



REGION 5 NBA REPORT



February 2012

National Business Agent's Report

NALC

Your Regional Office is cautiously optimistic that at the National level, we will be able to negotiate a new National Agreement. The entire Executive Council of the NALC has worked tirelessly toward that end. If we are successful, it does not mean that we can all sit on our backsides. In late January Congress reconvened and one of its first priorities was Postal Reform. The NALC must monitor this situation very closely due to the ramifications that could result from any proposals that could be voted on. We need our members to be ever vigilant and knowledgeable about Postal Reform because it can have far reaching affects on all our members. If a contract cannot be reached, the NALC is prepared to enter into Interest Arbitration and utilize all resources that are available to us.

While we are at this very important time in our history, your Regional Office is also preparing for the 2012 Rap Session. We must be ready to adapt our training to what happens in Negotiations. If we are successful in negotiations, then we will cover the changes in our National Agreement, if not, we will conduct training on issues revolving around the workroom floor. My staff and our leadership graduates have structured a very aggressive training schedule for this Rap. With the possibility of numerous plant closings we must prepare our members for what could be chaotic excessing from the clerk craft to the carrier craft. We will be training our members to handle the numerous issues that can and will arise as a result of excessing. We will also be training on JARAP, grievance handling, 3999's, branch records and accounting, community involvement, casers/streeters, as well as a presentation from National Headquarters and the latest legislative update. As you can see this is a very aggressive schedule but one that will benefit the membership and prepare them for the future. Please make arrangements to participate in the training and learn about your future.

With the current Draconian style of management in many places, I am asking that each member be patient and do their job in a professional manner. Remember, we Letter Carriers will be here long after they are gone.

JARAP Review: Currently all 4 District Lead Teams (DLT's) within Region 5 are reviewing, or have reviewed, the requests which were submitted. Once the data is reviewed, the DLT's will assign offices to specific District Evaluation and Adjustment Teams (DEAT's). The DEAT's will then make contact with the Local Contacts for each office and begin the evaluation and adjustment process as needed. All carriers involved with the review process should be cognizant of the particular idiosyncrasies of their own routes, the amount of mail they normally receive, the approximate time it takes to complete their assignment on an "average" day and be able to effectively communicate that information to the local contacts and the DEAT's.

Article 12/Withholding & Excessing: If your branch has any PTF's or you are under some sort of *Withholding* or *Excessing* event—then we share the same frustration! Our office has been making slow but steady progress in resolving the outstanding PTF conversion disputes. We have not been able to achieve complete success yet but we have been able to see several of our PTF's converted to *Full-Time Status*—thank you for your patience as we continue to try to see every qualified PTF converted.

As the Postal Service moves forward with multiple plant closures we are seeing a renewed series of notices for *Withholding* and *Excessing* events. This means that when a plant is closed or consolidated there will likely be *Full-Time* positions withheld to make space for full-time *clerks* who are excess to the needs of the Service. Take care to review the current status of the PTF's in your office BEFORE these events take place—if you don't, your PTF's may not be eligible for conversion. If you need assistance in your attempts to get your PTF's converted prior to an *Excessing* event don't hesitate to call our office.

The NALC sends out our deepest sympathies to the family of Paul Walter of Branch #139, Sedalia, Missouri who we recently lost due to cancer. He will not be forgotten.

Dan Pittman
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