



# REGION 5 NBA REPORT

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National Business Agent's Report

NALC Region 5

We will start off this month's report by highlighting a Region 5 letter carrier hero. Max Hawley is a member of Branch 30 Kansas City, MO who helped a customer who needed assistance. Max alerted 911 and came to the aid of a customer in need of assistance until emergency responders arrived and could take over their medical care. Way to go Max and keep looking out for your customers.

Most of you probably know that Postal Workers, specifically the mailman, are always ranked high among trusted government officials and for good reason. Letter carriers often work their bid assignments for years. We become part of that community we serve, even though we don't live there. We have daily interactions with our customers, watch as children grow into adults and start their own families, share in joyous and grievous occasions with them. Letter Carriers like Max and those like him aren't uncommon in the letter carrier craft. The community loves us because we care, because we are a reliable constant in their lives and most importantly because we are everyday heroes.

## **National Convention News**

By now many of you have returned from the National Convention held in Boston, MA. This convention differed from past conventions due to having to deal with Article 10 charges against Brian Renfroe. The body voted to hear all the appeals, and each were voted on in order. Although there were strong opinions on both sides, I would like to thank the branch leadership and the convention delegates from Region 5 for remaining respectful throughout the process. There is nothing wrong with voicing your opinion on an issue, in fact that is your right in a democratic union. None of us should fear or try to silence the opinions of others because debate on issues is healthy for the NALC. Debate produces a better, more well-defined product in the end, whatever that product may be. Delegates to NALC conventions have always played a critical role in shaping our demands in collective bargaining and this year was no exception.

There were dozens of resolutions on the issue of transparent bargaining. I agreed with many of those resolutions that the NALC can be more transparent while not completely giving away our bargaining strategy. Some highlights of what was approved by the executive council and the convention delegates were, 1) Create a channel so that members can receive up to date information about the bargaining process such as email or podcast, 2) Organize an annual National Issues 101 seminar discussing national issues currently facing the NALC, 3) Post bargaining updates on the members only portal to inform members of the progress being made on issues of importance, 4) Hold rallies involving every branch leading up to the formal start of negotiations highlighting our demands and continuing throughout negotiations when necessary, 5) Post monthly bargaining updates of issues, wages, hours and working conditions or more frequently as necessary in the members only section, 6) Union will share comprehensive, detailed information after negotiations are settled.

National Agreement Resolutions calling for an increase in pay for On-The-Job instructors, Compounding wage increases when negotiating a National Agreement rather than basing the raises on the pay rate and step in affect when the agreement is signed, Full COLAs, Automatically applying the 50% remedy in 8.5.G rather than having to grieve it, Adding non-monetary remedies for work hour violations such as the right to refuse to work beyond the limitations of 8.5.G.2 without fear of discipline, Cold weather and windchill guidelines, Heat Safety precautions, Steward present when issuing discipline, Extra Breaks, Access to data in alternative adjustment process, JCAM training twice a year at all installations and more were approved by the executive council and adopted by the convention delegates.

In addition to resolutions the delegates had access to training prior to and immediately after the general session. Some of the topics were Contract Administration Unit arbitration case reviews, Women's mentoring and roundtable, A Grievance from Informal A through Arbitration, Safety and Health, Chapter 2 Route Adjustment's, City Delivery, Emergency Response Team, Branch Trustee training, Local leader Training, MBA and many more.

### **Leadership Academy Application Period for 2025 Now Open**

The NALC is now accepting Leadership Academy Applications from all active carriers. The Academy consists of three week-long sessions held over a five-month period. Students learn about how to be effective branch leaders, DRT, branch finances, effective negotiation strategies, workers compensation, writing skills public speaking and much more. Students are required to complete outside learning projects following weeks 1 and 2. The application can be found on the NALC website or by going to this link <https://www.nalc.org/member-benefits/body/Leadership-Academy-Application-2025.pdf>

If interested, make sure you get your mentor to write a recommendation and fill out your portion of the application. If you have applied before and were not selected, I encourage you to continue to apply.

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