



REGION 5 NBA REPORT

David A. Teegarden



July 2025

National Business Agent's Report

NALC Region 5

Heat Safety

This might sound like a broken record, but we still have carriers allowing management to push them into carrying mail and finishing their routes even though they have obvious signs of heat illness. We recently had a supervisor issue a carrier discipline for failure to follow instructions because they came back into the station before completing their assignment due to heat illness. Here's how the charges read on the discipline, "On June 21, 2025 you were given instructions that you would be forced to do a pivot. You informed SCS XXXX that you were experiencing heat exhaustion. As a result you were instructed to provide medical documentation to support your inability to continue working. As of this date, no documentation has been received. You have been charged accordingly."

The SCS ordered the carrier to provide a doctor's certificate and when it wasn't produced fast enough, despite the fact that the carrier went to urgent care or the ER and were diagnosed with heat exhaustion a few days later, an I&I was done, and discipline was issued.

The SCS should have immediately called 911 and sent the carrier to get medical assistance. This is unacceptable! The supervisor needs fired!

Here's how the NOR for the SCS should read,

"On June 21, 2025 carrier XXXX informed you verbally that they were experiencing symptoms associated with heat illness. You have been trained on numerous occasions, and each year prior to April according to HERO training records to recognize and take appropriate action when any employee exhibits any symptom of heat illness. The Postal Service has put these protocols in place to prevent needless deaths from occurring again. Despite the training and the clear indication from carrier XXXX that they were experiencing heat illness symptoms that required you to call 911 and get the employee immediate medical attention, you instructed the employee to provide medical documentation of their inability to continue working. The complete and total failure on your part to recognize heat symptoms and completely ignore your training to provide medical attention is compounded by the fact that you actually issued discipline to the employee when your failure to adhere to your prior HIPP training could have resulted in the death of the employee. You have left me with no choice other than removal as you have proven that you either don't care or don't believe the training is important enough to follow."

In this instance and all others, we will pursue JSOV and safety grievances against any management official that does not follow the HIPP guidelines and weaponizes discipline when carriers have heat illness symptoms. In addition, a whistleblower complaint should be filed with the DOL.

We all must take the time necessary to protect ourselves from heat illness. Hydrating, cooling down and resting when we begin to get overheated or exhibit heat illness symptoms are a must. Please take whatever time is needed to protect your health in the short and long term. If you have any problems with local management, please contact us at the NBA office at 314-985-8040.

We have many new employees who will be working through the summer heat for the first time and will feel intimidated to push themselves to finish routes timely. I am asking all carriers to look out for each other

because management isn't. If someone doesn't look right, isn't talking right or experiencing any symptoms of heat illness please speak up to local management, the steward and the affected carrier, it might just save someone's life. Most importantly, get medical attention as soon as possible. Branch officers and stewards please make sure new employees have been taught to recognize the heat illness symptoms and are given HIPP training before they go out to the street on their own.

Political News

The Reconciliation Bill has passed the Senate, and the House was able to vote on and pass a bill that was sent to and signed by the President. The bill was stripped of any provision that would negatively impact letter carriers, our bargaining rights, and the postal network. Letter Carriers, their friends and families' efforts to push back against unfair attacks on provisions affecting the Postal Service and its employees ultimately proved fruitful in the final version of the bill. Thanks to all of you for your efforts to protect what we currently have. 2026 will undoubtedly see more attacks on federal and postal workers and unions. We need to continue to be vigilant in protecting what we have earned at the bargaining table and in the halls of Congress.

Region 5 Training

I recently sent a notification to branch presidents for the steward college year 1 and year 2 training dates and locations.

Year 1 Training:

KCMO July 27-30

Lincoln, NE August 10-13

Des Moines, IA August 17-20

Year 2 Steward College:

St. Louis, MO July 20-23

Wichita, KS August 3-6

If you are interested in attending the Year 2 class, you had to have attended the Year 1 class in St. Louis or Wichita and graduated that class. No other training classes at Rap Sessions or other training courses will count toward eligibility to attend Year 2.

Anyone can enroll for Year 1 Steward College first come, first served after the host branch is allocated spots.

Region 5 Rap Session 2026

As I informed the branch presidents a few nights ago the 2026 Rap Session is moving dates. I want the membership of the region to be able to prepare for the change as early as possible and understand the reason for the change. The Rap Session will be held on February 27 th through March 2 nd . Hotel rooms will be available for Friday, Saturday and Sunday nights. Two full days of training will be held on Saturday and Sunday with the Rap Session and National Officer speaking on Monday. Participants can expect two full days of training and plan their schedules accordingly on both days. This will allow us to expand our choices, build in longer breaks between classes and have an hour and a half for lunch. This change was necessary because Kansas City will host the World Cup in 2026, and the hotel is nearly booked for the entire year. We hope to return to our regular schedule of beginning training on Friday and ending on Sunday in 2027.

Until next time stay safe out there,

David A. Teegarden
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NALC Region 5