



# REGION 5 NBA REPORT



October 2011

National Business Agent's Report

NALC

**WHAT DOES IT MEAN TO YOU AND ME?** We are under attack! The Postal Service provides a vital service to Americans, particularly those in rural and remote areas. This vital service has been provided to the American people for well over 200 years. The service we provide has changed, transitioned, morphed and adapted throughout history. We cannot let a driven group in Congress with a self serving agenda and upper level Postal management dismantle the Postal Service and destroy what all of us depend upon—six day delivery to each and every house in our Nation.

In this very pivotal time in our history we must be aware of all things which affect us; Delivery Unit Optimization (DUO), the proposed closing of small Post Offices across the country, AMP and plant closings. Congressional hearings to discuss the recently ratified APWU contract have taken us a step backward and the USPS is having misgivings about the intent of the APWU agreement—and the beginning of our own negotiations which will doubtlessly be the toughest in our history. All these are happening while we are suffering through a possible double dip recession and incredible unemployment brought on by the banking crisis and 10 years of expensive military actions on multiple fronts.

We must all understand that these events will affect our membership and their families. We must utilize our political muscle to fend off the attacks and move legislation forward to protect our future by participating in COLCPE and E-Activist. Over ninety per cent of our membership does not participate in either. We will bring the value of our craft to the bargaining table; no one else provides a service that delivers to each and every home in America six days a week (last mile), we participate and support MDA, Customer Connect, the Fill the Satchel for MDA, and the Nationwide Food Drive to feed the needy. However, in the current environment we must also cement our future by driving forward in the political world as well. We must bond together like our Brothers and Sisters did in 1970 and support our legislative agenda to protect the Postal Service. This can only be achieved through our individual efforts to contact our representatives and our collective efforts through our contributions to COLCPE. We are only as strong collectively as the membership decides to be individually. As Union Members we must look at **What Is at Stake**—our survival and our families depend on us and what we do.

At a recent training by our Regional Trainer, Rod Holub, I was asked by a member the following question. *If I participate in COLCPE can you guarantee us success?* The answer is quick and clear, if we don't participate in COLCPE we can rest assured our future is bleak if not doomed. That's right, *bleak if not doomed*. We are in the fight for our lives and if you think you will not face the real possibility of moving backwards you are mistaken! This isn't a joke, or the *boy crying wolf*, we are at the crossroad.

**JARAP**—Last month I addressed the review period. Since then, every Branch President in Region 5 should have received a letter, specifically spelling out the local contacts responsibilities. If you have not received this letter, please contact this office immediately. As we enter into the review period, I'm hopeful that management will allow the process to work as it was intended and agreed upon. During the spring review and adjustment process, managers from outside of the process insisted on sticking their nose into the process where they don't belong. This outside interference, with pre-defined, unrealistic expectations could very well bring this process to an end. If so, that would be a shame and could be disastrous for both parties. We would once again be limited to M-39 inspections, which are both slow, costly and lead to numerous grievances.

We have heard that management intends to do some "Special Inspections" (271's) this Fall in non-selected JARAP zones. Please notify this office so we can track these inspections.

**Article 12**—Withholdings, excessing and conversions have been wrecking havoc on us for several years now. The withholding of vacancies for possible excessing of employees has put a huge burden on our PTF's and kept them from becoming Full-Time. Finally, we are starting to see some movement on this front. This office has had several meetings at the Area/District level concerning the mass of withholding notices which have prevented our PTF's from converting to Full-Time status when residual vacancies occur. We are currently in the process of jointly verifying the validity of these withholding notices. Every one of our four Districts are now agreeing to convert PTF's when the withholding notices are shown to no longer be valid—which is quite a large number at this point and we are getting PTF's converted to Full-Time. Does your office have CC2 positions (T-6) which have been withheld and you have a PTF which has not been converted? If so, contact us as soon as possible. In order for such a withholding to be valid there must be an active excessing event and a Level 7 clerk or higher with one year of letter carrier experience to be qualified to assume that CC2 job. The District will have to identify the specific Level 7 or higher clerk who is designated as excess to the needs of the service for the position to be held. Leave it to say, this is so rare as to not exist. We will get that PTF converted immediately.

We've all have a lot on our plates right now, I know that. One thing I can always count on; Letter Carriers in Region 5 always step up when the going gets tough. Well, the going is tough right now. It's time to do what you always do—Step Up!

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