



The Kansas Mail Carrier

THE OFFICIAL PUBLICATION OF THE KANSAS ASSOCIATION OF LETTER CARRIERS | October 2016



PRESIDENT Andy Tuttle

Recently, I had the privilege to attend the 70th biennial NALC Convention in Los Angeles. This was my 7th national convention to attend. For those who have never attended, there is union business such as resolutions, by-laws, and amendments that are considered by the delegates. There are speakers from organized labor, the business world, and the political arena who speak before the delegates. There are also workshops both before and after general sessions that are free and open to all delegates. The Kansas delegation was well represented by members throughout the state. I will say, however, that this was the least eventful NALC convention I have attended. There were fewer fireworks or controversies than other conventions I have attended. Part of this is a function of the fact that this is not an NALC election year.

Some of the highlights for me during general session were the speeches by Cecil Roberts, President of the United Mine Workers, who delivered another stem-winder, Mehrsa Baradaran, a University of Georgia Law Professor and banking expert who spoke about the huge potential of postal banking in serving the under-banked community, Richard Trumka, President of the AFL-CIO, Sarah Moe Meyers from Hallmark, who spoke of the strong bond between Letter Carriers and her company, which has a large presence in Kansas, Phillip Jennings, from UNI-Global Union, APWU President Mark Dimondstein, as well as various political hacks.

KSALC LEGISLATIVE AGENDA

In the State Association, we are making a push to get our Members of Congress to sign on to NALC-backed resolutions, H. Res 28, which supports door-to-door delivery and H. Res 54, which supports returning to service standards that were in place prior to the USPS' decision to engage in large scale plant closures that delayed the mail and degraded the service.

I have met with Rep. Jenkins' staffers. VP/ Director of Education Carol Woods has lobbied Rep. Pompeo's office. NE District Organizer Dave Spero and his lovely wife, KSALC Auxiliary President Joan Spero, have met with Rep. Yoder's staff. So far we have not been successful in getting their backing, but we will continue to press our case for these essential components of any effective and acceptable postal reform. As of this writing, H. Res 28 has 210 co-sponsors and H. Res 54 has over 230 co-sponsors.

2016 NALC CONVENTION



2016 ELECTION

One topic I need to address because I have been questioned about it is the NALC's decision to endorse Hillary Clinton for President. If you read President Rolando's article in the July Postal Record, he explains the decision quite well. To begin with Donald Trump did not return the questionnaire that the NALC sent to Mr. Trump and all presidential candidates in 2015. Worse still, he would not even acknowledge having received it. He is on record as supporting right to work, opposes raising the minimum wage, and has a long record of ripping off workers and contractors in his career in private business. His business career also tells us he has gone broke selling steaks, vodka, slots, discount airfare, and football (New Jersey Generals anyone?) in the United States of America.

Mrs. Clinton has a long record of supporting Letter Carriers, a strong public postal service, and organized labor. She was one of the first Senators to oppose USPS attempts to contract out Letter Carrier work to low wage, poorly trained private contract workers. She completed the NALC questionnaire and provided detailed answers to complex policy questions involving Letter Carriers and the future of the USPS. The only factor considered by the NALC when officially endorsing any candidate is where they stand on Letter Carrier issues. With that in mind, the choice was clear.

I recognize that Letter Carriers are representative members of the communities in which we live and work. We are all complex people who factor many personal beliefs into our political philosophies and who we choose to vote for. The most important thing though, is that we all exercise our most precious right in this 240- year old democracy, the right to vote.

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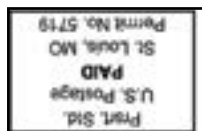
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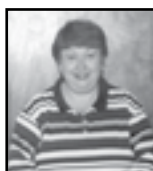
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SOUTH CENTRAL DISTRICT ORGANIZER

4TH CONGRESSIONAL DISTRICT LIAISON

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: Amanda Beckley (address below).

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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.

2016 Calendar of Events

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

2017 Calendar of Events

April 27-29

State Convention – Topeka, Kansas

The Kansas Mail Carrier

YOU MAKE IT WORK!

