



# REGION 5 NBA REPORT



December 2012

National Business Agent's Report

NALC

After a yearlong campaign battle we have now voted for our Leaders of tomorrow, whoever was victorious? This writer does not know at this time who won or who lost but I do know the campaign for the survival of the United States Postal Service is at the critical stage, and hopefully it is not too late. Regardless if you are Republican or Democrat, now is the time all of us must demand action from Congress and let our elected representatives know that we will not go away and the American public needs and depends upon us. **News Flash: Congratulations to President Obama and all those elected. Now the work begins...**

This office just finished the fall trainings in Nebraska and Iowa. I want to thank Nebraska State President, Kevin Hevelone and Iowa State President, Jim Beach for making their respective trainings successful. To make sure that all members get the representation that they deserve, President Rolando tasked each Business Agent with making a report on Branches with fifty members or less. Some of the information gathered was the number of members, if regular branch meetings are held, do they file their own grievances and do they contact our office and request help. I shared this information at the recently concluded trainings. Our job as a Labor Union is to represent our members, regardless of Branch size or logistical location. By law we must do this and I know from the information we gathered for the President that there are numerous branches under fifty who lack adequate and proper representation. Specifically in Branches with less than fifty members, Nebraska has thirty-six, Kansas has fifty-one, Missouri has fifty-two and Iowa has seventy-six. Normally I do not talk much about mergers, but in cases where our members are not getting adequate representation if any at all, then I believe we have an obligation to these members to get them the representation that they as NALC members are entitled to and deserve, within their own branch or with another branch.

I have heard from members that they do not want to lose their individuality or their Branch number. We are at the point in our history to where we need to come together and protect/represent all members regardless of Branch number.

For some time the NALC has been vigorously preparing our case for National Arbitration, at the same time the USPS has been preparing their case. Meetings are being held and hearing dates are being scheduled and discussed. We believe that sometime after the first of the year we will get our new National Agreement. Two of the items on the table President Rolando is adamant about are NO contracting out and creating a pathway for our Transitional Employees to become career. This includes present and future T.E.'s. Looking at the organizational numbers for our Region, Missouri, Kansas, Iowa and Nebraska, one can see we are 92.7% organized which is respectful but should be better. Regarding our number of T.E. members, we have 212 non-members which is unacceptable. By having this many T.E. non-members our numbers show that we are 65.4% organized which drops our Region from 92.7% to 90.5% organized. I believe that the T.E.'s of today will be the career carriers of tomorrow. We must sign the non-members up and ask them to help us protect and guard their future. I will be tasking all Branch Presidents/Officers with the job of signing up the T.E.'s in their Branch that do not presently belong to the NALC. I will also be asking these Branches to report on the progress they are making in our monthly tele-cons.

As most of you know, a National MOU (M-01797) was recently signed regarding PTFs and Transitional Employees (TEs). This may have come as a bit of a surprise since we are well into the Interest Arbitration process to win a new National Agreement but don't be. Strategically, it isn't unusual for the parties to continue to try to narrow the scope—or points of disagreement—of the arbitration by coming to agreement on the things they agree upon. In the case of M-01797, the parties have agreed to convert a number of eligible PTFs and a means of hiring needed auxiliary assistance in the form of TE's.

M-01797 is not a cure all which will convert every PTF. This memo will convert 3400 PTF's to Full-Time status to fill current residual vacancies which are NOT under

withholding. This point is key; the memo does not abrogate or change the provisions of Article 12. If your office is still under a legitimate withholding event, the PTFs in your office will not be converted. However, if you have PTFs in your office and residual vacant positions we need to know. To help us convert as many eligible PTFs as possible we need for you to contact this office with the following information; the installation name, the finance number, the Job ID # for the vacant route (eight digit number in route book or job posting), the level of vacant route (CC1 or CC2), the name of the PTF's in the office and when the route became vacant.

This memo should not stop your branch from filing a grievance to convert eligible PTFs to Full-Time status. If there is a PTF in your office and a vacant position and your office is NOT under withholding you should file a grievance. If you need help crafting such a grievance don't hesitate to call this office for help. The other part of this memo is the hiring of 3400 TEs. This number is not divided equally between the 15 NALC regions or the 65 USPS Districts. Hiring is the exclusive right of management and it is our understanding the 3400 TEs will be hired where the need is the greatest. We could see a lot of TEs hired or none—time will tell. The memo would actually convert half of our Part Time Flexibles.

***This is an extremely tough time for the Letter Carrier Craft:***

***On behalf of the Regional Office I want to wish everyone a very Merry Christmas and a Happy New Year. Enjoy the time spent with family members and loved ones.***



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