

National Agreement Signed



NALC President William H. Young, right, and Postmaster General John E. Potter formally sign the 2006-2011 National Agreement at U.S. Postal Service headquarters October 9. The contract, retroactive to November 20, 2006, includes yearly wage increases, semi-annual cost-of-living adjustments and protection against outsourcing of letter carrier work to private contractors. It was overwhelmingly ratified by the union's active members by a vote of 104,346 to 11,895. Joining Young and Potter at the ceremony were NALC Executive Vice President Fred Rolando, USPS Executive Vice President Anthony Vegliante and USPS Vice President for Labor Relations Doug Tulino. (Photos by Mike Shea)

COLA, Wage Increase in Paychecks

The lump sum payment of \$686 under the new National Agreement for the Cost-of-Living Adjustment based on the change in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) from July 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 also will be implemented beginning with active carriers' paychecks on October 19.

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 payment.

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: less than 500 hours, 25 percent of lump sum; 500 to under 1,000 hours, 50 percent; 1,000 to under 1,500 hours, 75 percent, and 1,500 hours 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 payments will be subject to federal FICA tax withholding.

Back pay for active carriers related to the retroactive 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.

October 26 Deadline!

Cutoff Date Nears for Special NALC Rate For Hotel Rooms at Las Vegas Training

Hundreds of Branch Leaders Filling Up Nov. 16-18 Conference

Hundreds of NALC branch and state leaders from throughout the nation have already made plans to participate in the special NALC National Training Conference November 16-18 at Bally's/Paris Las Vegas hotel to learn details of the new 2006-2011 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.

On Sunday, November 18, a General Session will be held from 8 a.m. to 11 a.m. at which 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."

Bally's has provided a special room rate of \$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.

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

The four workshops will be presented by NALC National Officers 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.
- **Back to the Future: Work Methods and the Next Wave of Automation** — Secretary-Treasurer Jane Broedel and Director of City Delivery Dale Hart will address the question: "Why is the Postal Service Investing in New Automation?", including implementation of Flat Sequencing System (FSS).
- **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; computerized bidding; and "Shared Services" and the impact on city letter carriers.
- **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.



The Paris Las Vegas Hotel, location of the National Training Conference on the 2006-2011 National Agreement.

Young Extends NALC's Condolences To Family of Carrier Killed in Shooting

NALC President William H. Young extended the condolences and sympathy of NALC members to the family of Branch 932 brother John "Marty" Thiels, 50, who was killed October 4 by a gunman in a shooting spree at an Alexandria, Louisiana law office where he was delivering mail.

"This is a senseless tragedy for Marty Thiels' family, his fellow NALC members in Alexandria and the entire postal community," Young said.

"Marty was just delivering the mail as on any normal day," Young added in a statement sent to the news media. "Unfortunately, letter carriers across the nation are often confronted with unforeseen dangers as they go along their postal routes. These dangers sometimes include violent criminal acts such as occurred in Alexandria, Louisiana."

"Our deepest sympathy goes out to Marty's family and friends as they try to cope with this horrible action," Young concluded.

Thiels was buried October 9 following a funeral service at Calvary Baptist Church in Alexandria. Hundreds of uniformed postal employees, friends and dignitaries filled the church for the 29-year postal veteran.

He was one of two people killed and three wounded by a gunman who entered the Giordano & Giordano Law Office in downtown Alexandria and took hostages, including Thiels. When police stormed the building 10 hours later, they found Thiels dead.

A trust fund for the Thiels family has been established at the Red River Bank in Alexandria. Donations may be sent to: Red River Bank, c/o Marty Thiels Fund, P.O. Box 12550, Alexandria, LA 71315.



John "Marty" Thiels



National Association of Letter Carriers

William H. Young, President
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December Overtime Exclusion Dates Set

The Penalty Overtime Exclusion period for 2007 as referenced in Article 8, Sections 4 & 5 of the 2006-2011 National Agreement will begin in Pay Period 25-07, Week 2 (December 1, 2007) and ends Pay Period 01-08 (December 28, 2007).

Harlem Globetrotters Offer Discounts To NALC Members on Show Tickets

Continues Partnership Begun with Food Drive Support

Following up on a two-year alliance involving the NALC National Food Drive, the Harlem Globetrotters are offering a special \$7-per-ticket discount for all of their 2007-08 "Magic as Ever" North American Tour to members of the NALC and family and friends who join them at the shows beginning November 15 in Sacramento, California.

Tammie Weis, national director of Group Sales for Harlem Globetrotters International, said the organization is "excited to have formed this partnership and look forward to bringing smiles to the faces of the hardworking men and women of the NALC."

The idea of a special discount was first broached last spring when NALC President William H. Young was joined by the Globetrotters on a nationally televised joint appearance on the CBS "Early Show" on the day of the food drive.

Young said he is grateful for the Globetrotters' support of the food drive and is pleased to continue NALC's close relationship with the organization which now includes a ticket price break for NALC members.

The special discount is available to all NALC members.

For box office redemption, members can use the discount coupon below or visit www.harlemglobetrotters.com/corporateoffers and click on the NALC logo and go to the coupon. Members should print their coupon and take it to the box office to receive the discount. **Coupon holders may purchase as many tickets as they like with one coupon.**

For online redemption, NALC Members can visit www.harlemglobetrotters.com and click on the Schedule/Tickets link. Find the show you would like to attend and click on the link to purchase tickets. Once on the Ticket Purchase page, enter the password NALC in the space for Special Promotions/Offer. Additional convenience fees will apply to online purchases. Tickets cost as little as \$15 in some cities.

The Globetrotters are entering their 82nd season. They have played more than 22,500 games — the most for any team in any sport — and done so before more fans and more celebrities from popes to presidents than anyone else.

A special note — not all shows are set up to accept online discounts. If you are unable to enter the discount code online, please redeem the coupon at the box office. Discounts do not apply to Courtside or VIP seating sections.

See the November issue of the Postal Record for further information and a schedule of Globetrotters shows.

The Original
HARLEM GLOBETROTTERS

NALC Members

SAVE \$7

- Redeemable at the arena box office during normal business hours
- May not be combined with any other offers
- Not valid on Courtside or VIP seats
- Subject to ticket availability
- Must be redeemed at least 24 hours prior to game time

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www.harlemglobetrotters.com

For your convenience, this discount may also be redeemed online by finding your performance at www.harlemglobetrotters.com. Enter the password NALC in the Special Promotions/Discount section on the ticket purchase page. Additional convenience charges will apply to online purchases.