



June 2018

Business Agent's Report

NALC Region 5

**CCA Back Pay Update** – As of May 4<sup>th</sup>, the last of the former CCA's who had not received their back pay should have received their checks. A national level grievance has been filed asking for additional compensation for the delay. If you have not received your back pay, please call this office.

**Former TE Step Advancement** – In conjunction with our national agreement, a Memorandum of Understanding was signed and included in the agreement that gives Step Credit(s) for former Transitional Employees (who served after September 29, 2007) who have been or will be converted to a career position. If you served for more than two years but less than three, you will advance one additional step; three years but less than four, two additional steps; four years but less than five, three additional steps; and for five or more years, four steps. These step advancements will occur on May 26, 2018 for eligible carriers already converted and upon conversion for those not yet converted.

**Two Hour Delivery** – A recent article by Lauryn Chamberlain in GeoMarketing predicts that within ten years, forty percent of all packages will be delivered within two hours. The prediction, based upon research by Zebra Technologies, indicates that retailers will need to revamp their supply chain to compete. As I've discussed in numerous articles in the past, both the Service and letter carriers will also have to adjust to consumer demand. There is no doubt that same day delivery will soon become the standard.

**Walmart Test** – The Postal Service has entered into an agreement with Walmart to perform a same-day delivery service from four stores located in Kennesaw, GA; Gilbert & Scottsdale, AZ; and Somerdale, NJ. Zip codes within three miles from the delivery unit servicing the Walmart store will be eligible for the service. The test is scheduled to begin May 22<sup>nd</sup>.

**Postal Banking** – Sen. Kirsten Gillibrand (D-N.Y.) has introduced legislation that would require every U.S. post office to provide basic banking services. It's estimated that more than one fourth of American households either have no bank accounts or rely upon pay day loans or other alternative lenders. This legislation is aimed at improving the lives of Americans with limited financial resources. According to a 2014 study conducted by the Postal Service Inspector General, the service would gain almost nine billion in annual revenue.

**Regular in Attendance** – We're seeing a rash of discipline across the region on attendance. While letter carriers earn sick leave, arbitrator after arbitrator has ruled that employers have the right to expect employees to be regular in attendance. Let me explain...You believe you have the twenty four hour flu and call in sick tomorrow; you have accrued an unexpected absence. The next day, you're still too sick to work so you have to call in again...you've now accrued a second unexpected absence. Had you originally believed you had a 48 hour virus and called in sick for two days, you would only have had one unexpected absence. Too many times carriers are disciplined and haven't taken advantage of their FMLA rights, so please make yourself aware of those rights or ask your steward.



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**State Training** – It's always good to get out of the office and meet with letter carriers, but I'd especially like to thank the state and branch officers in Nebraska, Iowa and Kansas for their hospitality at their recent trainings. Your commitment to represent letter carriers is always inspiring. One last convention coming up...Missouri...hope to see you there.

**Postal Facts** – The most unusual delivery method used by USPS is a mule train in Arizona. The mules carry mail, food and supplies down an 8-mile trail to the Havasupai Indians at the bottom of the Grand Canyon. In fiscal year 2017, the Postal Service recognized 318 employees for their heroic efforts.

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*By making a contribution to the Letter Carrier Political Fund, you are doing so voluntarily with the understanding that your contribution is not a condition of membership in the National Association of Letter Carriers or of employment by the Postal Service, nor is it part of union dues. You have a right to refuse to contribute without any reprisal. The Letter Carrier Political Fund will use the money it receives to contribute to candidates for federal office and undertake other political spending as permitted by law. Your selection shall remain in full force and effect until cancelled. Contributions to the Letter Carrier Political Fund are not deductible for federal income tax purposes. Federal law prohibits the Letter Carrier Political Fund from soliciting contributions from individuals who are not NALC members, executive and administrative staff or their families. Any contribution received from such an individual will be refunded to that contributor. Federal law requires us to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 per calendar year. Any guideline amount is merely a suggestion, and an individual is free to contribute more or less than the guideline suggests, and the Union will not favor or disadvantage anyone by reason of the amount of their contribution or their decision not to contribute.*