2016 PUBLICATION SCHEDULE

Articles must be submitted
to the editor by:

December 1st 2016

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“AND THE BEAT GOES ON”



NORTHEAST DISTRICT ORGANIZER Dave Spero

tween the United States and Mexico, and Mexico is going to pay for it. Mexico's President Enrique Pena Nieto says “no way” will they pay for a wall. Trump had a meeting with him, mentions the wall, but not about who is going to pay for it. And then the same

The beat goes on for the two nominees for President of the United States. Trump is still going to build a wall be-

evening he spoke at a rally in Arizona about it and reiterated that Mexico would pay for the wall.

Trump has insulted African Americans, Latinos, women and many other groups and still expects them to vote for him. Hillary on the other hand has done some things that she shouldn't have with her personal computer. Between the two I'll have to stick with her because we will still have a Post Office. With Trump, he will sell it off in pieces to the highest bidder like he has so many of his properties.

I could go on, but I'll stop now. Vote for the one of your choice. Just because you're a Democrat or a Republican, think of your job when you vote. Just VOTE.

MDA RAFFLE

Since 1952 the United States Postal union has without fail supported the Muscular Dystrophy Association with donations, raffles, and assorted fund raisers.



This year is no different. Branch 1018 Manhattan KS is having a state wide raffle for two autographed footballs and a KS cap signed by the Hall of Fame coach Bill Snyder. Each branch president will be provided with a number of tickets to be sold for each drawing. There will be three drawings. 1st for a signed Football by the Hall of fame coach Bill Snyder, the 2nd drawing will also be for a signed Football by the Hall of fame coach Bill Snyder, and the 3rd drawing will be for a signed KS baseball style hat signed by the Hall of Fame coach Bill Snyder. If you would like to purchase a ticket(s) you may contact your nearest branch President, Steward.

Tickets will be sold for \$1.00 each or 6 for \$5.00.

The drawing will be held on December 4, 2016 at the Manhattan Branch 1018 Christmas party.

The winning ticket holders will be notified upon verification of a valid ticket. All prizes will be sent via Priority Mail.

ELECTION YEAR 2016



3RD CONGRESSIONAL DISTRICT LIAISON Joan Spero

I have said it many times, this is a very crucial election year. I have voted every year since I was 21 years old. In all the many times I have voted, I cannot

recall when I was so concerned about the results.

Have you listened to the lies, comments, etc? Many people are not aware you can say something about anyone and it doesn't have to be true. If you are a business selling an item, you have to prove it does what you say it does or the item is pulled.

I hope many of you watched the program Labor Day on Hillary Clinton and Donald Trump. The program aired on CNN with two hours of reporting on each candidate and covered their entire lives. What a contrast. Yes, Hillary has made some mistakes and she conceded

that they were mistakes, but Mr. Trump refused to admit to any mistakes he may have made.

The New Jersey Gambling Commission communicated the loss of jobs in Atlantic City and noted that the recession had nothing to do with the problems with the four casinos he owned. Nine thousand people lost their jobs. Contractors were not fully compensated. The four casinos all went bankrupt under the ownership of Donald Trump. Yet, Mr. Trump was the only individual to profit off of the failed venture. During that time, Mr. Trump owed four billion dollars (\$4B) to 27 banks in New York.

Our country has one of the best companies in the world, the United States Postal Service. I don't want it sold piece by piece by someone who has no idea how vitally important it is to all citizens of the United States.

Think about it. VOTE!

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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 _____

Mail this application to:
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GOVERNMENT AFFAIRS NALC Legislative Updates

Door delivery resolution gains House majority—don't let up!

Sep 30, 2016

This week, House Resolution 28, a bill supporting the preservation of door delivery service, reached a milestone: a bipartisan majority of representatives in the House have added their names as a co-sponsor

of the legislation. Throughout the past month, letter carriers across the country have been calling their representatives and urging them to support this important resolution.

