

Update on the HEROES Act

On May 15, a new COVID-19 aid package, the Health and Economic Recovery Omnibus Emergency Solutions, or “HEROES” Act, was passed by the House of Representatives. The HEROES Act includes \$25 billion in direct funding to the Postal Service, and the bill would repeal restrictions on a \$10 billion line of credit that was authorized in previous stimulus legislation. There is also a hazard pay provision that would include postal employees.

Negotiations between congressional leaders and the White House administration are ongoing, with the next pandemic aid package not expected to pass Congress until late July. Letter carriers should continue contacting their senators to urge support for funding in the next stimulus package. Let your senators know how important the Postal Service is to the American public, and that funding is necessary to replace lost revenue from declining letter volume related to the pandemic, as well as COVID-19-related expenses. For more information on how to take action, please visit the “Government Affairs” page on the NALC website.

HeroesDelivering.com gives public a voice on postal stimulus

NALC has recently launched heroesdelivering.com to provide information and resources to the general public on the importance of the Postal Service and the need to keep it strong and well funded during this pandemic. It gives readers an easy means to contact their legislators and call on them to support funding for the Postal Service in the next legislative package.

At heroesdelivering.com, you can also see the new ads being broadcast on television and appearing on major websites in targeted areas of the country. Please ask your friends and family members to visit heroesdelivering.com to learn more about the crisis facing USPS and how Americans from all walks of life can encourage politicians in Washington to step up to support the Postal Service and its letter carriers.

Deputy postmaster general resigns

In addition to the retirement of Postmaster General Megan Brennan and the resignation of Vice Chairman of the USPS Board of Governors David Williams, the wave of leadership changes at the United States Postal Service continued with the resignation of Deputy Postmaster General Ron Stroman. Stroman resigned effective June 1 after 42 years of public service in USPS and the legislative branch of government.

“NALC worked closely with Deputy PMG Stroman over the years on legislative and policy matters,” NALC President Fredric Rolando said. “We especially welcomed his legislative experience, as well as his expertise on promoting election mail, international shipments and environmental stability.”

Two new members to be added to USPS Board of Governors

Two new governors have recently been nominated by the White House to serve on the USPS Board of Governors and are in the process of being confirmed by the Senate. The nominees are Donald Lee Moak, a former Delta Airlines pilot and former president of the Air Line Pilots Association, and Bill Zollars, the former chairman of the logistics company YRC Worldwide. If confirmed, they will join the remaining four governors and new postmaster general, Louis DeJoy, who took over on June 15. A confirmation vote on the two newly nominated governors is expected this week. The Board will be charged with selecting a new deputy postmaster general to replace Ron Stroman.

COVID-19-related MOUs and USPS’s liberal leave policy extended

Due to the ongoing effects of COVID-19, and the challenges letter carriers face while living and working through the pandemic, several previously negotiated memorandums of understanding (MOUs) have been extended through the middle of July. On May 19, President Fredric Rolando signed an MOU extending the temporary use of the 7:01 rule, the temporary additional paid leave for CCAs, the temporary expanded sick leave for dependent care, the temporary use of TCAs, and the temporary workplace changes to promote social distancing. These MOUs are now extended through July 17.

Also on May 19, NALC Executive Vice President Brian Renfroe signed two MOUs agreeing to another temporary time limit extension on Step B and arbitration appeals, and agreeing to give local parties the ability to develop a sign-up process for full-time employees who previously did not, or could not, place their names on either the over-time desired list or work assignment list. These two MOUs will expire on July 15.

A USPS directive sent to all of the area vice presidents in March has been extended through July 17 as well. This letter instructs managers and supervisors to allow liberal changes of schedule to accommodate employees who are dealing with child care issues related to the pandemic. Managers and supervisors should also allow liberal sick leave usage for employees who are sick, and liberal annual and leave without pay (LWOP) usage to the extent operationally feasible during this time period. If an employee requests leave for reasons related to COVID-19, such leave should be treated as scheduled (as opposed to unscheduled) leave. Leave taken for COVID-19-related reasons during this time may also not be cited in discipline for failing to maintain an assigned schedule.

Each of the MOUs and the USPS directive can be found in NALC’s Materials Reference System on the NALC website.

USPS tasked with delivering virus and vaccine test kits

The Postal Service has partnered with several manufacturers, vendors and laboratories to ship COVID-19 virus and vaccine test kits to a variety of health care providers and citizens across the country. The U.S. Food and Drug Administration has authorized a national biosample collection laboratory to distribute COVID-19 test kits nationally, and these test kits are currently being shipped through the mail.

“Every day, the Postal Service plays an important role in processing and delivering critical mail and packages such as medicines and biological substances throughout the United States,” NALC President Fredric Rolando said. “These sample test kits are another way letter carriers and the Postal Service are assisting the American public to navigate through this pandemic.”

