



Region 5
NBA Report
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David A. Teegarden



Heat Safety

I know it sounds like a broken record but please take care of yourselves out in the heat. Look out for one another. If someone is exhibiting the signs of heat illness, please speak up! If you do not get a proper response from local management, please reach out to us at the NBA office immediately so that we can contact our counterparts in the Postal Service and get something done. If your station does not have air conditioning and access to water, please let us know so that we can get it acted upon quickly through our NALC folks on the District Safety Team.

Article 15 Process-Management Instruction

The Postal Service recently sent out a position paper of sorts titled, **Instructions and Responsibilities for Grievance Settlements**.

This memorandum sets forth instructions, responsibilities and procedures for settling grievances. At the outset they acknowledge it does not change the collective bargaining agreements and the empowerment of management to settle grievances at the lowest possible level. My bullshit detector went off immediately. There is no doubt in my mind that this memo will only serve to further slowdown or completely stop settlement of most grievances by the local supervisor, manager, or postmaster. The reason is simple, it's easier to deny grievances than do all the work to jump through the hoops in the memo. The path of least resistance so to speak. Let's hope this isn't the result but if the backlog is any indication, I think we can look forward to an even bigger delay.

Undoubtedly you will hear front line management tell you they can't settle for that amount of money, but the memo makes clear they can seek approval for remedies that exceed their spending authority and be granted the authority to make the agreement.

Perhaps most troubling is the fact that they must avoid cease and desist and precedent language, escalating or compounding settlements, remedies that are described as penalties, incentives or motivation and recurring or "per day" payments, and payments made directly to unions. Instead of spending the amount of money and resources in trying to avoid remedies perhaps the logical thing to do would be to teach your management team how to comply with the National Agreements. After all that is free!!

I will discuss this in further detail with the branch presidents at the National Convention and at a virtual meeting afterwards.

Region 5 Training

We just recently completed the last of our steward college courses in the region. 12 participants attended year one steward college training in Rolla, MO. Next year we will have year one through year four classes. Thank you to all the participants and we look forward to adding the final course next year which will be contractual grievances.

Our fall training schedule includes the Missouri state training, Iowa and Nebraska fall training.

We will also try to get our Region 5 arbitration advocate training up and off the ground. I have spoken to many of you that have expressed some interest in attending this training. This first class will have 8 participants. If you have an interest in attending, please reach out to us at the NBA office, most slots are full, but we still have a few available and we will consider everyone who applies.

National Convention

In just a few weeks the NALC National Convention will be convened. Delegates will discuss and debate resolutions, ideas, constitutional changes and the direction our great union will take during contract negotiations. There will be multiple training opportunities for those interested in learning a new skill or brushing up on the contract. I have always believed that our union should be as transparent as we can with our bargaining goals and our direction. This includes collective bargaining goals, legislative needs and how collective bargaining works at the National Level. We have not devoted enough time and resources into teaching our membership how things work as we should have but now is the time to rectify that and bring the weight of all letter carriers to bear. We have a fight ahead of us that requires all our attention politically and contractually. What happens will be up to all of us in the NALC family. See you at the convention! Travel safe. I look forward to seeing all of you.

Until next time stay safe out there,

David A. Teegarden
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