



REGION 5 NBA REPORT



March 2013

National Business Agent's Report

NALC Region 5

We now have, via Arbitrator Das' decision, a new National Agreement. Consequently, we must get to work interpreting the Das decision which includes establishing numerous task forces to address a wide range of issues such as; Article 8, Route Inspections, Joint Statement and so on. We also are preparing for the start of Local Negotiations which we have not had for over five years—the Local Negotiating period is April 1-30 of this year. But the biggest topic of discussion is the move from **Transitional Employee** to **City Carrier Assistant**. From Washington and across the country, our NALC representatives and Regional offices have been inundated with calls regarding everything from the assessment test to questions about “what will happen to my job as a T.E.”. While we have, and will continue, to find the answer to these dilemma's I want to thank those that have spent countless hours attempting to protect the future of our members while remaining confident that we can protect their future. It has not been easy but as I write this article I believe that we are seeing light at the end of the tunnel.

While I was in Executive Council Session in Washington, RAA's Sims and Birkett spent a majority of their days and evenings answering calls from frantic TE's with all sorts of questions and scenarios. The Regional office was covered very well during these trying times. We thank Mark and Mike for their dedicated work and patience. I also would like to thank all Branch Presidents and Stewards for the abundance of hours spent on this subject. Hopefully, all of us working together for the membership will make this transition relatively smooth—but it is not over yet, *it has just begun*. From our National Office to this office, notices and memos have been coming out hourly in some instances addressing aspects of the Das Award and how it will be administered. Without the help, knowledge, and patience with me, from Gary Mills of Rolla, Missouri, this task would have been extremely difficult. Gary painstakingly posted a huge number “Breaking Updates” about the Das Award to the members of the *Region 5 Email List*. We have approximately 200 recipients on the Region 5 Email List which is a “Moderated” list—that means subscribers cannot post to the list. The subscribers can “Forward” the NBA's report to anyone they choose. It is strictly a vehicle this offices uses to get breaking information out to our members on a moment's notice. If any member would like to subscribe to this list they need to contact this office. Remember this is for members only. I want to thank Gary, who is a Branch 343 member, for all of his work, dedication and friendship.

While we are working through this migration from TEs to CCAs we need to all be mindful of our opportunity to Organize. Hopefully, all our current TEs will successfully make the transition and will be the leading edge of the cadre of new CCAs. However, based on the Das Award the national cap on CCAs is 15%. We currently have approximately 16,000 TEs nationwide and a 15% cap equates to approximately 30,000. This means over the next year or so we will almost

see a doubling in our supplemental workforce. Frankly, the second half of this workforce will be hired “off-the-street” and in today’s economy 15,000 newly hired CCAs making \$15 an hour with the real prospect to be making \$60,000 a year in slightly over 12 years—these new hires will be ripe for recruitment organization. As we see Unions attacked across the Nation we will have a prime opportunity to get every new CCA to fill out an 1187.

Organizing TEs hasn’t been easy. To convince a TE, whose job was temporary with no real chance to become Career, was not easy and our percent of TE members has lagged far behind our percentage of Career carriers. The changes in the Das Award provides that new CCA’s are not simply year-to-year temporary employees but rather, are the new Career carriers who have rights and benefits and a job they can actually retire from—more than a rarity in today’s world. Not to the exclusion of our current TEs who are becoming CCA’s, we must do everything in our power to recruit the new “off-the-street” CCAs to become NALC members. The NALC is 92% organized nationally, and that in an “open shop”, we need to sign up every single CCA and drive that number higher. What we have been able to achieve through Arbitration far surpasses what the other Postal unions accomplished in negotiated agreements and far more than the USPS wanted to give. We need to demonstrate to our new CCA brothers and sisters the benefits of a strong and active Union and along with that, the value of being a proud Union Member. This must be our priority!

Congratulations and something we can all be proud of; two of our branches recently picked up National honors and recognition for their COLCPE efforts. Kansas City, Kansas Branch 499 and Br. President Bob Rivera recently picked up First Prize in two categories; 1st Place for Highest Percentage of Contributors at 26% and 1st Place for greatest increase in COLCPE contributors with a 6.26% increase. Parsons, Kansas Branch 477 and Branch President Caroline Peters was awarded 1st Place for Highest Percentage of Contributors; 18 of the 26 members contribute to COLCPE—69%! Parsons also received 2nd place in the greatest increase group. These two branches are in one of the Red-est states in the Union but it didn’t stop their members from recognizing the benefits of our political action to protect our jobs. Omaha, Nebraska, Branch 5 and Branch President Donna Whitmarsh took 3rd place honors in the 500-999 member category for largest percentage increase with 2.33% over last year. Rounding out the Region 5 competitive field, Cedar Rapids, Iowa, Branch 373 and Branch President Bryan Rubner came in 3rd place in the 350-499 members Category. The February issue of *The Postal Record* will provide complete results of the COLCPE Contest. We can all be proud of their accomplishment and look to it as inspiration for all of us to do likewise. COLCPE is job insurance and these four branches in Region 5 are leading the way for the Nation.

As always, thanks for everything you do. It is an honor and pleasure to work for you. Be safe, be vigilant.

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