



National Association
of Letter Carriers

William H. Young, President
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NALC Bulletin

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Contract Implementation!

Lump-Sum COLA Payment In Checks of October 19

Paychecks to Reflect 1.4 % Wage Boost; Back Pay for Increase Due November 30

NALC President William H. Young announced on September 26 the implementation dates of first-year wage provisions of the 2006-2011 National Agreement, including a 1.4 percent wage increase and lump-sum cost-of-living adjustment cash payment.

The lump sum payment of \$686 for the COLA from November 2006 through May 2007 will be paid in Pay Period 21 and included in carriers' October 19 paychecks. The 1.4% general wage increase, effective November 25, 2006 will also be implemented in Pay Period 21 and be reflected in active carriers' paychecks on October 19.

Back pay for active carriers related to the 1.4% general wage increase, covering the period between November 25, 2006 and the end of Pay Period 20 (September 28), will be paid in regular paychecks on November 30, the pay date for Pay Period 24.

Carriers who retired after November 25, 2006 will be entitled to back pay and a recalculation of their annuity benefits. These payments and adjustments will be made as soon as practicable, but no dates have been set at this time.

Non-probationary carriers who are in a pay status during Pay Period 20 (September 15-28, 2007) are eligible to receive the lump sum COLA payments.

Active part-time carriers (hourly rate employees) with fewer than 2,000 paid hours over the 26 pay periods ending with Pay Period 20 will receive pro-rata shares of the \$686 lump sum according to the following schedule:

Number of Paid Hours	Percent of Lump Sum
Less than 500	25 percent
500 – Under 1,000	50 percent
1,000 to Under 1,500	75 percent
1,500 or Over	100 percent

The cash payment will not become part of carriers' basic salaries and no deductions will be made for CSRS or FERS benefits. The cash payments will be subject to federal FICA tax withholding.

President Young also announced that the additional allotment for payroll deductions called for by the contract will become available in Pay Period 24 (November 10-23). The third allotment should make it easier for carriers to make payroll contributions to COLCPE and boost the NALC's "Gimme 5" campaign.

No Accumulation Toward Second COLA

There is no accumulation for the second regular cost-of-living adjustment under the newly ratified 2006-2011 National Agreement following the release by the U.S. Bureau of Labor Statistics on September 19 of the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for August. A small carryover from the first COLA period, covered by the \$686 cash-out, was erased by a large drop in the CPI to below the baseline month of May 2007 which determines COLAs under this contract.

For retirees, the accumulation toward the 2008 COLA declined to 2.2 percent according to the August CPI-W. The retiree COLA will be paid in 2008 based on the increase between the third quarter of 2006 and the third quarter of 2007. For Federal Employees Compensation Act (FECA) participants, the 2008 FECA COLA dropped to 3.0 percent. That COLA will be based on the increase in the CPI-W between December 2006 and December 2007.

NALC Branches Signing Up Quickly For Las Vegas Training Conference

The Bally's/Paris Las Vegas hotel is reporting brisk activity in room reservations from NALC branches around the country for attendees to the special NALC National Training Conference November 16-18 which will cover the new National Agreement.

Workshop registration for the conference will begin at 4 p.m. on Friday, November 16, with a welcoming reception from 6 p.m. to 8 p.m. On Saturday, four workshops will be conducted, each being given three times.

The training conference will wrap up on Sunday, November 18 with a General Session from 8 a.m. to 11 a.m. NALC President William H. Young will discuss "The Road Ahead: Outsourcing, the new Postal Reform law, and the Future of the U.S. Postal Service." The four workshops will be presented by NALC National Resident Officers. The workshops will be on Saturday from 8 a.m. to 10 a.m., 10:15 a.m. to 12:15 p.m., and 2 p.m. to 4 p.m.:

Laying the Groundwork for a Strategic Partnership

Executive Vice President Fred Rolando, Assistant Secretary-Treasurer George Mignosi and Director of Safety and Health Brian Hellman will discuss how interaction with the Postal Service can help both USPS and letter carriers. Topics for discussion include: "The Need for a Strategic Partnership: DRP/Intervention and Beyond"; DRP MOU and DRT back-up teams; DOIS, COR and S-999 Settlements; Alternative Route Evaluation Task Force and Safety and Health Committee; and Revenue Strategies: Customer Connect and Vote by Mail.



Rolando Mignosi Hellman

Back to the Future: Work Methods and the Next Wave of Automation

Secretary-Treasurer Jane Broendel and Director of City Delivery Dale Hart will answer the question: "Why is the Postal Service Investing in New Automation?" Among the topics to be included are: Postal business trends and the lessons of letter mail DPS for NALC; the new contract and work methods; the third bundle settlement; FSS grievance settlement; FSS implementation/FSS work methods; and FSS Transitional employees.



Broendel Hart

The New Carrier Workforce and the New World of 'Shared Services'

Vice President Gary Mullins and Director of Life Insurance Myra Warren will review staffing issues: the NALC's "White Paper" strategy; the elimination of casuals; transitional employees; replacing casuals and implementing FSS; computerized bidding; and 'Shared Services' and the impact on city letter carriers.



Mullins Warren

NALC's Strategy on Health Benefits

Director of Health Benefits Tim O'Malley and Director of Retired Members Ernie Kirkland will lead a discussion on the Crisis in Employer-Provided Health Care; a history of Article 21 provisions; the case for a City Carrier-only Health Plan; retirees and the City Carrier-only Plan; NALC's Strategy on future health benefits; and the need for Universal Health Insurance.



O'Malley Kirkland

A special room rate at Bally's is \$159 single or double, plus 9 percent room tax. Additional persons in the room will be charged \$30 per person, per night, with a maximum of four persons per room.

