



REGION 5 NBA REPORT



March 2014

National Business Agent's Report

NALC

Leadership Academy: Once accepted into the Academy our members spend three separate weeks in intense classroom instruction, in Washington, D.C. Then they are assigned one week in the Regional office here in St. Louis. Our newest graduates, Tom Bolen, Cape Girardeau, Missouri and Chris Grunke of Omaha, Nebraska have already this year learned the ins and outs of your Regional Office. For Mike, Mark and me it was a pleasure and honor to be working with these future leaders in the office. For them it was an eye opening experience and one that kept them very busy while they were here. This spring we will have Eddie Lofland from Sioux City, Iowa and Michelle Jellison from Topeka, Kansas starting their class. In the fall Christopher Fayard, Shawnee Mission, Kansas, and Brian Greunke, Fremont, Nebraska will be beginning their classes. They deserve to be mentioned in my article because they are giving up so much of their time and taking on a challenge that we hope will be very rewarding in the future. I want to thank all the prior Academy graduates who have accepted the challenge of becoming present and future leaders in the NALC.

While I am on the topic of future leaders I want to very strongly urge all Branches to put someone in charge of **ORGANIZING**. I value the CCA's of today. They are the increasing membership of today and they will be the Leadership of tomorrow. How can we not devote time and resources into organizing all those who are hired as a CCA or is converted from a T.E.? Our Regional numbers on non-member CCA's is one of the highest in the country. In our Region we have 30% of our CCA's as non members. This is unacceptable and as Branch leaders we must represent all Letter Carriers so why shouldn't they be members? Our ranks have been diminishing over the past several years. In order to survive and to protect those who follow in our footsteps and to safeguard their future we must understand their needs and protect them. We must remember that we did not have it as hard as they do. Most of us did not come into the USPS as non-careers. We need them in our future because they will ultimately be the ones that decide our future.

I want to thank Charlie Sexton of Branch 343, St. Louis, Missouri for his tireless and sometimes frustrating work on M-01824. This memo deals with Residual vacancies and getting CCA's converted to Full Time Regular. There were many instances of management saying that we continued to be under withholding and therefore we could not fill those Residual vacancies by

converting CCA's into them. President Rolando agreed to let us utilize Charlie's talents in this office to track all Residual vacancies and make sure that the withholding notices were in fact proper and timely. Thanks to Charlie's efforts we have been able to convert over 400 CCA's to Full Time Regular. With the help of Mark Sims we have been able to cancel a significant number of withholding events which in turn has helped Charlie convert the CCA's into a position that was formally being withheld due to an improper withholding notice.

I know I am about to step on some toes but it must be said. If it does not apply to you or your branch just disregard—if it does, give very serious consideration to what you are about to read. Some branches, albeit usually smaller branches have a practice of refunding paid dues to the membership. Let me explain. Branches which are on the Minimum Dues Structure assess individual dues from each member which are sent to NALC Headquarters as payroll deductions. The Minimum Dues Structure allocates a portion to; National, State and branch accounts. Since the Payroll deduction goes to NALC Headquarters, disbursement to the State and Local is remitted back from Headquarters. The problem we are seeing is this; some local branches are simply reimbursing their members the local dues. When a branch does reimburse the local dues it does two things which are problematic. One, the branch has NO FUNDS to provide representation to the membership—it gave all the money back. Second, the dues reimbursement is actually Income and must be reported to the IRS and a W-2 must be issued to each member who received the reimbursement indicating it is income and the tax withheld. If a branch isn't making the report or issuing the W-2 it may be in jeopardy if audited. For any branch which has this practice I am strongly recommending you cease it immediately. To those whose toes are hurting—sorry but it's for your own good.

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