



REGION 5 NBA REPORT

David A. Teegarden



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There are some new issues we have recently been made aware of that are starting to come up in Region 5. This doesn't appear to be widespread yet but we want to make sure we address them before they do. The service in some areas have begun to suggest that carriers are relegated to one hour in the office. One of the other issues is the 22-minute load time. My office will have a branch president meeting where we will address these issues in more detail than I can in this forum in just a few days. We will also be providing a grievance starter for stewards and branch officers to use to address these violations.

One-Hour Load Time-

The service has been informing carriers in some offices that they only have one hour to be out of the office and headed to the street. There are a few variations of this directive such as you have one hour to break the Geo fence which would also include your loading time. Another is that you have one hour to ring over to the street. These instructions are not found in any handbook or manual and the provisions of the M-41 and the M-39 which apply to street and office functions for letter carriers still apply. You should immediately ask to speak to your steward if management tells you to move to the street but keep on casing or that if you exceed the one-hour office time that you will be disciplined. Grievances need to immediately be filed. Letter carriers receive either 33 or 43 minutes of fixed office time depending on whether you have an office break or not. Those rules haven't changed despite what local management may tell you. Don't be coerced into falsifying clock rings, taking shortcuts or believing that office or street functions have changed. They haven't!

22-Minute Load Time-

The service is also directing carriers, in some instances under the threat of discipline, that they cannot exceed 22 minutes of load time. There has been no change in the street function of loading your vehicle. It takes what it takes. The service is misapplying a provision contained in the TIAREAP agreement that notifies the parties if a letter carrier exceeds 22 minutes of load time the agreement makes clear that the provisions of the M-39 and/pr M-41 have not changed. "Pg.12- the above parameters are not delivery standards and are used for the purpose of assisting the evaluation team in identifying potential anomalies." If you are instructed that you only have 22 minutes to load or that you will be disciplined for not making load time, please see your steward and have them file a grievance on your behalf. If branches have problems with either of these issues please reach out to the NBA office.

Air Quality-

Many parts of the country are experiencing poor air quality as a result of forest fires in Canada. Letter carriers should take precautions to protect themselves from injury. Wearing a mask that help filter the smoke in the air or staying indoors when possible and having HEPA filters on HVAC systems all help. Numerous weather sites have air quality maps that indicate what level of danger exists. If you have been exposed and affected by poor air quality, you should consider filing a CA-1 or CA-2 depending on whether the exposure was limited to one day or more than one day. For assistance please reach out to the NBA office with filing a claim if necessary.

Leadership Academy-

Applications for the 2024 Leadership Academy can be found on-line at nalc.org. The Academy consists of three weeks of learning sessions and one week in the NBA office. Successful applicants will learn about a variety of topics including, strategic planning, DRT, branch finances, NALC legislative agenda, workers compensation and much more. Students are required to complete outside projects when returning home from weeks 1 and 2.

Bid Counts-

The USPS and NALC have renewed the bidding procedures outlined in Article 12.3.A of the National Agreement, effective May 21, 2023. This renewal allows city letter carriers to continue bidding on, and subsequently be awarded, vacant job assignments during the ongoing contract negotiations and in the event the parties come to an impasse and proceed to interest arbitration. Successful bids following May 21, 2023, will count toward the maximum bids established in the next National Agreement. A letter dated June 2, 2023, from USPS acknowledging this renewal (M-01994) can be found in NALC's Materials Reference System on the NALC website.

David A. Teegarden
National Business Agent