



July 2019

Business Agent's Report

NALC

Missouri State Training – I'd like to thank President Rolando for attending the recent Missouri training session and for updating the attendees on current issues and future plans. Congratulations to Kevin Holmes and the entire Missouri executive board on another successful training.

Heat Safety – The USPS came out with their 2019 Heat Illness Prevention Program which is supposed to include the completion of a "HERO" course on heat stress by all employees in every facility. This training should have already been completed. If you have not received this training, please contact your shop steward, branch president or this office. As always, heat illness/injury forms should be completed by or for any member who has a heat illness or injury. The form can be found on the NALC website. Carriers experiencing signs or symptoms of heat stress should call 911 and their supervisor if able.

Walmart and Amazon at War...Fed Ex to deliver 7 days per week – Recent news stories highlight the competition (War) between Amazon and Walmart. Both rolling out their next day delivery plans. Amazon Prime, at \$119.00 per year, is expanding its delivery network which will allow customers to receive orders they made the next day, instead of two days. Walmart then announced its free NextDay service was rolling out to about 75% of the population by the end of the year. Meanwhile, in an attempt to stay in the game, Fed Ex has announced they will begin 7-day delivery next year and that they will be taking back about 2 million SmartPost deliveries from the USPS.

In related news, Amazon has tested their latest electric drone which they say will begin delivering parcels up to 5 pounds within months. The drones currently have a 15-mile radius of their base. Amazon is investing heavily into artificial intelligence which will assist the drones in avoiding wires, pets and humans.

Meanwhile, numerous companies like the USPS, Alphabet and others are also developing drones while companies like Boxbot and Google are developing self-driving cargo type vans to prowl neighborhoods. Personally, I don't want hundreds or thousands of little drones and robots driving or flying around my neighborhood.



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Last Mile Delivery – There is no company or any delivery person better than the USPS and letter carriers. No one has the infrastructure of the USPS nor the quality of personnel. However, as you can see in the above and past articles I've written, competition is fierce. Customers are demanding more. To stay competitive, profitable and relevant, we need to give the best service. Despite the number crunching megalomaniacs who too often can't see past their computer screen, it's our responsibility to give the best service we can. Make sure to scan every parcel, attempt every delivery and do it all with a smile. That is the way we will win the last mile delivery war.

APWU & USPS to Arbitration – The two sides recently brought in a mediator who spent several days hearing arguments before declaring them too far apart to be able to help. A third-party arbitrator will now decide their contract. The APWU states that management is demanding no pay increases, offering only a one-time lump sum stipend; are seeking to deny cost-of-living increases and changes to the no layoff clause from 6 to 15 years for current employees and no layoff protection for new hires; increasing the number of non-career employees; and adding a new third tier of employee with lower pay and benefits.

NRLCA & USPS Tentative Agreement – PMG Megan Brennan recently signed an agreement with the National Rural Letter Carriers Association which had been sitting on her desk for months. While the tentative agreement must be ratified by a majority of the membership, here are some of the highlights: 3 Year Agreement; 1.3% increase, retroactive to November 2018; 1.1% increase, November 23, 2019; 1.0% increase, November 21, 2020; .8% additional increase, November 21, 2020; COLA retention; Employee increase in health insurance premiums. There are additional Step and COLA changes for RCAs and ARCs and Mail Count Provisions.

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