



Region 5 NBA Report June 2026

David A. Teegarden



Heat Safety

We are in that time of the year when you hear service talks about the heat, drinking water, Gatorade, eating correctly and taking breaks to protect yourself from the heat. The problem is, that service talk is usually followed by a conversation at your case where local management states you have undertime. The service gives you these service talks during the hottest part of the year, but they send a mixed message daily when they tell you to hurry up and be safe. Speeding up, cutting corners, taking shortcuts with safety put your life and your livelihood in jeopardy. Inattention, or, I was in a hurry, is the number one reason employees get injured. Make sure you protect yourself. If you need to get in the shade or air-conditioning to rest-do it! If you are exhibiting any of the signs of heat illness, call someone. Do not try and be a hero and finish your route. Heat stress is cumulative on your body. Pushing yourself across the finish line today may result in an injury you cannot recover from tomorrow. Do what you need to do to protect yourself and ensure that you return home safely for you and your family's sake.

National Convention

The 74th Biennial National Convention will be held in Los Angeles, CA August 3-7. Delegates will have the opportunity to attend training sessions on a wide variety of issues before and after the general sessions. Southwest Airlines is offering discounted airfare via a link on the NALC Convention webpage. Delegates will vote on amendments and resolutions that affect the NALC Constitution and official NALC collective bargaining positions. Most questions can be answered simply by going to NALC.org on the 2026 Convention page, but if you can't find what you're looking for give us a call. Hope to see you all there.

Route Adjustments

My May report discussed route inspections including 271.G inspections. It has come to our attention that management individuals in the KS-MO District have taken the position that there should be no 271.G inspections due to low mail volume. Instructions have been sent to local management teams to try and break the 6-week cycle for qualification for these type inspections and adjustment. In many cases the service has skipped over or worse intentionally ignored contractual language and adjusted routes to the numbers they think are appropriate rather than according to the National Agreement. The reason most of the 271.G requests are being made by carriers is a result of an overburdened route as the result of RC&I done by the service. We have informed district route adjustment management that there have been serious breaches of the M-41 section 2 that need to be corrected. Instead of fixing those mistakes they have instead relied upon bad data and made carriers routes overburdened to the point that they cannot be carried. In many instances this is intentional. Even local management agrees the routes can't be carried but they are adjusted by the RCI team.

The route adjustment experts we have placed in the field have filed grievances for all the full-blown inspections and adjustments. If you have a 271.G request that is denied, contact our office immediately and we will assist you in preparing and arguing the violation correctly. This will not get stopped until we start getting decisions from arbitrators and to do that we need great grievances going forward.

Region 5 Training

I would like to thank the branches that have hosted training in their offices or branch halls and all the participants who took part in our training so far this year. We set the bar high in Region 5 and you have responded by being engaged, eager to learn and putting that knowledge to use in your stations and branches. We have upcoming training in Rolla, MO for year 1 Steward College on July 12-15th. There may still be a few spots open if you have a steward wanting to attend. Please reach out to Larrissa Parde at 314-985-8040 if interested and she can get you all the information you need. We have postponed year 2 steward college training in St. Louis and Kansas City, but we intend to conduct it later this year.

We are also trying to set up training for Arbitration Advocates this fall depending on scheduling conflicts with other events so that we can get more advocates to address the arbitration backlog.

DRT/Arbitration Backlog

I have written about our ongoing attempts to reduce our backlog at the DRT and Arbitration in detail in my report and various other events across the region. At one point we reduced the backlog to under 100 cases in the Gateway District. It has now skyrocketed again. I plan to have a meeting with the branch presidents to discuss our strategy, what's worked and what hasn't, to reduce this backlog so that our members can get answers to their grievances in the next few weeks. I will send out an email inviting you to a meeting in the members only section. Please have your VP and Formal Step A representatives attend if at all possible so that we all have a game plan going forward. Given the services' intentions to rid itself of our current Article 15 process in collective bargaining it is an uphill battle, but we must correct this issue.

Until next time be safe out there,

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