



National Association
of Letter Carriers

William H. Young, President

August 6, 2007 No. 07-14

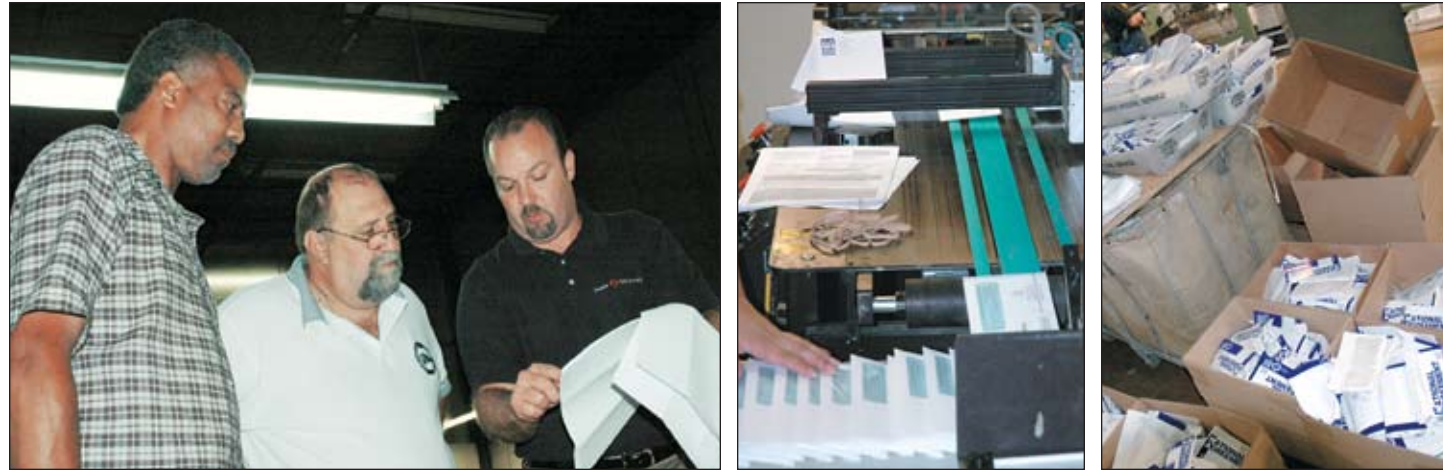
NALC Bulletin

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Ballots in the Mail!

Ratification Sought on Five-Year Contract; NALC Executive Council Urges Approval

Member Votes Must be Received by August 27



In left photo, Ballot Committee chairman Joseph DeRossi of Branch 41, Brooklyn, New York, center, and member Bill Winston of Branch 4422, Glen Burnie, Maryland, check the official ballot mailing August 6 with Tom Patterson of Peake DeLancey Printers of Cheverly, Maryland, right, the official tabulator for the ratification vote. In center photo, ballot envelopes roll off the processing machine, and at right, bins of tentative contracts await stuffing in envelopes. (Photos by Mike Shea)

NALC President William H. Young, in a letter to members accompanying their ballot on ratification of a tentative National Agreement, has urged all members to vote on the contract and has recommended that it be approved by the active membership. The Agreement has been endorsed by all 28 members of the NALC Executive Council.

Young's letter was included with a copy of the tentative National Agreement, a ballot and return envelope, and a sheet of ballot instructions.

The ballots were placed in the mailstream beginning August 6 to 203,450 NALC active letter carrier members in good standing as of April 13, 2007 and **must be received by the Ballot Committee by 11:59 p.m. on August 27** in order to be counted.

"I strongly urge you to approve this contract by checking 'I Accept,' Young wrote, adding that he believes it is a good contract that rewards letter carriers for their contributions to the success of the Postal Service.

"More than that, it strengthens the job security of every city carrier in America by protecting all existing city carrier work from contracting out over the next five years while advancing our efforts to ban Contract Delivery Service permanently," Young said. "And it achieves our historic goal of abolishing casuals in our craft and creating an all-bargaining-unit workforce."

Wage Increases

Young explained that the contract provides 14 wage increases over its term, including five general wage increases between now and November 2010 (totaling 8.85%) and nine uncapped and undiminished cost-of-living adjustments over the next four-plus years. In addition, it provides a one-time cash payment of \$686 to cash out COLA accrued over the extended negotiating period.

He said that would increase the basic pay of top step (CC 1/O) regular carriers by between \$7,060 and \$8,474 annually over the contract term, counting both projected COLAs and general increases.

Young cited the critical clauses in the contract and accompanying Memorandums concerning job security and subcontracting. One MOU protects all existing city carrier work from outsourcing over the term of the contract, and also ensures that nearly all growth in new deliveries in some 3,000 offices with 90,000 routes will go to city carriers. The second MOU creates an Article 32 Committee to study postal outsourcing policies and practices and will focus special attention on the assignment of new deliveries, particularly in offices where city and rural carriers work side by side. While the committee is at work, there will be a moratorium for at least six months on contracting out in any office that employs city carriers.

