

Unity

Volume 36 #1 Spring 2017

Dare to Struggle, Dare to Win



NALC Branch 3825
We are Rockville, Gaithersburg,
Germantown, GMF, Damascus,
Cabim John, Frederick, Thurmont,
Boonsboro, Brunswick
and Taneytown

PRESIDENT'S UNITY ARTICLE SPRING 2017

We have not put out a newsletter for eight months. A lot has occurred since then, but due to space restraints, I will only summarize some of the issues going on. This is what I originally wrote for my article and then the summary of our tentative Collective Bargaining agreement came to light. Then we had our Regional Officers' Training and then the proposed draconian cuts in our retirement emerged from the Trump budget. Needless to say, we had to delay our newsletter again. I am basically rewriting my article.



From what I have read in the summary agreement, I would say that this is a home run for Letter Carriers. Brother Fred Rolando and the entire NALC negotiating committee should be commended and given a standing ovation! If ratified by the Union members, the National Agreement will last 40 months, from May 21, 2016 through September 20, 2019. Some of the highlights for 6-1 Letter Carriers at the Step 0 rate include; A 1.2 percent raise effective November 26, 2016 paid retroactively. That's a \$718.31 raise annually! A 1.3 percent raise effective November 25, 2017 (just six months from now.) That's a \$778.17 raise annually! Effective November 24, 2018 an upgrade from 6-1 to 6-2. This would equate to a 2.1 percent pay raise. That's a \$1,257.04 raise annually! A COLA of \$21 annually effective September 3, 2016 paid retroactively. A second COLA of \$333 annually effective March 4, 2017 paid retroactively. AND, FIVE MORE COLA'S! Note* The current 6-2 Carriers (T-6's) will receive the same increases as above. The percentage increases are for all full-time regular City Letter Carriers. Retirees will receive applicable retroactive general wage increases and COLA's. OPM will also make any annuity adjustments made necessary by the retroactive increases.

The CCA's received even more! These dollar amount increases assume the CCA is working 40 or more hours per week. On November 26, 2016 CCA's will receive a 2.2 percent increase paid retroactively. That's a pay increase of \$735 annually! On November 25, 2017 CCA's will receive a 2.3 percent increase (just six months from now.) That's a pay increase of \$768 annually! On November 24, 2018 CCA's will receive a 3.1 percent increase. That's a pay increase of \$1,035.54 annually! CCA's will now receive step increases. After 12 weeks, CCA's will receive a 50 cent per hour increase. That's a \$1,040 increase annually! After an additional 40 weeks, CCA's will receive another 50 cent increase in pay. That's another \$1,040 pay increase annually! CCA's will also get six paid holidays! That's another \$770.88 annually! And, for those who were TE's first, thousands and thousands more will be paid! Please see the table two Letter Carrier pay scale for the step advancements for former TE's.

For health insurance for CCA's, major improvements are in this tentative agreement. For the USPS non-career plan, management must still pay \$3,250 per year. For family coverage and self plus one, the USPS must now pay 65 percent of the premium in the initial year and 75 percent for the second year and beyond!

More CCA's will be converted to career status (regulars.) Upon ratification, there would be a one-time conversion to career status for CCA's with a relative standing date at least 30 months prior to the ratification date for 200 workyear offices. For 100 and 125 workyear offices, eligible CCA's will be converted to part-time flexible career status in their installation, rather than waiting to convert to full-time status as a CCA. Note* So far, about 47,000 CCA's have been converted to career (regular) employees!

Important improvements for CCA annual leave provisions are in this tentative agreement. The no-layoff clause that protects Carriers after six years of service has been retained as well as prohibitions against contracting out City Letter Carrier work! This is extremely important! A major change concerning equitable distribution of overtime has been negotiated. Finally, all overtime will be counted, not just overtime on your nonscheduled day and overtime worked off your assignment.

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OFFICERS

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Unity is the official newsletter of NALC Branch 3825. The purpose of this newsletter is to inform and educate our members, as well as provide a forum to exchange ideas and concerns. Articles in *Unity* do not necessarily reflect the views of the editor or this branch.