Thanks largely to those efforts, and with a majority now signed on to the measure, it should be much harder for Congress to take up postal reform legislation in the lame-duck that includes language threatening to cut door delivery for nearly 5.5 million businesses.

"We won't stop urging members of Congress to support door delivery until every representative understands the importance of this crucial service," NALC President Fredric Rolando said. "We must build on the momentum that's been created and continue asking our representatives to stand with us."

Help build the momentum

Vegas.

During O'Malley's first term as NBA for Region 12—which serves the letter carriers of Pennsylvania and south and central New Jersey—his work became especially crucial as letter carriers in Trenton and Hamilton Township, NJ, dealt with exposure to anthrax in the mail stream in the fall of 2001.

He was re-elected Region 12 NBA by acclamation the following year, during NALC's 63rd National Convention in his hometown of Philadelphia, and he continued to serve in that role until 2005, when then-President William H. Young appointed him to serve as director of NALC's Health Benefit Plan (HBP) to fill a vacancy. During the union's 65th Biennial Convention in Las Vegas a year later, O'Malley was elected by acclamation to serve a full four-year term as HBP director.

"I can honestly say, there is nobody in the leadership of the NALC who has earned more respect and more affection than Timmy," Rolando said. "He is a trade unionist's trade unionist—and a letter carrier's letter carrier."

NALC EVP O'MALLEY RETIRES

NALC Executive Vice President Timothy C. O'Malley retired on Aug. 19. The retirement was effective as of the adjournment of NALC's 70th biennial national convention in Los Angeles.

O'Malley was first elected to the office of executive vice president by acclamation in 2010 during NALC's 67th Biennial Convention in Anaheim. He was re-elected to that post four years later following national balloting held among the union's active and retired members. He became a letter carrier in Philadelphia at age 18, about 12 weeks after the 1970 wildcat strike. He also immediately became a member of Philadelphia Branch 157. He went on to serve as a shop steward for 10 years; later, he was elected branch trustee and health benefit representative before serving as Branch 157 vice president from 1985 to 1988.

In January 1989, he was sworn in as branch president, an office he held up until his election as Philadelphia Region 12 national business agent (NBA) in 1998 during NALC's 61st National Convention in Las

LETTER TO THE EDITOR,

mer edition of The Kansas Mail Carrier I was inspired to write to your readers expressing my gratitude for my union steward Maureen Holtgraves.

Maureen Holtgraves is relentless and I am thankful she is! For the carriers across Kansas who don't know her, Maureen is our union steward at the Brookridge Station in the Shawnee Mission Kansas District, NALC Branch #5521 and she is tough. She demands adherence to "the contract" whether you're management or carrier. She's constantly coaching us, urging us to "be professional" and covering our backsides when we cross management.

I first met Maureen back at the turn-of-the-century when I was a Casual City Carrier at the Prairie Village Branch. I carried Maureen's route quite often because she was going through several personal hardships. I met her husband many years ago while we were helping a fellow carrier move into a new home. Another time a bunch of us had gathered at a local watering hole after work. Maureen, worried that I had imbibed a little too much, gave me a bar side Q & A until she was convinced I was roadworthy. I've had many of my fellow carriers tell me, "Maureen came up to me the other day and told me management didn't follow the contract and now they owe me money—I had no idea!" Maureen has our backs. These days you'll find Maureen talking one-on-one with the CCA's. She cares a lot about them.

A while back I hurriedly pulled my vehicle headfirst into a parking space in front of a business and rushed in to use the restroom. When I came out Maureen was standing there and she said, "Tim you know you can't park like that they'll write you up!" When she left the owner asked me, "is that your boss?" Lowering my head I replied no, but sometimes she needs to be. Maureen Holtgraves is relentless and I am thankful she is and I pray that she's still my steward when I retire in a few years!

