



October 2021

Business Agent's Report

NALC

New Employee Mentoring Program – As most of you know, there has been an ongoing issue in retaining CCAs. The Service lost 23,368 CCA's last year nationwide. On August 23, 2021 the NALC and the USPS signed a New Employee Mentoring Program Memorandum of Understanding. The parties agreed to pilot this program for newly hired city letter carriers with the purpose of providing mentorship relationships with experienced city carriers through which feedback, coaching, and positive reinforcement can be shared. The Des Moines, Iowa installation has been selected as a pilot site. Des Moines lost 53% of their CCAs last year. Carriers from Des Moines who are interested in becoming Mentors should submit their names to either Kelly Strottman (Pres. Br. 352) or Marvella Mure Holland (V.P. Br. 352). Mentors should have a sufficient understanding of USPS policies, rules and regulations; A Positive image and attitude; Good communication skills, safe working practices and be regular in attendance; Commit to a four month mentoring relationship, and be available by phone or in person for discussion during workhours; Willing to meet with mentees and management concerning mentee performance; Be willing to attend and successfully complete a mentor training program, jointly developed by the national parties.

This program will begin on October 4th and last for a minimum of one year. CCA's upon arrival at their unit; Should be introduced to their mentor, who will participate in a tour of the facility, introduction to fellow employees and receive an overview of the workroom floor; The mentor and mentee should meet regularly, as needed, to discuss experiences and work related issues; The mentor should provide encouragement and advice on performance and ability; The mentor and mentee should meet for the 30, 60, and 80-day evaluations; When practicable, meet with the mentee and management representative concerning voluntary or involuntary separations.

This program should assist CCA's in better understanding their day-to-day responsibilities and assignments while increasing the retention rate. The program should also help regular carriers who are working mandated overtime and working over 12 and 60 hours.

CCA retention is not just an issue in the pilot sites, but a nationwide problem. If this program is successful, we could see this roll out nationwide. I've already heard from a couple of branch presidents and a district manager about being part of this test should it expand.

Webcams in Units – The Postal Service intends to install Webcam devices in various installations to monitor/view mail conditions and the status of mail processing during the upcoming peak season. USPS states approximately 189 offices will be observed using the devices. Union representatives should refer to [M-01945](#) if disputes arise involving USPS usage of video technology. These webcams only to monitor "mail processing issues" are to be installed in St. Louis at MacKenzie Point; Oldham; Clayton; and Weathers



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Parcel Sorters – USPS deployment of parcel sortation equipment. The Postal Service intends to subcontract a third party for the installation of 51 additional Small Delivery Unit Sorters (SDUS) in Function 1 Package Sortation Annexes (PSA) facilities. These SDUS machines will subsequently be converted to Single Induction Package Sorters (SIPS) when retrofitted with an Optical Character Reader (OCR) currently in development. We have been notified that these machines will be installed in Hazelwood, MO.; Wichita, KS.; Kansas City, MO. (Riverside); Des Moines, IA. (Urbandale); and Omaha, NE.

State Conventions – After a year and one half of cancellations and delays, the States (Iowa, Kansas, Missouri, and Nebraska) are all having their conventions within the next six weeks. All delegates should be vaccinated, wear masks and social distance while at the convention and at various activities. I look forward to seeing you in person or remotely.

Retirement Seminar – Retired NBA Mike Weir has agreed to conduct a Virtual Seminar on Sunday, November 7, 2021 at 9:30 a.m. The seminar will last approximately 4 to 5 hours. In order to attend, you will need to receive an email invitation (normally sent out the week before). Please contact your branch president who will submit your name and email address to me. You may also call the Region 5 office and leave your name, branch and email address.

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