Directions to the Union Meeting

Rockville Senior Center
 1150 Carnation Dr.
 Rockville, MD



1495 to 270N
 exit Rt. 28 (W.
 Montgomery Ave).
 Go straight through
 the light at top of
 ramp - you are now
 on Nelson Ave. Turn
 left at stop sign
 onto Crocus Dr. At
 end of road turn
 left on Carnation
 Dr.
 Proceed to Senior
 Center.
 Meetings are held
 the first Wednesday
 of the month at

Branch 3825 Stewards

1. Kenneth Lerch - Chief Steward - Branch 3825
2. Mike Curley - Chief Steward - Pike
3. Theo Anthony - Steward - Pike
4. Tim Smith - Alternate Steward - Pike
5. Sergio Lemus - Chief Steward - Rockville Main
6. Shearly Shawn - Steward - Rockville Main
7. George Abid - Regular Steward - Twinbrook
8. Vivian Walker - Chief Steward - Twinbrook
9. Robert Weisner - Alternate Steward - Twinbrook
10. Perla Gamez - Alternate Steward - Twinbrook
11. Kevin Abernathy - Chief Steward - Potomac
12. Robert Weisner - Steward - Potomac
13. Vivian Walker - Alternate Steward - Potomac
14. Greg Brooks - Alternate Steward - Potomac
15. Chuck Clark - Chief Steward - Gaithersburg Installation
16. Steve Klein - Steward - Gaithersburg Main
17. Victor Fraker - Steward - Montgomery Village
18. David Savell - Alternate Steward - Montgomery Village
19. Edwin Vidal - Alternate Steward - Montgomery Village
20. Mathew Ackah - Steward - Diamond Farms
21. Chester Crews - Alternate Steward - Diamond Farms
22. Amy Campaign - Steward - Germantown
23. Tom Preston - Steward - Damascus
24. Tom Preston - Alternate Steward - Germantown
25. Alan Pico - Steward - Derwood
26. Shanelle Lewis - Alternate Steward - Derwood
27. Laura Hennessey - Chief Steward - Frederick
28. Jose Molina - Steward - Frederick
29. Jessica Patey - Alternate Steward - Frederick
30. Paul Nally - Alternate Steward - Frederick
31. Karen Kosenski - Alternate Steward - Frederick
32. Mitch Reissman - Alternate Steward - Frederick
33. Mike Shawn - Alternate Steward - Rockville Main

*These are your representatives on the workroom floor
 and your advocates. Support them so they can support
 you!*

YES!

So what was the downside? A one percent decrease per year for the Postal Service's share of premium costs for career City Letter Carriers. For example; If you currently pay \$300 per pay period for health insurance, this will increase by three dollars per pay period. That would amount to \$78 per year. This will occur each of the three years of this contract. This would represent a very small fraction of the bi-weekly pay increases provided by this tentative agreement.

SO, AS YOU CAN SEE, THIS PROPOSED CONTRACT IS A HOME RUN!!

We have a new NBA, Vada Preston. So far, he has done a TREMENDOUS job! We look forward to working closely with Brother Vada. His Shop Steward training in Hagerstown was outstanding as was the just concluded Regional Officers' Training in Flintstone, Maryland. Vada's RAA, Hugh McElroy, a member of our branch, did a great job as well.

Just today, May 24, 2017, I learned of the Trump proposal to seriously impact FERS and CSRS employees. For example; FERS employees paid just .8 percent of their gross income towards their retirement in 2012. This would rise to 6 percent of their gross income under the Trump proposal. This would be a 5.2 percent pay cut. If one makes \$60,000 per year, this would result in a pay cut of \$3,120 per year with no increase in benefits!!!! CSRS employees would be hit hard as well. These examples are just the tip of the iceberg. Stay tuned on this, more will be coming out in the days to come. We must unite with other workers to stop these draconian cuts. We will not allow poor and working families to pay for the Trump proposals to cut taxes for millionaires and billionaires! To see how unacceptable these Trump proposals are, the richest family in the United States, the Walton's, would get a 54 BILLION DOLLAR reduction in taxes. This money would come directly from poor and working families! We will not allow this to happen and will fight back with everything we've got to prevent this!

Management has a new toy called PET (Performance Engagement Tool). Some supervisors are totally misusing this, resulting in stress and harassment towards us Letter Carriers. We have filed a Class Action grievance and the case is currently waiting for a Formal A meeting. The PET program does not allow one minute for your line items. No time for checking your vehicle, signing for accountables, withdrawing mail, stand-up talks, retrieving mail from the throwback case, etc. This is an indication of what management thinks of us Carriers at the highest levels of postal management. If management is going to harass us over this nonsense (PET), then we will fight back with everything we've got!

The PET street time projections are also a farce. PET allows the supervisor to project street time based on the following; The average street time for the same day of the week for the previous six weeks. For example, if today is Monday, then one of the possible street time selections is the average street time recorded in DOIS for the previous six Mondays. If today is Tuesday, then the projection is the average street time recorded in DOIS for the previous six Tuesdays, etc. Or, the supervisor could select the average street time for all delivery days during the previous six week period. Or, the supervisor could project your street time for the day by using the most recent PS form 3999. Or, the supervisor could use the routes base street time. The street time projected in PET starts when the incorrect office time ends, ensuring a misrepresentation of both office and street times!!!