Respectfully,
Tim Long

After reading the article entitled "Unionism" by Jeremy Cox in the sum-



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MY ELECTION PREDICTION



SOUTHEAST DISTRICT ORGANIZER Terry P. Miller

the Republican nominee for president, he would lose and lose big. The polls are close, and I'm sticking by my guns. I don't care what the polls say, I can read a map. I'm a registered Independent, and I'm for Her. Hillary has more flaws than any democratic nominee I can remember, but she may be the best qualified to be president ever. What amazes me is at a time when she is very beatable, the other party trots Donald Trump out there. I mean REALLY? Out of at least 17 people he is the survivor? Now that was a clown show. It's mind boggling to me that the very people who would criticize Obama for walking on water and getting his feet wet,

It's the last week of September as I write this and if you remember I said way back, if the Donald was

would watch Donald take a swim and believe him if he said he didn't get wet cause he flew across the pool. I have never been one to look at facts with eyes wide shut. When the Donald says he is "going to make America great again, trust me", I'm hearing something different than some of you.

Anyway, I digress. After this is printed, we will see if I have egg or something else on my face. I'm confident I won't. I don't get worked up over politicians, and if the stakes weren't so high, I would like to see the Orange Cheeto (what urban radio stations call him), run the country. Building that wall, taking their oil, stopping all killings in the hood, eliminating terrorism on day one, renegotiate our trade treaties and alliances, and building a Trump Tower in Independence. I'm a better predictor than all these pundits who just want to see drama and a story about a close race. I need to get into that when I retire.

President Hillary Rodham Clinton. Bill Clinton from the first black president to the first man-lady. I crack myself up.

A LETTER CARRIER'S JOB IS NEVER DONE



STATE EDITOR Amanda Beckley

I am sure that all of us can agree on one thing, this election cycle cannot end soon enough.

Whether it is all the negative rhetoric amongst the candidates or the excessive political mailings, November 8th will be the end of a very, very long election season. Some will be elated on Election Day, others will think the end of the world is near, but the people of this nation are stronger than any one candidate and will survive whoever wins. We know this to be true from our history. But for letter carriers, the work never ends.

Five out of the six seats in Kansas will be on the November ballot. In the Big First District, we know we will have a new member in the House to befriend and share our issues and concerns with involving the postal service. Our work starts on day one. Whichever party wins the seat should be inconsequential. As we have heard numerous times, postal issues are non-partisan. Postal issues are American issues. It is the job of every letter carrier to educate their respective representatives about our issues. Let me give you an example of what happens when Congress is not educated on bills they are voting on. Just before fleeing D.C. on another extended break, the Senate voted 97-1 and the House voted 348-77 to overturn a presidential veto. This is the first time in

Obama's presidency that his veto was overturned. Before the Senate Majority Leader Mitch McConnell and the Speaker of the House Paul

Ryan could escape on vacation, they admitted that the bill was flawed and they each hoped that after the election there would be a way to fix it. McConnell even stated that it was Obama's fault because he did not warn congress of the consequences of the bill even though President Obama had opposed the bill from the beginning, vetoed the bill and wrote a crystal clear veto message to congress detailing his opposition and veto. This is a clear example that our representatives are often voting on legislation that they either don't understand or have failed to foresee the full consequences of such legislation or for goodness sake for pure political gains. It is our job to ensure that each and every one of them understands what they are voting on when it concerns us and that they also understand the long-term effects of their votes.

We all have different opinions and positions on political issues, but what each of us has in common is more vital to our survival and that is the United States Postal Service. Please do your part and VOTE this November then be prepared to work for the future of the postal service and letter carriers. Keep up-to-date on current issues by visiting www.nalc.org, signing up as e-Activist for email updates or by downloading the new NALC APP to your smart phone.

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PRESIDENT EMERITUS ARTICLE


**PRESIDENT
EMERITUS
Rod Holub**
Sept. 2016

 As you
read this,
we have

 made it through another elec-
tion season. We've delivered
postcards, flyers, envelopes

and more, all designed to make our customers believe that the sender's opponent is a cross between Darth Vader and Adolf Hitler. It's a shame that in today's society the power of ideas no longer drives our voting decisions. In the 24 hour cable news cycle, elections really have become like any other TV reality show. Millions of Americans consider elections, at all levels, as simply "voting someone in" or "voting someone off" the show, with the choice having no real consequence in their own lives. It's just a TV show, right?

