



REGION 5 NBA REPORT

David A. Teegarden



June 2025

National Business Agent's Report

NALC Region 5

Heat Safety

Summer is here and we all must take the time necessary to protect ourselves from heat illness. Hydrating, cooling down and resting when we begin to get overheated or exhibit heat illness symptoms are a must. Please take whatever time is needed to protect your health in the short and long term. If you have any problems with local management please contact us at the NBA office at 314-985-8040.

We have many new employees who will be working through the summer heat for the first time and will feel intimidated to push themselves to finish routes timely. I am asking all carriers to look out for each other. If someone doesn't look right, isn't talking right or experiencing any symptoms of heat illness please speak up to local management, the steward and the affected carrier, it might just save someone's life. Branch officers and stewards please make sure new employees have been taught to recognize the heat illness symptoms and are given HIPPA training before they go out to the street on their own.

Political News

The political situation we face as an organization and a union has not gone away. It has only been postponed. The House just recently passed a version of the reconciliation bill that strips FERs employees of their retirement benefits. One of the provisions originally on the chopping block would have required all FERs employees to contribute 4.4% towards their retirement. Another would have made retirement calculations based on a high five instead of a high three, resulting in a monthly loss to retired annuitants. Some feel if they are paying 4.4% then it's okay if everyone does so the increase just evens us all out. My way of thinking is we should be lobbying and using our efforts to make all employees pay only 0.8%. That was the agreement that the federal government struck with its employees long ago and it should be held to that. If we do nothing and do not fight these attacks on our retirement system, the 4.4% will only continue to increase. Through the NALC's political action, we were able to get the 4.4% and the high-five calculation out of the bill in the House. But that does not mean it couldn't get back into the final product.

Right now, the reconciliation bill has moved to the Senate, and we ask that you contact your Senators and tell them to oppose any efforts to change or weaken letter carrier retirement benefits. You can go to the NALC website, and it literally takes seconds to complete this action. Go to the Government Affairs tab and click on Take Action, then scroll down to the first Take Action button and click it. You will be directed to enter your first and last name, zip code and last 4 of your social security number. You will be directed to a new screen and click on Go! And that is all it takes. Please pass this on to your fellow carriers.

Region 5 LMOU Training

In the two weeks leading up to the LMOU period opening we conducted training in 10 different locations across the region. These 10 training courses were attended by over 30 branches. We have also assigned outside stewards to negotiate in over 30 installations that do not have a functional branch or officers. We have had reports from lots of branch officers that LMOU negotiations are going well, and they are getting agreement on their local agreements. All of you should be proud of the effort you have put into trying to increase the benefits in your LMOU for your members.

Many of you have reached out to us and asked for our advice and or assistance and we are always happy to help out any way we can. Remember the period ends June 26 th . If you need anything from us whether you

need advice or just need to know how to mail an impasse. Good luck the rest of the way through the local implementation period.

Route Adjustments

We are in the process of training leaders to work on a region 5 route adjustment team. We have completed the first phase of this project and trained about 20 individuals on the M-39 Chapter 2 Route Adjustment Process. Understanding the Chapter 2 process is imperative in any joint or unilateral route adjustment process. We have moved to the second phase of our approach, training individuals on the forensics of route adjustments i.e. finding the time they inappropriately deleted and how to grieve the violation. In this phase we will also be training a few more specialists and developing templates for both the forensic and grievance sides in order to make it easier to put together good route inspection grievances. Once this phase is complete Region 5 should be in a great place to ensure route adjustments are conducted fairly or grieved effectively and disseminate our product with branch officers and stewards across the region. Our goal is to complete this by the third week of July. In the meantime, we do have individuals that have already been trained and are being used for both the forensic and grievance sides of route adjustments. If you would like to speak with us or one of those specialists about route adjustments in your office, please reach out to us at the NBA office.

Region 5 Training

We will have Steward College Informal A training in three places this summer Des Moines, KCMO and Lincoln. Class size is limited to 30 participants. As normal the host branch gets first choice on the number of participants they send then first come first served. There will be two Steward College Formal A training done in the region this summer, one in St. Louis the other in Wichita. In order to attend the Formal A Steward College course you must have attended the Informal A training course and graduated from that class. I will announce the dates and confirm the time of the classes in an email to branch presidents within the next two weeks. The classes will begin on Sunday at approximately noon and conclude on Wednesday afternoon. An OWCP advanced training class is also being planned for late summer or early fall most likely in the Kansas City area.

Until next time stay safe out there,

David A. Teegarden
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NALC Region 5