As you can see, this is asinine. To protect yourself from this new attack, if you need one hour of overtime to complete delivery of all mail at your case, submit a 3996. Management will probably deny it. Call back from the street at the designated time and ask for instructions. In most of our cities we have great call-back policies. If management instructs you to deliver the mail, comply with the instructions. Inherent in the instruction to deliver the mail is that the time used will be considered authorized. So, if you get disciplined for alleged unauthorized overtime, we will get that discipline expunged from your OPE.

Consider national case M-01769 signed by Fred Rolando and Alan Moore, manager of Labor Relations at L'Enfant Plaza. Any efficiency tool used to project office or street time will not be used as the sole determinant of office or street time for the day (See M-01769 signoff in this issue of Unity on page 12). How much clearer can it get!? I know many of you are stressed out over PET. But, consider this; Not one Carrier has been fired in the last 39 years for taking too much time to case or carry mail! In fact, no one has been successfully disciplined when a 3996 is submitted and the Carrier calls back for further instructions.

We have achieved the following call-back policy in most of the cities we represent; Carrier's unable to complete their assignments in the allotted time will call back by 3:00 pm or as soon as they become aware that they will be unable to complete their assignment in the authorized time. Supervisor's will inform the carrier to carry the mail or bring the mail back to the Post Office. If the instruction is to carry the mail, inherent in that instruction is that the time used to carry the mail will be authorized, unless the Carrier does not have a reason for requesting the additional time.

When management violates the above policy, we have escalating remedies. In Rockville, the Carrier receives a lump sum of \$300!

In Frederick we have filed more than 1,500 grievances since we merged nearly one and a half years ago. Carriers have been paid hundreds of thousands of dollars. Most of these achievements were due to the outstanding Union work performed by Laura Hennessey. Please thank her for her unbelievable accomplishments.

I want to thank all the Shop Stewards for your continued great work. Some of their grievance wins have been awesome. We have some of the highest remedies in the nation due to repeat violations of our contract. Millions and millions have been paid out due to the diligent effort of these Stewards.

I want to congratulate our Vice President on his recent retirement. Charles Clark worked for the USPS for 39 years starting all the way back in 1977! He is a tremendous Union rep and a great person to work with. Thankfully, he will remain as our Vice President. Enjoy your retirement Chuck, you have certainly earned it!

Please visit our web site set up by Union Brother Chuck Clark at www.nalc3825.com. We now have over 264,000 hits on our site, more than any other NALC branch in the nation! We have posted numerous escalating remedies. We have added important Step B decisions, Formal A settlements as well as Pre-arb and arbitration decisions and some contentions. You can see how much money each and every supervisor in the country makes. You can also see the number of stops on each route, and detailed colored maps for every route in the nation!

IN THE STRUGGLE,

Kenneth Lerch
President NALC 3825

Food Drive and LCPF Report



The 25th Anniversary Stamp Out Hunger Food Drive of 2017 was a huge success for Branch 3825. I would like to thank everyone for all their help in making this another good year for all the Food Banks in Montgomery and Frederick County. Our final total was 125,168 pounds of food! A fantastic collection!

Management needs to keep in mind is that this is a joint partnership between the different Unions and U.S. Postal Service. Management has to do their part in making sure that the food drive cards and bags get delivered by the letter carriers and the food is picked up on the day of drive! It is important that we as letter carriers on food drive day pick up all the food that our customers put out for us to pick up because if they take the time to put food out for us then we should be so kind to pick up.

All employees should know that this is an all volunteer task separating the food after work and in doing this just keep in mind this you are helping families that are less fortunate than most, and just know that you are helping out.

If you have not signed up for Letter Carrier Political Fund (LCPF) please do so there is a very important House Resolution H.Res.28 which protects door delivery for all business and residential customers. There are two more House Resolutions H. Res. 15 which calls on Congress and the Postal Service to take all appropriate steps to continue six day mail delivery and H. Res. 31 which calls on USPS to restore the service standards that were in effect prior to July 1, 2012. Call or write your Representative and asked them to co sponsor these bills.

Again thanks everyone for all your help.

Shearly Shawn
Shop Steward, 20850

CCAs and Health Insurance Coverage

Because of our Union, the NALC, CCAs can immediately obtain health benefits. All health insurance coverage will have to be voluntarily elected by each CCA, no “automatic or mandatory” coverage happens when you’re hired. If you elect to be covered by a health insurance package you pay a portion of the premium costs, just like full-time letter carriers do.

The specific choice of which health insurance package the CCA may select currently has a qualifier being applied, based on whether or not the CCA has already completed at least 360 days of service as a CCA.

If the CCA has not yet completed 360 days of service time:

There is a single health insurance package available which the CCA can elect to have (or decline). This plan is the Postal Service “non-career plan” and under the union’s contract the Postal Service is obligated to contribute \$125 every two weeks toward the employee’s total premium costs. (Note: the union is currently advancing a national dispute on this issue, where the union contends a CCA without the prior service time should be able to select from two additional NALC health plan packages--- which vary considerably from the USPS non-career health plan in terms of coverage, cost and value.)

