



November 2020

Business Agent's Report

NALC

**National Interest Arbitration** – Well, it's begun. The first day of hearings began on September 23, 2020 with opening statements by both sides. As of today, October 14<sup>th</sup>, there have been four full days of hearings. Hearings will begin again the week of October 27<sup>th</sup>. At this point, there have been lots of attorneys, talking a lot; witnesses testifying on behalf of both sides, with direct and cross examinations of their testimony. Having done many arbitrations, it's been very interesting to see the attorneys present evidence and attempt to lead the neutral arbitrator to their positions.

While beginning the arbitration, I need to mention that the NALC is still in negotiations with the service in an attempt to reach an agreement. Stay tuned.

**Election Task Force** – The USPS, the NALC and all of the other labor organizations are working to ensure that the upcoming election is free of headline grabbing news stories in which the service failed. Each station should have a NALC member who has volunteered or been assigned to ensure that all protocols concerning election mail and ballots are followed. If any carrier identifies any issues, they should reach out to their local task force contact, branch president or the Region 5 office. You can find more information on the task force at the NALC website: [www.nalc.org](http://www.nalc.org)

**Health Benefit Plan** – The NALC Health Benefit Plan will be conducting a series of virtual events between October 26, 2020 and December 9, 2020. The plan will hold seventeen of these live speaker events during this time period (you only need to attend one) and will provide information about the history and benefits of the NALC Plan. You have the option to sign up for a time period that fits your schedule. You can expect to hear about the three different options that are offered, key benefits, plan changes and special programs. This is a unique and first-time opportunity for letter carriers who don't have the NALC HBP to get information and compare against their current plan, as well as for current enrollees to further learn about their plan. Remember, the NALC HBP is your plan, run by union members. To register, go to: [www.nalchbp.org](http://www.nalchbp.org)

**Payroll Tax Deferral** – The USPS has notified the NALC that it will not implement the temporary employee payroll tax deferral that President Trump established through executive order. The order would defer payroll taxes through the end of the year, at which time the taxes would be owed.



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**USPS Letter Carrier Data** – For those of you that like data and demographics: There is currently: a 56% City Carrier Assistants turnover rate; 205,311 active carriers, 191,139 members (includes injured off duty) with 15,520 scabs and approximately 90,000 retired members; 66% men, 33 % women; 57% white, 23% black, 11% Hispanic, 7% Asian, 2% other; 20% are veterans; average age of a career letter carrier is 47.8 years with an average tenure of 15.6 years; average age of a city carrier assistant is 34.4 years with 1.1 years of tenure; there are 164,225 full time carriers, 37,457 city carrier assistants, 393 part time regulars & 3,236 part time flexibles; since 1999 there has been an 11% increase in the number of deliveries & a 16% decrease in the number of letter carriers; 4.2% of routes are foot (walk-out), 34.8% are curb-line (includes park and loop routes with some mounted), 61% park and loop with 161,495 routes. (July 2020).

**Covid 19** – As I write this article in the middle of October, within Region 5, two hundred twenty-two letter carriers have tested positive and eight hundred fifty-nine postal employees, including management. For Letter Carriers within the region: Central Plains – 47; Gateway – 74; Hawkeye – 49; Mid America – 52. Of those carriers who have tested positive, the majority have returned to work at this time.

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