhtml>
If you forgot your password click the link provided on the page or go to:
<https://ssp.usps.gov/ssp-web/einVerification.xhtml>
4. Under Payroll click "Allotments / Payroll Net To Bank"
5. Click "Continue"
6. Click "Allotments"
7. Enter the 9-digit Financial Institution Routing Number: 064000017
8. Enter your 17-digit Account Number _____ 0034952535
See instructions in step D at right
9. Enter Account type as "checking"
10. Enter amount of your Allotment: \$ _____
The maximum yearly amount is \$5,000
11. Click VALIDATE
12. Click SUBMIT
13. Print or write down your confirmation number for your records

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- Click "My HR"
- Click "Employee Apps"
- Click "PostalEASE"
- Begin at step 1 above

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor.

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How to contribute to the Letter Carrier Political Fund using PostalEASE — Enroll by PHONE

Through PostalEASE, active letter carriers can contribute directly from their USPS paychecks to the Letter Carrier Political Fund (NALC's PAC) by designating the Political Fund as one of the three payroll "allotments."

ENROLLMENT BY PHONE

Call PostalEASE toll-free at 1.877.4PS.EASE (1.877.477.3273)

- When prompted, select "1" for PostalEASE
- Enter your 8-digit Employee ID Number and your USPS 4-digit PIN
- Select "2" for payroll options
- Select "1" for allotments
Disregard instruction to complete Allotment Worksheet and select "2" to continue.
- Select "3" to ADD a new allotment
- Enter the following Financial Institution Routing Number: 06400017
- Select "1" to continue processing allotment
- Select "1" to "enter the allotment row"
- Enter your 17 digit Account Number (See step D at left)
- Enter "1" for Checking
- Enter amount of allotment: \$ _____ / pay period
Maximum yearly amount is \$5,000
- If amount is correct, select "1"

NOTE: If you already have three allotments, you must cancel one to contribute to the Political Fund through PostalEASE. To do so, follow the instructions above but instead of selecting "3" to add a new allotment, select "2" to cancel an allotment.

After completing your entry, stay on the phone for the following information:

Confirmation Number: _____

Your allotment will become effective on: _____

Your allotment will be reflected in paycheck dated: _____

Keep this information for your records and future reference.

By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor.

BEFORE YOU START, YOU'LL NEED:

- A. Your 8-digit Employee ID Number (on your paystub)
- B. Your USPS PIN
- C. Your Postal Record Number (Located on the back cover of your Postal Record magazine, above your name. Or call 202.393.4695 to get your Postal Record Number).

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- D. To create your personal account number, insert the seven digits of your Postal Record Number to the spaces below:

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