If the CCA has previously completed a 360 term of service:

There are three options available, with different coverage and premium costs. On two of these choices, the Postal Service is required under the union’s contract to contribute \$125 every two weeks toward the premium costs. (On one choice, the USPS would not contribute to the costs.)

The NALC union fought very hard to force the USPS to contribute to the health insurance costs of CCAs --- we forced the issue all the way to national contract arbitration because the USPS did not want to pay anything toward CCA health insurance costs. This union win provides each CCA \$3,250 each year for health insurance, yet another way the NALC is fighting to make CCA jobs better jobs.

For more information about specific health insurance choices, you can go to the NALC.org website link <http://www.nalchbp.org/>.

You may also contact the NALC Health Benefit Plan at 1-888-636-6252 or National Business Agent Vada E. Preston at 757-934-1013 or 1014 for any other questions.

Union Schedule

Union Meetings are held on the first Wednesday of every month. All members are welcome to attend these meeting to make your voice heard.

Executive Board meetings are held on the final Wednesday of every month. All members are welcome, although only Executive Board members have a vote at these meetings.

Shop Steward meetings are held on the second Wednesday of every month. All members are welcome.

Upcoming Union Meeting are scheduled for

July 5
August 2
September 6
October 4

Please plan to attend!

Vice President's Report



Prepare for the End

My final day of life as a letter carrier was April 28. After 39 years and 5 months I decided that it was time for me to call it quits and find out what life after the PO has in store for me.

I started as a brand-new carrier on November 21, 1977. I remember I was wearing an off-white cable knit sweater that day. A veteran carrier told me that I probably want to dress in something more practical because that sweater is going to get dirty. It got dirty and wet that day and I took his advice and dressed appropriately after that.

When I started working we loaded mail into small postal jeeps for delivery on our routes. These jeeps had a rear cargo area that measured about 4.5 feet X 3.00 feet! Today they wouldn't even hold the small parcels on some routes.

Obviously, a lot has changed in the Postal Service during my tenure there. Today we deal with DPS, FSS, multiple bundles of mail and an ever-increasing number of parcels and small parcels. No question, the job has gotten more difficult than it was when I first started. But one thing that has not changed is the advance preparation that is necessary to financially prepare ourselves for the day we retire.

Congress created the Federal Employees Retirement System (FERS) in 1986 and it became effective on January 1, 1987. FERS is the retirement plan that covers all career postal employees since its inception. It consists of three parts: A Basic Benefit Plan, Social Security and the Thrift Savings Plan (TSP).

The Postal Service automatically contributes the equivalent of 1% of your basic pay each pay period to your TSP account if you were hired before August 1, 2010.

If your hire date is after July 31, 2010, the Postal Service automatically enrolls you in TSP and deducts 3% of your basic pay each pay period and deposits it in your TSP account. You also get the automatic 1% USPS contribution and a 3% agency match for your 3% contribution. In this scenario 7% of your basic pay is contributed to your TSP

account each pay period (1% automatic USPS contribution, 3% employee contribution and 3% agency match).

But the contributions to your TSP account should not stop there. USPS will match your contributions equally up to 3% of your basic pay that you yourself contribute. There is also a matching contribution of .5% if you contribute 4% or 5% of your basic pay to TSP. There is no matching contribution for employee contributions above 5%. Because of this matching contribution you should contribute at least 5% of your basic pay to your TSP account so that you receive the full agency match. If you don't contribute the full 5% you are turning down free money.

Your TSP account is actively managed by you. You log into your TSP account and decide what investments you want to put your retirement money into. Since the inception of the TSP in 1987, the S&P 500 stock index has gained an average of over 10% each year. \$1.00 invested on January 1, 1987 would be worth over \$18.00 today.

If you are unsure what TSP fund to invest in, the Lifecycle (L) Funds are diversified and invested in all five of the individual TSP funds. They are identified by a year that is roughly equal to when you would like to retire.

An employee contribution of 5% of a \$40,000 salary would result in the following approximate TSP balances assuming an average 6% return: 20 years, \$159,000/25 years, \$236,000/30 years, \$339,000. Increasing your contribution to 10%: 20 years, \$233,000/25 years, \$346,000/30 years, \$497,000.

There are also TAX advantages in contributing to TSP. Your contributions will lower your taxed income for the year. You also have the option of contributing all or part of your TSP money to a ROTH account where your contributions are taxed but your earnings grow TAX free when IRS qualified. For more information on TSP Google: TSPBK08. This is the publication, Summary of the Thrift Savings Plan.

Chuck Clark
Vice President, Branch 3825

Frederick Report



mutual respect and dignity for each other.

