



# REGION 5 NBA REPORT



Month Year

National Business Agent's Report

NALC Region 5

March 2011

As I sit here pondering the multitude of Labor Issues that affects our Region on a daily basis, reality sets in. I realize that along with these, there are numerous other critical roadblocks that challenge us daily. Some of these threaten the immediate future of our organization. I recently received data from NALC Vice President George Mignosi concerning our Regions' numbers with regard to e-Activist and COLCPE. In these items, our Region is overall slightly below the national average. With everything currently going on within the Postal Service, the climate on the workroom floor & the ever present Staffing issue which haunts all of us, we have not been able to focus as much time and energy which is necessary for us to accomplish our goals for the members.

Therefore at the Rap Session in February, myself and the RAA's will meet with all of the State Presidents from Missouri, Iowa, Nebraska, and Kansas. We will be asking for a plan of action as to how the individual states are planning to increase their numbers in our Region. We will be looking at specific and individual plans and will be monitoring their progress at each State Convention. RAA Mike Birkett will be working with Iowa and Nebraska and RAA Mark Sims will be working with Missouri and Kansas between the Rap Session and State Conventions.

One of our legal obligations is to protect our members. Through these programs, we can help our members and guide the Postal Service into the future. I am respectfully requesting all Region 5 members to participate in these worthwhile endeavors.

As I mentioned earlier, the ever present staffing issues play a large role in many of our current disputes; Article 8 violations, Window of Operations (WOO) and Health and Safety. Many branches are suffering from near fatigue, both from working long hours and too many days off and the constant battle to file grievances to protect the right interest of the membership. To assist in this fight take a few minutes to familiarize yourself with the staffing requirements of Handbook EL-312, Employment and Placement.

As you know the root cause of many of the Article 8 and Woo violations is staffing, or the absence thereof. To that end when you file a grievance, where staffing in a key element, make sure you provide evidence that local management has not fulfilled its obligations to adequately staff which are found in the EL-312. Specifically, Section 211.1 states, the installation head is responsible for forecasting the recruitment requirements in the installation in sufficient tune to assure that there are qualified persons available for appointment. Under the provisions of Article 17 & 31 make a request of information (RIO) for the installation head's current forecasting plan for the office. If there isn't a current forecasting plan that should be noted in your grievance along with a copy of your RIO. Even if your office is under withholding the installation head has a responsibility of forecast the staffing needs for the installation.

Section 232.2, Management Responsibility for Filing Vacancies states that forecasting short-term and long-term recruitment requirements are one of management's most important responsibilities. The installation head is responsible to take into account future attrition—that is employees who are planning to retire or transfer—and plan ahead to replace those employees. Has your installation head done that? It should be in their current forecasting plan—if they have one. You will find other important requirements of hiring and placement in your review of Handbook EL-312, which is available on the NALC Website, under the Contract Administration banner dropdown or on the NALC Contract DVD 2010 under the section on USPS Publications. There will be more information on this topic at the Rap Session.

I would like to thank Matt Sause, President Sedalia, Missouri in his help with the layout of the NBA monthly letter.

We send out a Thinking of You to Sandy Hill, wife of Pat Hill, Branch 201 President, Wichita, Kansas, during this trying time.

Danny R Pittman, NBA