

Iowa State Association of Letter Carriers



President's Report

July 2019

Greetings Brothers and Sisters,

I recently read an article that listed the top reasons that people quit their jobs. The number one reason given was that the employee did not feel appreciated, and they were not recognized for the contributions they made to the organization. So basically, to retain an employee, management should say thank you, you are doing a good job. Seems pretty simple to me. Looking at the retention rate of CCAs at the Post Office, maybe now would be a good time for management to start treating them with dignity, and respect. Assuming that is too much to expect, I have a suggestion. As union leaders, take the time to let a CCA, or coworker know that you appreciate their work. It can be as simple as a thank you for the many hours they work, the effort they put forward, or for filling your LLV with gas when they carried your route. Let people know they are needed.

Last month I pointed out the deadline for the 2020 NALC Leadership Academy application period was August 31, 2019. Leadership class 25, will consist of 2 applicants from each of the 15 regions. Since 2005 NALC has trained members in all aspects of the union, and provided not just skills, but a confidence many may never have thought they could have. It has been an excellent program, and Iowa has had their share of graduates move on to make great contributions to our union. I would like to suggest, that the ISALC look at establishing an Iowa Leadership Academy. Frequently I encourage our branch leadership to make sure there are trained members ready to take the reins when the time comes. My desire for an Iowa Leadership Academy would be to utilize our NBA's office, the University of Iowa Labor Center, branch leaders, and retirees, to instill the same skills that our National Headquarters provide.

We have many talented, intelligent members here in Iowa. It would be advantageous to our organization to provide these members the training needed to best utilize their abilities. Let me know what you would envision in an Iowa Academy. Currently it is just an idea, but together we could make it a reality. Thanks for all you do!

In Solidarity,

Herb Copley, President
Iowa State Association of Letter Carriers, AFL-CIO
www.iowalettercarriers.org