NALC Branch 3825 website www.nalc3825.com is an excellent resource for new shop stewards as well as experienced shop stewards alike.

Chief Shop Steward
Laura Hennessey (aka Zena)

I first want to take this opportunity and give a big shout out to Ken Lerch President of our Branch 3825 as well as Vada Preston Region 13 NBA office for helping out Frederick. Thank you!!!!I can not believe the time has went by so quickly since we have merged.

2016 - Frederick has filed 1,168 grievances and 2017 Frederick filed – 301 so far. The topics range from: Letters of Demand for running out of gas as well as given discipline L.O.W. for running out of gas (no joke). Overtime grievances due to being short staffed and CCA's quitting plays a part in the grievances piling up. Carriers being forced off the assignment they have been awarded. Equitabilty grievances, Non - compliance on settlements. Refusing adequate Union time and denying information. Refusal of converting CCA's to regular(s) which results in CCA's not being paid properly as well as the benefits they are losing which includes Holidays, TSP, Sunday work, Uniform Allowance cards, Opportunity to sign up for overtime either work assignment or overtime 10 hour and 12 hour list, or not signing up for overtime at all. Carriers not being properly trained with the new Pro-Masters. (TACS) information is incorrect (example- carrier bid and was awarded city 1, yet the TACS information shows carrier on city 2). Management not posting routes in a timely fashion. PS Form 3971 not being signed by a supervisor as being received. Management having janitors and rural carriers perform our LETTER CARRIER work. Carriers clock rings being altered and even deleted by management. I sound like I am rambling, and I might be. I just want to give everyone a little insight on what is going on in Frederick.

I have high hopes that 2017 will be better than 2016. I am hoping that Management - Union cooperation will happen and that we can all work together to achieve

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well understood is the Republican party's attack on voting rights as a threat to our membership (and all voters). The 15th Amendment of the Constitution prohibits governments from interfering with a citizen's right

to vote, yet countless Republican state legislatures have been doing exactly that, and now the current executive branch is seeking to do the same with it's new commission reviewing "voter fraud". The attempt to exclude certain classes of people from voting is nothing new, and must be fought. Don't be fooled by the dis-information campaign being waged, get informed and vote. You can see what wasting your vote or sitting it out gets you.

Mike Shawn
Editor, Branch 3825



Route Inspections

Well we are yet again getting prepared to have another route inspection. This article (depending on circulation) will either reach you before, during or after the process has taken place.

Nobody and I mean nobody loves to go through route inspections. Some people, maybe most feel that the process doesn't give an accurate account of how their route really is. Management come in with the idea to take away routes and you can follow the rules, word for word step by step management will still find a way to screw us.

Management at my office gave an announcement letting us know when the inspection will take place. Also management gave a talk on the do's and don'ts during inspections and pretty much blames the carriers if their routes are added to. Some part of this may be true, but 80% of the wrongdoing is on management and it will continue and here's why.

1) Management performs clerk work on a daily basis and that affects carriers time. If you have management throwing parcels sometimes at 3 in the morning, when management is not there it gives a false narrative that a clerk or two must have the day off and that's the reason for the slow down.

2) Management complains that we are in the office too long. Everyday isn't an exact science. If the barcode that indicates when the uptime for the mail is completed is scanned at 9:00 but the uptime was really at 10 , someone in head quarters would want to know why are we still in the office and hour later.

Falsification

Upper management uses this reason to make our starting later and later . Instead of correcting the problem, service suffers

The bottom line is carriers have to carry their routes by the book. Also management must be called out if anything is done by them that would affect the carriers times on their routes.

Every inspections has its challenges and we just can't sit back and complain about being screwed by this process. It's time to be serious and fight back if there's a wrong.

Sincerely

Vivian J Walker,
Chief Steward, Twinbrook
Alt. Steward, Potomac

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state & local taxes) would be eliminated. The proposed tax plan will benefit the wealthiest Americans the most, and is projected to increase the deficit by over 2 trillion dollars within 10 years. The elimination of the estate tax and the alternative minimum tax definitely help the citizens who hold the big bucks. Proponents of the plan say that businesses will invest more to create more jobs. Actually, they will probably invest more in automation, which will reduce jobs and increase corporate profits.

Does anyone want to know how to fix this mess? Read my previous articles for what I believe may well be the answer to the quagmire we find ourselves in. We must have a third political party in the arena, THE LABOR PARTY! Without it, we have no one who will fight for the working class in America. I guess the powers to be haven't figured out that with the demise of the middle class, there will be no one to buy what they have to sell.

Steve Klein

Editor's Note: the NALC's "Letter Carrier's Political Fund", or LCPF, supports politicians regardless of political affiliation if they are supportive of the goals of the NALC

The Next Generation of Letter Carriers



In February of 2013 our previous NBA Tim Dowdy appointed Ken Lerch, President of Rockville Branch 3825 and myself to be the Union Orientation Specialists for the Cap Metro District. It is an assignment that we both take great pride in fulfilling.