USPS releases social-distancing guidelines for route inspectors

Recently, the Postal Service issued guidelines to its supervisors and managers regarding proper social-distancing protocols that must be followed while conducting a PS Form 3999, when performing a street inspection of a letter carrier’s route, while conducting a PS Form 1838-C, or when counting a letter carrier’s mail volume and office time. Some of these procedures include:

- Examiners always remaining at least 6 feet away from letter carriers at all times.
- Examiners and carriers wearing face coverings in accordance with local ordinances and when social distancing cannot be maintained.
- Using disposable gloves and other personal protective equipment.
- Examiners avoiding direct hand-to-hand contact of the mail or inspection-related documents with the letter carrier.
- Mail being counted by examiners prior to the letter carrier reporting for work.
- If a vehicle is needed, examiner must always use a separate vehicle.

NALC has provided the national business agent offices with copies of the complete guidelines that managers and supervisors must follow if they conduct a PS Form 3999 or PS Form 1838-C on letter carriers. Additionally, these guidelines have been posted on the COVID-19 page on the NALC website. If you are being inspected in the office or on the street, you should insist on examiners practicing proper social-distancing rules.

Approximately 700 Sunday parcel delivery hubs being decoupled

From the beginning of this pandemic, the NALC national officers, staff and representatives throughout the country have been in constant communication and negotiation with management officials at every level of the organization regarding supplies, equipment, policies, protocols and work procedures necessary to keep letter carriers safe while working through this pandemic. Many of the issues that NALC has been discussing with USPS involve the need for social distancing and minimizing carriers being loaned to other offices.

One issue is the gathering of letter carriers from several different offices at a central hub to perform Sunday parcel delivery. As a result of our discussions and the increased volume of parcels, the Postal Service recently informed us that beginning Sunday, June 7, it was planning to decouple approximately 700 Sunday hub delivery locations. While this is not all of the hub locations throughout the country, it does include a large number of offices. A list of the locations being decoupled has been provided to the national business agent offices.

Dispensation requests for branch nominations and elections

On March 18, President Fredric Rolando sent a letter to all NALC branches issuing blanket dispensation for branches to postpone scheduled nominations and elections. The letter also noted that postponed nominations and elections should be rescheduled as expeditiously as possible.

For the foreseeable future, the pandemic will likely prevent some branches from conducting normal elections of officers and delegates using the procedures in their bylaws. For example, branches that normally nominate candidates and vote at scheduled branch meetings will not be able to do so if in-person meetings are postponed indefinitely.

To address this situation, branches should consider alternative procedures for conducting nominations and elections. For example, nominations could be submitted by mail or through video teleconferencing using resources such as Zoom or Webex. Elections could be conducted by mail ballot or at designated polling places.

Branches can send President Rolando requests for dispensation to implement alternative election procedures. Such procedures must be consistent with the NALC Constitution and the NALC Regulations Governing Branch Election Procedures. For example, branches must ensure that an election committee is appointed and capable of supervising all aspects of the election, that all active and retired members have a reasonable opportunity to nominate candidates for any office, and that all active and retired members can vote by secret ballot. Branches must also have processes in place sufficient to accommodate observers.

A timely notice of nominations and election must be mailed to all members that accurately describes the alternative procedures. The notice must be mailed at least 10 days before nominations and at least 45 days before the election. If any branch needs advice or assistance in developing alternative nomination and elections procedures, a branch officer may contact Assistant Secretary-Treasurer Paul Barner.

Alternative ways to conduct meetings

Many branches, state associations and regional offices have used various non-traditional ways to conduct meetings and communicate with members during the pandemic. Some are having meetings online while others are holding conference calls.

“It’s great that so many branches have been able to continue their monthly membership meetings in this manner,” NALC President Fredric Rolando said. “It has been reported that the meetings are well attended and have been conducted efficiently and effectively.”

NALC encourages branches to use this web-based technology, where possible, to conduct their monthly membership meetings through the pandemic.

Wearing face coverings during the heat of summer

Recently, it was reported that the Postal Service was testing the use of various materials and styles of face coverings that would be more comfortable during the summer months. The Postal Service is now in the process of ordering sufficient supplies of the face coverings preferred by the carriers from the test sites. Additionally, NALC is discussing the use of fans in the workplace as it relates to the Centers for Disease Control and Prevention recommendations during the pandemic.

Stamp Out Hunger Donor Drive to help feed communities

For the last 27 years, NALC has been proud to hold the Stamp Out Hunger food drive, the nation’s largest one-day food drive, on the second Saturday in May. Due to the COVID-19 pandemic, NALC wasn’t able to safely collect and distribute food in May this year. However, the union will schedule the 28th annual Stamp Out Hunger Food Drive when it is safe to do so.

