



REGION 5 NBA REPORT

David A. Teegarden



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The month of April and the first part of May have been busy in the Region 5 office. Lots of training, negotiations and branch events so lets get started....

Region 5 State Conventions

April started off with a trip to Omaha for the Nebraska convention and ended with the Iowa convention. sandwiched in between was a branch event and station visit in Fort Madison, Iowa, a station visit to Burlington, Iowa, station visits in Lawrence, KS and the Kansas state convention.

The Region 5 office conducted training at the three state conventions. Delegates were taught case file building skills, route adjustment issues within TIAREAP, use of the NALC Defenses to Discipline, branch officers fiduciary responsibilities in addition to conducting the business of their State Association and voting in new officers for the next term of office.

It was great being able to once again have these gatherings in-person rather than virtually or with restrictions in place that limit the number of union activists that attend.

On a personal note, my sincere thanks go out to all the State Associations for the work they did on setting up their various conventions and for making sure that everyone in the Region 5 office and National Officer's hotel reservations and transportation was taken care of. Great work!!

Social Media & Internet Mediums

For some of you this will be a re-hash of what I stated at the three state conventions. For others this will be the first time hearing about it and I want to make sure that the air is very clear on this issue going forward in the region.

It came to my attention that there were statements attributed to the Region 5 office and more specifically to myself that are just not accurate. There were comments made by more than one person that the business agent had directed the Step B teams not to pursue cease and desist remedies. This falsehood was spread via various social media and/or internet mediums which created downstream problems for members in Region 5.

Let me be very clear, that statement is not just false, it is demonstrably false.

When I was appointed NBA in Region 5 one of my first stated goals was to stop the repeated violations of Article 8 and force management to cease and desist. With the assistance of my staff I charted a course so that we put the right arguments in cases by developing grievance starters that requested a cease and desist in the remedy. We put the right advocates in arbitration, making the right arguments and we have been successful in beginning to turn the tide and in some cases completely stopping the violations.

We have created multiple grievance starters in the NBA office that demand cease and desist language as a remedy. We have multiple Informal A, Formal A, Step B and Pre-Arbitration decisions agreeing to cease and desist language. We have taken the issue to regional arbitration and have multiple decisions granting the branch or station cease and desist language, all of which support the fact that the NBA and the regional

office believe and support this as a correct remedy. Cease and desist language is essential in stopping these type of violations.

There are a number of individuals on the internet or social media who disseminate information to stewards and letter carriers. I know this is shocking but not all of them are correct in their answers to the questions posed by others in that internet medium. Some of them however do a great job of providing useful information for use by members and stewards. The problem is, whose answer is correct?

Just last week the Region 5 office received a call from a member in the region about a repetitive violation of the contract, who, based on the erroneous information he had heard about the region 5 office and the NBA's reluctance to pursue cease and desist had all but decided not to even file the grievance. Luckily, he called and this office gave him the correct advice to request a cease and desist in the remedy of his grievance.

That lie, spread on social media has the potential to hurt hundreds if not thousands of members in Region 5 and is something that I cannot sit idly by and not speak up about. The reason is simple, I work for the benefit and protection of the membership. Believing something is true when it isn't easily could have resulted in the branch or steward giving up and not even filing a grievance. That directly hurts the member who has a right to a remedy of a contractual violation. We owe the membership our very best in policing and enforcing the National Agreement and that is what members in Region 5 will get.

This issue could have been resolved in the beginning with a simple phone call to me or the regional office. Please understand that if any member of this region wants to know what the regional office or the NBA's position is on a particular issue all they need to do is call the Region 5 office and ask. We will be more than happy to give them an honest answer and this will alleviate issues down the road for all of the members we serve.

David A. Teegarden
National Business Agent