Being one of the first Letter Carriers new employees get to see I take great pleasure in talking about how great our Union is and all the wonderful things the Union has achieved during my career and why they should join the best Union in this Country, the National Association of Letter carriers, better known as NALC.

During the orientation, I also talk about how the work for letter carriers have evolved since I started in 1976. Automation at that time was The Multi-Position Letter Sorting Machine, or (LSM), which sorted some of the letter mail (not sure what percentage at that time) but we also had human mail sorters that sorted the letter mail in distribution letter cases manually. Now 90 % of all letter mail is being sorted by automation and includes flat mail being processed on the "Flat Sorting Machine," (FSM). Parcel volume is at and all-time high, we have these high-tech scanners that talk to you and a Geo tracking system that is able to track carriers every move. No more need for MSP scans. Yes, things have changed as we moved into the 21 century.

This is why I view the new "City Carrier Assistants," (CCA's) as the next generation of Letter Carriers. The way we move and process mail in today's environment is vastly different from when I started carrying mail, But the senior carriers who are still around must help and share why delivering the Nations mail is a great and rewarding job and why most Americas regard the letter carriers as the most trusted federal employees.

CCA's are the supplemental workforce for the letter carrier craft and because they are the supplemental workforce management treats our CCA's like second class citizens and they do not get the respect they

deserve. Unlike the "Transitional Employees," (TE's) who had no benefits at all, Arbitrator Das did, based upon the case our National leaders presented in our last contract negotiation, see fit to grant a number of benefits to CCA's. We need to do our part to help and assist our CCA's to become successful letter carriers and understand the new challenges they face in today's work environment.

As I was preparing this article, the "Tentative Agreement," was announced and I am pleased to say Fred Rolando and our National Officers and anyone else who participated in the negotiation with the Postal Service did a marvelous job in reaching the tentative agreement. One of our National President's goals was to close the gap between our regular career letter carriers and CCA's and based upon what I have read that goal was accomplished; Step increases for CCA's, Step Advancements for formal TE's, Health issuance, Job protection, Joint Workplace Improvement, CCA Complement and conversion to career status, six (6) paid Holidays for CCA's and CCA's leave provisions in local agreements.

It is clear that the leaders of our Union knew and realize how important the CCA's are to the NALC and all letter carriers in the workplace should realize the same and give the CCA's the support they need to become successful in their new career as letter carriers, remember they are the next generation of letter carriers and they will become leaders within the ranks of the organization both on the local level and the National level.

In closing I would like to congratulate Vada Preston on his new appointment by President Fredric Rolando to the position of NBA for Region 13. There is no question in my mind that he will do great things for region 13 as our new NBA. Again, congratulation Vada!

Alton R. Branson

Vice President,
MD/DC State Association of Letter Carriers

Main Office Route Inspections

Route inspections were conducted in the 20850 section of Rockville during the last two weeks of March, 2017. As a result of the decline in “caseable” mail volume as well as a decline in parcels (specifically Amazon), we lost a full route as well as an auxiliary route which was approaching 8 hours. Specifically, two regular routes were eliminated and the auxiliary route was enlarged to become a regular route.

Over the course of the inspection, as well as the following review of the data, it became clear that many carriers are unaware of how serious it is to take the time to get proper mail counts, maintain line items and not cut corners on the street. Obviously, our newer carriers don't have the past experience of route inspections, but many of our experienced carriers did not take the inspection with the seriousness it deserved.

On the bright side, I am fully confident that with the continuing growth in the 20850 section, a little bit more experience and training and the judicious use of special inspections, we can regain what has been lost. At this point, it is not known whether we will return to the “CDRAP” method of adjusting routes, but it is imperative that carriers act as if every day is an inspection day: don't skip your lunch or breaks, don't case FSS or DPS, handle sequenced mail properly, conduct your street duties professionally and document your need for overtime. Don't fall for the denial of overtime request tactics that management has used from the beginning of time: the carrier ultimately determines the daily workload, not a management projection.

The method for qualifying for a special inspection is outlined in the M-39, the Management Handbook for Delivery Services, in Section 271g:

“ If over any 6 consecutive week period (where work performance is otherwise satisfactory) a route shows over 30 minutes of overtime or auxiliary assistance on each of 3 days or more in each week during this period, the regular carrier assigned to such route shall, upon request, receive a special mail count and inspection to be completed within 4 weeks of the request. The month of December must be excluded from consideration when determining a 6 consecutive week period. However, if a period of overtime and/ or auxiliary assistance begins in November and continues into

January, then January is considered as a consecutive period even though December is omitted. A new 6 consecutive week period is not begun.”

