



NALC REGION 5



December 2015

National Business Agent's Report

NALC Region 5

As we enter the Holiday Season, delivering in hazardous conditions with heavier mail volume and mountains of parcels at our cases, remember to take the time and enjoy your families. Ultimately, our families are why we put up with the often demeaning working conditions and management misbehavior. Breathe deep, take a good look at your family, smile and enjoy. May you all have a great Holiday Season...Merry Christmas and Happy New Year.

Covert Surveillance – We are receiving a lot of phone calls from carriers who have been questioned about their street times as of late. Letter Carriers should expect daily supervision on the street just as they receive daily supervision in the office. However, the M-39, Section 134.21 states the manager must maintain an objective attitude in conducting street supervision and discharge this duty in an open and above board manner. Section 134.22 also tells the manager *not to spy or use other covert techniques*.

CCA Conversions – I've been advised that almost 25,000 CCA have been converted to career positions. Congratulations to those CCA's and I hope you have long and prosperous careers. We currently have about 10,000 CCA's on the rolls as well. That is 35,000 employees with under 5 years of employment, most of whom have never been through contract negotiations at the national level like we will face next spring. Without the NALC fighting for their conversions and a path to career status, there would have been no conversions, no path to career and a supplemental workforce paid at minimum wage. If you haven't joined the NALC and believe in the benevolence of the Postal Service, you're sadly unaware.

NALC HBP – We've received a lot of calls from letter carriers, especially retired letter carriers, concerning the cost of the new "Self Plus One" plan offered by the NALC. Without getting into "weighted averages" and the math behind the price structure, it really comes down to the fact that those interested in the plan are older. To quote Joe Davidson from the Washington Post: "The reason for the price has a lot to do with age. To be blunt, older people are expensive. Insurance is more costly for them because they need much more health care than younger folks. Family coverage can be priced relatively cheaply because children and younger adults need fewer services and don't cost as much to cover as grandma and grandpa. Many people choosing self plus one are older couples whose kids are grown and gone." While many of us (yeah, me too) were looking forward to reduced premiums with the new plan, the NALC still has one of the best plans on the market. So, changing is not mandatory, stay with your "self and family" option. Remember, the NALC HBP is Union owned and staffed with Union employees.



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Social Media – I'd like to remind everyone that they need to be cognizant of the fact that what they post on social media sites can be used against them. We have had a few carriers over the years who posted threats against postal managers and discipline was issued, one of which was a removal. We lost that grievance and the carrier was removed. Don't put yourself in that position. We all know by now that it's not safe to drink and drive...don't drink and post.

Union Representation – Senator Tim Scott (R-SC) has introduced legislation that would end labor unions at the Internal Revenue Service. This is based on the scandal where conservative groups were allegedly targeting conservative political groups. The EPIC Act, as it is called, would amend the Federal Service Labor Management Relations Statute to designate the IRS as an agency exempt from labor organization and collective bargaining requirements. As of today, no charges have been filed against anyone for any wrong doing at the IRS. If there were laws broken, file charges. As Letter Carriers we are well aware that federal employees are limited in our political participation by the Hatch Act. Let's not attack the rights of 50,000 IRS employees.

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