Reservations can be made by calling 1-800-634-3434 and requesting the National Association of Letter Carriers rate. All reservations must be guaranteed with a deposit for the first night's room and tax charge. If guestroom reservations are guaranteed to a credit card, a first night's room and tax charge will be billed immediately to the cardholder's account.

The cut-off date for making reservations with the special NALC rate is **Friday, October 26.**

Appointments to Contract Committees

NALC President Young announced September 26 his appointment of 17 individuals to serve as NALC representatives on five special committees established in the 2006-2011 National Agreement.

The committees and members are:

Article 32 Committee

President William H. Young
Exec. Vice President Fred Rolando
Asst. Sec.-Treas. George Mignosi
Associate Counsel Keith Secular

Third Bundle Committee

Dir. of Safety & Health Brian Hellman
Dir. of City Delivery Dale Hart
Fred Ranalli, Br. 258, Reading, PA
Andy Petersen, NALC Hqs. staff

Alternate Route Inspection Process

Exec. Vice President Fred Rolando
Region 15 NBA Larry Cirelli
Laurie Miale, Br. 1071, Miami, FL
Todd Brew, Br. 40, Cleveland, OH
Linda Temple, NALC Hqs. staff

Flat Sequence Sorter

Dir. of City Delivery Dale Hart
Dir. of Retired Members Ernie Kirkland
Dave Miller, Br. 39, Seattle, WA
Al Apfelbaum, NALC Hqs. staff

Arbitration Task Force

Vice President Gary Mullins
Asst. Sec.-Treas. George Mignosi
Mark Sims, NALC Hqs. staff



NALC President William H. Young, center, poses September 20 with award winners at the union's annual ceremony honoring heroic and humanitarian deeds. Shown (l-r) are: Western Hero Patti Arismendez, Humanitarian of the Year Gary Fitch, National Hero of the Year Wayne Viger, Young, Central Hero Debra Hamilton, Eastern Hero Nathaniel Roberson, and Carrier Alert Award winner Gene Kahl. (Photos by Mike Shea)

Maine Letter Carrier Honored As National Hero of the Year

Minnesota Carrier Named Top Humanitarian



In left photo, Rep. Michael Michaud (D-ME) shakes hands with a smiling National Hero of the Year Wayne Viger, as Sen. Susan Collins (R-ME) center, looks on approvingly. In center photo, PMG John Potter gestures while praising the many heroic and humanitarian acts by letter carriers throughout the nation, and at right, AFL-CIO President John Sweeney, I, and Secretary-Treasurer Rich Trumka, watch the proceedings.

Six letter carriers were singled out at a ceremony September 20 in Washington for their heroic and humanitarian actions in NALC's annual "Hero of the Year" tribute, but NALC President William H. Young, Postmaster General John Potter, Sen. Susan Collins (R-ME) and AFL-CIO President John Sweeney emphasized that letter carriers everywhere were being honored for their countless helpful and heroic deeds.

"We are honoring these particular letter carriers today because they are outstanding examples of how most letter carriers approach their jobs," Young said at a special awards luncheon. "When we honor them, we honor every letter carrier who generously delivers that 'extra service' to the American public every day."

Potter said he was particularly proud of those postal employees who are out on the street every day.

"Those are the folks that are really the face of the Postal Service," Potter said. "Who else touches America more than our letter carriers, city or rural? They are the face of government to America."

"You are on the frontline when emergencies arise and you always respond," said Senator Collins, citing the "caring and compassion" of letter carriers across the nation.

The AFL-CIO's Sweeney said: "You are the eyes and ears of our communities. Nobody knows more about our neighborhoods, our senior citizens, our children. You are a lifeline in so many ways."

Young presented the Hero of the Year award to Wayne Viger of Lewiston, Maine Branch 241. Viger smelled smoke from an apartment building on his route. He pushed open the door to find an elderly woman with her clothes aflame and her hair singed by the fire. He pulled the woman outside and extinguished her burning clothing.

The National Humanitarian of the Year award went to Gary Fitch of St. Paul, Minnesota Branch 28 who rode 2,800 miles across the nation on his bike this summer to raise money for the Muscular Dystrophy Association and collect Letters of Hope that will be saved on compact discs and launched into space on a future shuttle mission.

The Carrier Alert Rescue Award was presented to Gene Kahl of Branch 321 in Pensacola, Florida, whose suspicions about mail piling up saved an elderly man whose wife had passed away in the home.

Three regional heroes were also be honored: Nathaniel Roberson of Atlanta Branch 73 as Eastern Region Hero for going to the aid of a police officer who was having trouble subduing a man who had become unruly during a traffic stop; Debra Hamilton of Chicago Branch 11 as Central Region Hero for administering CPR to an unconscious traffic accident victim as she was on her way to work delivering mail; and Patti Arismendez of Branch 782 in Bakersfield, California, as Western Region Hero for rescuing a toddler from the roadway while cars continued to whiz by.

See the September and November Postal Record for additional information on these heroic and humanitarian deeds.

Legislative Leaders in Washington



Top left shows Sen. Tom Harkin (D-IA), whose bill would prohibit 'contracting out', making a point in discussion before state legislative chairs dinner September 26. With Harkin are (l-r) NBA Mike Weir and Secretary-Treasurer Jane Broendel. In top right photo, Sen. Ron Wyden (D-OR) enjoys a letter carrier salute led by President Young after Wyden's address to state chairs. At bottom left, NALC President Young speaks at Texas congressional reception as State NALC President Mickey Morris observes. In center, Rep. Shelia Jackson Lee (D-TX) is joined by Houston members while speaking to the crowd, and at right NALC Vice President Gary Mullins, r, warmly greets Rep. Ralph Hall (R-TX). The reception was a highlight of several days of lobbying by Texas legislative activists on issues critical to letter carriers.