The problem with that mind-set is that elections do have real consequences for letter carriers and their families. I've had the chance to speak to many new employees and most have never worked for the federal government, or been part of a union. As a union steward, or branch officer, it's easy to "sell" new members on the advantages of a union. The idea of contractual protections and seniority rights is an attractive new reality to a person whose only previous employment had been at the "beck and call" of a private employer, without any recourse to injustice in the workplace. I spent most of my union career deeply involved in training new officers on the specifics of contractual enforcement, and I had a front-row seat to the development of hundreds of incredible union officers.

For years, I never gave the "federal employee" part of the equation much thought. The reason was that until about 10 years ago, the NALC State Associations served multiple purposes. The states did most of the contractual training and occasionally helped out the national union with politics during election seasons. During the state association's mission transition, our state was fortunate to have an NALC legend as state president. Sherwood Applegate was everything a unionist should be and when the NALC changed its by-laws and made the sole purpose of the state associations politics and legislation, he did everything he could to lead the state association towards electing, and influencing, carrier-friendly candidates. It wasn't an easy sell.

Unlike unionism, which is a brand new concept to most new letter carriers, politics carries with it some personal experience. Very few dinner tables are blessed with open and honest dialog between competing political viewpoints. Most young adults believe in the political ideology that their parents presented and advocated for. That's why political and legislative activism is such a hard sell for many union leaders. It's best illustrated by the fact that somewhere around 92% of Kansas letter carriers are willing to pay union dues, but only around 12% are willing to contribute to the Letter Carrier Political Fund. Paying union dues delivers a tangible return in protections and benefits. Contributing time and manpower to politicians that Mom and Dad have always hated is an act of open defiance, and no matter how old you are, that's a heavy load for a conscience to carry.

When I succeeded Sherwood as state president, I had to shift my educational efforts to the important role that elections play in the health and well-being of all letter carriers. As I mentioned earlier, we are all not only union workers, but federal workers as well. Though we are not part of the federal tax-payer funded budget, we are all members of the federal retirement systems, and our right to collective bargaining was established by legislation. Career protections and benefits are governed by any potential legislation in the same way that workplace interactions are governed by our collective bargaining agreement.

In the last 8 years, letter carriers have fought off very real threats to our standard of living. Legislative ideology became dominated by a conservative media machine that was successfully marketing the impression that all government workers were overpaid, with a too generous benefit package. The Postal Service's management team was constantly asking Congress to eliminate the legislative guarantee of 6-day delivery of mail. Many letter carriers were jumping on the 5-day delivery bandwagon, proudly boasting that they would "love to have Saturdays off" like the rest of society. They could attend sporting events and family outings and their own world would be wonderful!

The real tragic consequences of losing the sixth day of delivery never entered the minds of those 5-day advocates. You see, the Postal Service wasn't promoting changing the legislative language from 6-day delivery to 5-day delivery. The simply wanted the 6-day delivery guarantee removed from the law. The first step would be reducing delivery to 5 days. That would eliminate the jobs of 1 in every 6 of our union brothers and sisters, as every T-6 position would disappear. However, the Postal Service had no intention of stopping there. If they could get delivery days reduced to 4, or less, the company's financial gain would come with a crushing blow to every single letter carrier still active. How, you ask? Because letter carriers would no longer be full-time employees and no longer entitled to the full benefit package.

Since the Das Arbitration Award created the CCA classification, there has been a growing outrage at how new employees are expected to do the same work as career employees, without the career benefit package. If national elections over the last 8 years had changed the makeup on Capitol Hill enough, it wouldn't just be new employees in those circumstances. It would have been every active carrier. Because enough union activists understood the critical importance of political/legislative activity and influenced elections, our national leaders were able to limit the "CCA experiment" to new employees who still have a defined path to career status. Hopefully, if the NALC is successful in its future legislative and political efforts, that experiment will end and never rear its ugly head again. That future depends on all letter carriers deciding that elections do matter, even if it means breaking old political habits.

