



REGION 5 NBA REPORT

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National Business Agent's Report

NALC Region 5

Interpretive National-Level Grievances Filed

The NALC has filed two national-level interpretive disputes. The first dispute is over a position the Postal Service Step B representatives have taken regarding cases that have been appealed to Step B where the Step B team fails to issue a decision within 14-Days absent an extension agreement. Management representatives have taken the position that those cases that have not been decided within the required 14-day period, despite the backlog, cease to be arbitrable and are untimely appealed to arbitration. Approximately two years ago we were able to get agreement from Labor Relations on extension language for both Region 5 Step B teams and that language has been included ever since then. We have done everything we can to prevent this arbitrability issue from rendering grievances moot. We are one of the few Regions that have such an agreement in place.

The second issue is over the Postal Service's refusal to comply with the National-Level decision of Arbitrator Margo Newman on the "NACI Award." The arbitrator ruled that a grievance challenging the removal of a letter carrier due to an unfavorable National Agency Check with Inquires report is arbitrable so long as the employee completed probation prior to the removal. Since the decision the service has failed to comply and has filed in federal court to vacate Arbitrator Newmans award. The issue to be decided is whether the USPS violates the National Agreement by refusing to comply with the National-Level award.

Joint Workplace Improvement Process

The JWIP Area/Regional teams are responsible for identifying locations or situations in which to implement JWIP based on factors including, but not limited to:

- Mistreatment of employees
- Harassment and discrimination
- Disrespectful/unprofessional communication
- Low morale
- Poor relationship between the local union and local management
- Poor communication between city letter carriers and local management
- Repetitive contractual violations/disciplinary issues
- Unsafe working conditions

We have initiated the JWIP in two Installations in Region 5. Davenport, IA and Grand Island NE. As I write this article, we are currently at the Davenport installation interviewing carriers and management and gathering documentation used in this process. The teams will write a comprehensive report identifying issues and jointly develop recommendations for any necessary changes and a plan to implement those changes in each location. District teams will monitor the progress of the plan and ensure timely implementation of any changes. Region 5 is going to take a two-pronged approach to installations that meet these factors. First, we will use the JWIP process to fix problem installations and second, we will continue to pursue grievances where local management is not treating employees with dignity and respect under the M-39 Section 115 or the JSOV. We are going to do everything in our power to fix the climate, mistreatment and disrespectful/unprofessional communication in installations across the region.

If you believe that your installation meets any of these criteria, please reach out to the NBA office and we will assist you. We will be conducting training at two of our fall trainings and the Region 5 Rap Session in February and March of 2026. If your branch would like us to conduct this training for your members and stewards, please reach out to us and we will provide it. Together we can make the workroom floor a place where employees are treated with the dignity and respect they deserve.

JSOV & M-39 Section 115

M-01242 and M-01243 are the JSOV and supplemental JSOV agreements signed by the service, the NALC and other employee organizations. Those documents as well as the M-39 Section 115.4 and ELM Section 665.24 all serve to prohibit violent and/or threatening behavior by postal employees and are enforceable in the Article 15 grievance procedure. Region 5 has made it a practice to provide ongoing training on workplace violence and behavior as well as providing branches with the resources necessary to enforce the above agreements and handbook provisions. We will provide you with an outside steward to assist in filing grievances from Informal to Formal A so that management cannot target local union officials and to ensure the proper documents are included in the grievance file. If you are having issues related to workplace violence, threatening behavior or dignity and respect give us a call at the NBA office so that we can assist you in formulating the best strategy to stop this unwanted behavior through the grievance process or assign an outside steward to address the issue.

Until next time stay safe out there,

David A. Teegarden
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NALC Region 5