Your shop steward can assist you in documenting this information: I also recommend taking a look at our local's website (www.nalc3825.com), which VP Chuck Clark has set up and maintained, for detailed information on this subject.

Mike Shawn

Editor, Branch 3825



Main Office Rockville

Sergio Lemus

Over the past year Main Office has seen a steep decline in Article 8 (overtime) violations: this was accomplished by the actions of the local union in the grievance procedure which ultimately convinced management to comply with the contract. Certainly having an OIC who takes a more reasonable stance on this issue has helped, but rest assured without union intervention our Article 8 rights would have been obliterated, as they have been in many other areas of the country.

One of the problem spots we continue to have is supervisors mis-using their authority when carriers request sick leave. Supervisors have been demanding documentation for sick leave requests for no reason. Carriers must file a grievance each and every time they are required to provide documentation when that request is inappropriate. For instance, we recently had a carrier with over 30 years of service and a spotless sick leave record required to provide documentation for a one day sick leave call - this is outrageous, and a complete abuse of authority. The requirements for The requirements for sick leave documentation are spelled out in the ELM, Section 513.36 and it is clear the capricious use of requiring documentation is improper. Our branch is negotiated through the grievance procedure the conditions that are appropriate for such a request, and is more than willing to support carriers who are being harassed in this manner.

We also continue to have problems with CCA's getting their uniform allotments properly, as well as carriers recently converted to regular getting this benefit. Please contact your Shop Steward if you need help with this issue.

Finally, do not put your MSP scans in your phone!

Sergio Lemus,
Chief Shop Steward, 20850

“HE WHO IS GREATEST
AMONG YOU”



Being selected to serve as Region 13 National Business Agent by NALC President Fred Rolando is truly an honor and privilege. My journey in the NALC union began May 24, 1986. After serving in the Air Force I chose a career working for the United States Postal Service and immediately joined the union.

Growing up in the great Capital city of Harrisburg, Pennsylvania, a steel mill town, I was influenced at an early age to appreciate the importance and value of strong unions.

It was in that spirit I immediately volunteered to join and participate in the NALC. Serving in many different positions my only desire was to serve and protect our members. I served as branch scribe, shop steward, branch vice-president, president, Dispute Resolution Team member, Arbitration Advocate, and Regional Administrative Assistant, and now NBA.

At every level of service my primary motivation was serving our members and protecting their rights. Protecting their rights to me was more than just filing grievances on the workroom floor. It was about the total quality of life for the members AND their family.

Many union negotiated benefits impact all different areas of our lives. From the food we eat, to our children's education, to health care, to the neighborhoods we choose to live, to the vehicles we drive. Good paying middle class union jobs have in large part opened the door of opportunity to many of those benefits.

I plan to continue working in that tradition. My primary focus will be to address issues on the workroom floor and the work floor environment. If we assertively address those issues I believe everything else will fall into place.

What is our plan? Effectively and aggressively use the tools already at our disposal. NALC Headquarters has invested a lot of time and resources into developing the tools to address these many issues. From the Joint Statement on Violence in the Workplace to the National Level Step 4 Agreements addressing management's improper use of DOIS, we will seek to utilize these and many other resources.

NALC Headquarters produced a manual called the “Letter Carrier Resource Guide” and “Dignity and Respect.” We have to utilize these tools effectively making them a living breathing document in order to effect the change we seek on the work floor.

President Rolando also negotiated into our new Tentative agreement a new MOU addressing the workplace.

The tentative accord includes an MOU on improving workplace culture. The parties have agreed to establish a Joint Workplace Improvement Process to address a number of issues to provide safe, efficient work environments in which employees are treated with dignity and respect

I plan to change the format and frequency of our training for branch officers and stewards. I also plan to conduct and/or encourage more training of members within the branches. Knowledge is the key. Management can only abuse us to the degree we lack knowledge of our National Agreement.

I'm also in the process of addressing the issue of repetitive contract violations and non-compliance with the management. Many of the grievances we are unnecessarily processing are due to management denying our stewards the information and time to necessary to enforce the collective bargaining agreement.

As we work to implement these new plans and work to change the work floor environment I encourage each and every member to volunteer your time working for your branch. The more members participating the more change we can bring about and the quicker it will come.

Get involved in Customer Connect, sign up to become an E-Activist, join the Political Action Committee, run for branch office. All of these functions benefit letter carriers. It is an investment in your career and the future of this organization.

We all have the potential to be leaders by serving this great organization and in doing so serving its members. The Postal Service has been voted the number one trusted federal agency for several decades. That trust in large part is due to the service letter carriers provide to our customers and the relationships we build by serving our communities.

You are the greatest because you serve your fellow man and women on a daily basis. I look forward to continuing to serve you as well.

