



March 2018

National Business Agent's Monthly Report

NALC Region 5

Dignity & Respect – Yes, I know I just recently wrote about this, but apparently I need to repeat myself. Letter Carriers demand dignity and respect from management. If any letter carrier is mistreated by management, that carrier should write a detailed statement on what happened...who, what, where, when & why. That statement should then be turned over to their steward, branch president or mailed to this office if there is no local NALC representation. Even more troubling and causing deeper concern is that I've recently been made aware of stewards who have mistreated letter carriers whom they were elected or appointed to represent. If a letter carrier, steward, branch officer or branch president, violates the code of conduct of the postal service, they can be held accountable and disciplined, up to and including removal. Any union official who does not treat every member with dignity and respect, should step down immediately! To all of you managers who read this article...yes, we know many of you do...you can either be part of the problem or part of the solution. If you mistreat employees, witness or condone mistreatment of employees by other managers, you're part of the problem and in violation of the code of conduct and violence in the workplace agreements.

Surveillance – Another issue I've recently written about is cameras and surveillance. You Are Being Watched!! I don't believe a day has gone by in the last few months where someone hasn't directed me to some website, or told me about a carrier caught on camera. From tossing parcels, to: slips trips and falls; vehicle accidents & roll-aways; theft; to throwing away mail. On top of that, management tracks you all day long and will soon want to put a microchip up...on your forehead. Meanwhile, route inspections will be starting soon. Please carry your route professionally, every minute of every day...someone's watching.

Accidents – A letter carrier has a minor vehicle accident. It's not too bad, so he/she tells the citizen they'll take care of it because he/she is afraid of being disciplined. Worse yet, since no one saw them, they don't tell anyone. Management finds out. Abracadabra, the possible letter of warning is now an Emergency Placement (off the clock, without pay) and is followed by a Notice of Removal. That grievance that would have been filed to get the letter of warning expunged from your record, is now to save your job. We see these cases all the time. Don't put yourself in this situation. The NALC has negotiated with the postal service something called "Just Cause." Having an accident is not in and of itself, cause for discipline. Arbitrators have ruled over and over again employees will have accidents from time to time and that an accident by itself cannot constitute a basis for discipline unless some specific infraction can be linked. In political jargon, "the cover-up is worse than the crime."

Miscellaneous – As of the end of 2017, 50,970 CCAs have been converted. The attrition rate for CCAs is approximately 58%. Over 70,000 letter carriers have downloaded the Letter Carrier AP. NALCREST is full with 42 retired carriers on the waiting list. RWCA's have assisted injured letter carriers in receiving \$7.9 million in scheduled awards over the past two years. Letter Carriers delivered an average of 2.2 – 2.5 million Amazon Parcels and an additional 183,000 Priority packages on Sundays. On the Sunday before Christmas, 7.5 million Amazon parcels and an additional 650,000 Priority parcels were delivered.

Speaking of parcels, Walmart is testing next day delivery in Georgia and plans to expand to 80 additional sites in the near future. Target is testing in Minnesota, although they just purchased their own delivery company. USPS has purchased an additional 8,000 Promasters and will deploy roughly 200 per week until the Next Generation Vehicle is deployed.

Food Drive – Just a reminder...The 26th annual Stamp Out Hunger Food Drive will be held on May 12, 2018. You can find more information at the NALC website.

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