The contract also will end the use of casuals in the letter carrier craft. They will be replaced with bargaining unit transitional employees. The Postal Service has agreed to convert all existing casuals into TEs within 90 days of the date of ratification, providing them coverage under the NALC contract and an immediate \$6-an-hour wage increase.

Join the NALC

"We hope that as these new employees come under our wing they will join the NALC to enjoy all of the benefits of membership in this union and to participate in the many activities of NALC's branches," Young said.

Carriers in Iraq and Afghanistan Eligible for Lump Sum Payment

Included in Tentative Agreement on 2006-2011 Contract

NALC President William H. Young announced August 1 that the Postal Service had agreed with the NALC to award the \$686 lump sum cost-of-living payment contained in the tentative 2006-2011 National Agreement to more than 500 letter carriers who are serving in Iraq or Afghanistan.

The lump sum COLA – effective upon ratification of the contract – covers the adjustment for the cost-of-living increase that has occurred since the end of the last contract and May of this year.

"I am extremely pleased that the Postal Service has agreed to include these brave letter carriers who are in service to this country among those that will receive the payments," Young said. "This is not something that the Postal Service was required to do. It reflects how labor and management are together as one in support for our men and women who are risking their lives in these war zones every day."

Correction!

Retirees Will Receive Retroactive Pay

A report in the July 13 *NALC Bulletin* incorrectly stated that letter carriers who retired after the first general wage increase under the new contract (effective November 25, 2006) would not be eligible for retroactive back pay. The article on the tentative agreement stated: "Only carriers in a pay status during the pay period immediately preceding the effective date of such [retroactive] payments will be eligible for back pay."

In fact, letter carriers who retired after November 25, 2006 **will receive full back pay** for work performed after that date until their date of retirement. Their annuities will also be adjusted accordingly since the November 2006 general wage hike of 1.4% will increase their "high-three average" salary and therefore their monthly annuities.

Local Bargaining Set for October 1

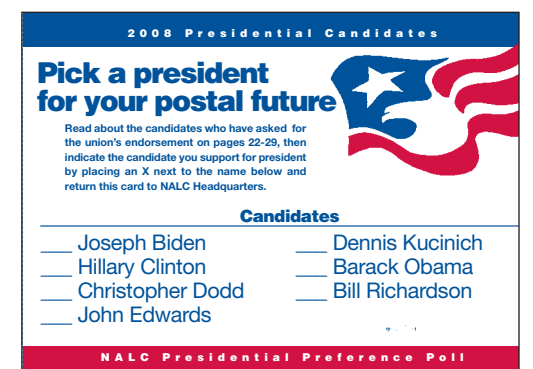
The local implementation period under Article 30 of the National Agreement will run for thirty days beginning October 1, 2007 if the contract is ratified. Local negotiations would be conducted between October 1 and October 30.

Mail in Presidential Postcard!

If you have not yet returned the special postage-paid presidential preference survey postcard included in your August *Postal Record*, please do so immediately.

The tally is the members' opportunity to have their voices heard as the NALC considers the possible endorsement of a candidate and will help determine the union's role in the upcoming election.

The *Postal Record* included an eight-page article on the seven candidates who responded to a NALC survey of all Democratic and Republican candidates in the presidential race, including their answers to the NALC questionnaire sent to them.



28 States!

Aid Available to Disaster Victims

Assistance grants to help active and retired postal employees in 28 states rebuild and repair their homes and property following a series of tornadoes, floods and other natural disasters this year are available from the Postal Employees' Relief Fund (PERF). The Fund is an independent charitable agency established by the NALC, other postal unions, management associations, and the U.S. Postal Service.

PERF grants currently range from \$1,000 to \$14,000 depending on the amount of out-of-pocket loss after insurance and payments from the Federal Emergency Management Agency (FEMA) and/or other relief organizations.

Since January 1, FEMA has issued major disaster declarations for tornadoes, severe storms, flooding, and mudslides in the following 28 states: Alabama, California, Connecticut, Florida, Georgia, Illinois, Iowa, Kansas, Kentucky, Louisiana, Maine, Massachusetts, Missouri, Nebraska, New Hampshire, New Jersey, New Mexico, New York, North Dakota, Oklahoma, Oregon, Pennsylvania, Rhode Island, South Dakota, Texas, Vermont, Washington, and West Virginia.

The Fund assists both active and retired postal employees in reconstruction and repair of homes and property damaged by natural disasters and house fires. It does not provide immediate emergency assistance. Application forms and information are available on the PERF website: www.postalrelief.com or by writing: Postal Employees' Relief Fund, P.O. Box 34500, Washington, DC 20043-4500, or calling (202) 408-1869.

Young emphasized the importance that all active NALC members cast their ballot in the ratification voting.

"Although I enthusiastically support this agreement and urge its ratification, no matter how you vote, it is vitally important that you do vote," Young said. "This contract will set the terms and conditions of your employment over the next five years."

A complete summary of the agreement is provided in *The Postal Record* and on the NALC website (www.nalc.org).