I wish you all the joys of family, friends, and treasured traditions during this holiday season!

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address to our editor, Amanda Beckley, PO Box 2531, Garden City, KS 67846. It is not only costly when issues are returned, but it is also difficult for our editor to get updated addresses.

The next carrier and auxiliary conventions will be held in Topeka the weekend of April 27-29, 2017. This could be your last convention for

your Kansas Auxiliary. Many states are dropping their state meetings, which I believe they shouldn't do as long as there is a quorum of delegates. Carriers are not signing-up their spouses or significant others. You cannot run an organization without support from the members. We need new young members. We need young members to join and carry on the necessary work with our carriers and the post office.

Since I am unsure when this article or paper will arrive, I wish all a fun and safe Halloween. Look out for all the little goblins.

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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
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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

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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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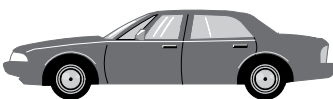
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Region 5 NBA Report



October 2016

National Business Agents Report

NALC Region 5

Elections – For those of you that haven't heard (or live in a cave), there is an election coming up. We have many rights and freedoms here in the United States. You have a right not to vote or even sit during our National Anthem. Some have burnt flags and the KKK and Nazi's have been allowed to have parades. We don't have to agree, we just have to understand that that is the reason we love our country and all of our freedoms. Many over the years, in war after war, have given their lives for these freedoms.

With all of the negative advertising going on, it's easy to see why many don't vote. The object of the negative advertising is to try and get those that support their opponent, to stay home. However, one of the rights we have is to vote. Perhaps because I did a tour in the service (many years ago), I look at voting as a responsibility. So, no matter who you support, please take the time to cast your ballot for the candidates of your choice.

The NALC has endorsed Hillary Clinton for President. Clinton has been a longtime supporter of the NALC. Rather than recapitulate the article written by President Rolando, I would urge you to click on the following link and read/re-read his article pointing out the reasons the Executive Council decided

to unanimously endorse Clinton. "https://www.nalc.org/news/the-postal-record/2016/july-2016/document/2016-07_president.pdf"

Correction – In last month's article, I made an error...In the section "Bargain at any Price!" I copied and pasted the actual costs of mailing a letter from an article I read in the Yucaipa/Calimesa NewsMirror. It was pointed out that the price of a domestic letter was listed as \$0.45 instead of \$0.47. That will teach me to copy and paste...lesson learned...again. I can always count on my brothers and sisters to point out mistakes...that's why I call you family
By the way, it's still a bargain.

CDRAAP – Just about two years ago, NALC and USPS signed the alternate route adjustment agreement. We are now winding down into the final stretch with just a few zones remaining in the process and one pending dispute. Central Plains, Hawkeye and Mid America are complete and Gateway will be finalized in just a few more weeks. I want to take this moment to thank all those who served in this process. DLT's – John McLaughlin, Brian Litteken, Jeff Rainey, Rick Copper, Larissa Parde, Jeff Case and John Pfiffner, your leadership was essential to the process. To all the REAT's and COR tech's

whose job was not an easy assignment. Their commitment and dedication to protect the rights of letter carriers was once again seen in the results. Thank you for your hard work.

City Carrier Academy – A few months back it was announced the new City Carrier Academy will finally be rolled out nationally in all USPS Districts. The new academy is to begin no later than October 1, 2016 and every District has their own unique challenges to meet this timeline. There is also a lot of preparation that has to occur before this date. For starters, all of the Districts in our Region have to find space that is adequate to ensure all aspects of the training are properly performed, then all the Instructors will need to be trained once these facilities are up and running. The new curriculum incorporates both indoor and outdoor hands on learning and these elements each require a significant amount of space. We are monitoring the program at the regional level and so far it's a work in progress. Our CCA's deserve to have a training program that teaches them the ins and outs and prepares them for being a letter carrier, rather than being thrown into the abyss to see who can survive. It's been a long time coming, but by the time you read this, it should be here.

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