In the meantime, “the need for food assistance is more urgent than ever and we want to give everyone the opportunity to continue to help meet that need,” NALC President Fredric Rolando said.

NALC is asking people to visit nalc.org/food to donate to a food bank in their community. On the site, they can find their state and click on a link to donate directly. All collections stay in the local community.



Complete Heat Injury Prevention Program

If you have not been given the opportunity to complete the 2020 Heat Injury Prevention Program (HIPP) at work, you are encouraged to talk to your NALC representative to make an inquiry as to when this training will be conducted at work and, if necessary, request that a grievance be filed.

The objective of this course is for participants to be able to recognize the signs and symptoms of heat stress, first-aid treatments of heat-related illnesses, and preventive measures for minimizing heat stress. Employees working in hot environments will be required to take this training.

To complete the training, sign in to LiteBlue at your first opportunity and click on the integrated HR system—HERO—icon. From there, click on “My Learning” (top left of screen). At this point, it shows what is in the active queue. Change the selection criteria to “Completed” and it will list all of the courses that you have completed.

The training should take between 15 and 30 minutes, and is broken down into the following three sections: 1) Identifying risk factors, 2) Recognizing and treating heat-related illnesses, and 3) Taking preventive measures.

The employer is required to provide the training on the clock; however, if you have not received the training and wish to do so on your time, you can do so through LiteBlue.

“Do not risk a heat injury based on pressure to perform,” NALC Director of Safety and Health Manuel L. Peralta Jr. said. “And if you’re injured, report the injury to the employer and fill out the injury report for your NALC team to follow up.”

Settlement reached in national-level Consolidated Casing grievance

On June 3, NALC and USPS settled a national-level grievance regarding the Postal Service’s unilateral testing of Consolidated Casing. This settlement, M-01923 in NALC’s Materials Reference System, requires that half of the 62 test sites must be returned to their original route structure by July 31. The remaining 31 test sites will continue through Nov. 27.

The joint task force established by the Memorandum of Understanding, Re: City Delivery Task Force will begin analyzing data from the test sites by July 20 to determine its application to future testing. Absent joint agreement by the parties to either continue the test or to jointly conduct alternative testing in these sites, the test sites will be returned to their original route structure by Jan. 22, 2021. Additionally, it is agreed there will be no further expansion of this Case Consolidation test.

The local parties will jointly work through the transition of returning routes in the test sites to their original structure. Assistance and guidance will be provided by the appropriate NALC national business agent and USPS area manager, labor relations or their designees.

Consolidated Casing sites to be restored to original route structure by July 31, 2020 pursuant to M-01923.

AREA	DISTRICT	OFFICE
CAPITAL METRO	ATLANTA	OLD NATIONAL
CAPITAL METRO	GREATERS CAROLINA	ANDERSON
CAPITAL METRO	NORTHERN VIRGINIA	NORTH ARLINGTON
CAPITAL METRO	RICHMOND	SEAPINES
EASTERN	APPALACHIAN	PARKERSBURG
EASTERN	CENTRAL PENNSYLVANIA	WILLIAMSPORT
EASTERN	KENTUCKIANA	MARTIN LUTHER KING JR
EASTERN	TENNESSEE	KINGSPORT
EASTERN	WESTERN NEW YORK	WEBSTER
GREAT LAKES	DETROIT	STRATHMOOR
GREAT LAKES	GR INDIANA	TERRE HAUTE
GREAT LAKES	LAKELAND	HAMPTON
NORTHEAST	ALBANY	NISKAYUNA
NORTHEAST	GREATERS BOSTON	TAUNTON
NORTHEAST	LONG ISLAND	PATCHOGUE
NORTHEAST	NORTHERN NEW ENGLAND	INDUSTRIAL PARK
NORTHEAST	NORTHERN NEW JERSEY	KILMER
PACIFIC	BAY-VALLEY	CAMPBELL
PACIFIC	LOS ANGELES	SUNSET
PACIFIC	SACRAMENTO	ROSEVILLE
PACIFIC	SAN DIEGO	RIVERSIDE
PACIFIC	SIERRA COASTAL	SHERMAN OAKS
SOUTHERN	ALABAMA	GADSDEN
SOUTHERN	ARKANSAS	ASHER
SOUTHERN	DALLAS	BEVERLY HILLS
SOUTHERN	FT WORTH	AMARILLO MPO
WESTERN	CENTRAL PLAINS	CHISOLM
WESTERN	COLORADO/WYOMING	WESTWOOD
WESTERN	HAWKEYE	BURLINGTON
WESTERN	PORTLAND	KENTON
WESTERN	SEATTLE	COLUMBIA

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