Sincerely and fraternally,
Vada E. Preston
National Business Agent

The Editor's Opinion



Service

In the Postal Service's continuing attempt to become LESS competitive (let me say that again): LESS competitive, starting times once again are being moved back, now to 9 AM. As carriers, we understand that the primary motivation for this is the use of scheduling as punishment for perceived deficiencies of carriers.

The inability, or unwillingness, of our "management" to correct the problems of mail distribution (such as the proper scheduling and staffing of clerks, and the efficient scheduling of truck runs has a negative effect on our ability to provide timely service to our customers. We are the only delivery service that provides universal door to door delivery, yet we fritter away our advantages with this type of decision. I can guarantee you customers don't want their mail delivered after they get home from work, they don't want carriers on their doorstep in the dark delivering packages (think about the ODLs with a 2 hour bump after delivering their own route, and they will be looking for alternative methods of delivery.

Remember to maintain your schedule properly and don't fall for the hurry up tactics. (I should note, 24 hours later, 20850 was put back to an 8:30 starting time for undisclosed reasons. 8:30 continues to be too late a starting time, and of course, the later start time threat continues to be held over our head).

Politics

There are many voices and recriminations regarding the November election, and as a result of the election, as letter carriers we are looking at a difficult time ahead. The party that now controls all branches of the federal government as well as the majority of state governments is systemically opposed to workers rights, hostile to unions both public and private, and philosophically and legislatively opposed to government acting as a safety net for those in need. How did this happen?

It's not difficult to find the answer - take a look at the election results in states such as Michigan, Pennsylvania and Wisconsin, generally agreed to be the three states that gave the election to Mr. Trump. In each of these states the vote totals of the third party candidates undercut the Democratic candidate, Mrs. Clinton (dude, there's no way people that voted for apparent stoner Gary Johnson and Green Jill Stein were voting for Trump). This is the truth about third parties: they make you feel like you're really making a difference and when you wake up, you got nothing (no President, no Senators, no Congress). George Bush Sr. is probably still cursing Ross Perot every night before he goes to bed, Jimmy Carter doesn't have a lot of love for John Anderson, and Ralph Nader in Florida - well, I don't think John Roberts and Samuel Alito would be on the Supreme Court if not for Nader. The point is, while third party candidates may be sincere, Unity is needed in a general election, not a third party. President Obama's coalition of diverse voters is a great example of what can be accomplished.

So far, we have seen proposals from the new administration attacking our FERS and CSRS employees, as well as some (hopefully) outlier proposals attacking our collective bargain rights which could directly effect us. Less
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M-01769

Mr. Fredric V. Rolando President
National Association of Letter Carriers, AFL-CIO
100 Indiana Avenue, NW Washington, DC 20001-2144
Re: Q06N-4Q-C-11022051 Class Action
Washington DC 20260-4101

Dear Mr. Rolando:

Recently, our representatives met in prearbitration discussion of the above-referenced grievance. The issue in this grievance is whether the office efficiency tool used to project office and street time in the Greater Indiana District violates the National Agreement. After reviewing this matter, we mutually agree to settle the grievance as follows:

The subject office efficiency tool is a management tool for estimating a carrier's daily workload. The office efficiency tool used in the Greater Indiana District or any similar time projection system/tool(s) will not be used as the sole determinant for establishing office or street time projections. Accordingly, the resulting projections will not constitute the sole basis for corrective action. This agreement does not change the principle that, pursuant to Section 242.332 of Handbook M-39, "No carrier shall be disciplined for failure to meet standards, except in cases of unsatisfactory effort which must be based on documented, unacceptable conduct that led to the carrier's failure to meet office standards." Furthermore, as stated in the agreement for case Hi N-1 N-D 31781, "there is no set pace at which a carrier must walk and no street standard for walking."

Projections are not the sole determinant of a carrier's leaving or return time, or daily workload. The use of any management created system or tool that calculates a workload projection does not change the letter carrier's reporting requirements outlined in section 131.4 of Handbook M-41, the supervisor's scheduling responsibilities outlined in section 122 of Handbook M-39, or the letter carrier's and supervisor's responsibilities contained in Section 28 of Handbook M-41.

This settlement is made without prejudice to the parties' rights under the National Agreement. Please sign and return the enclosed copy of this decision as acknowledgement of our agreement to resolve this case, removing it from the national arbitration docket. Time limits were extended by mutual consent.

Alan S. Moore
Manager, Labor Relations Policy and Programs

Fredric V. Rolando President
National Association of Letter Carriers, AFL-CIO

IS ANYBODY LISTENING?

Steve Klein

President Trump is now in office, whether you like it or not. This election has proven what I have been preaching for a very long time. Neither the Republicans nor the Democrats truly give a damn about the working middle class of our country. I have more respect for the GOP because they are transparent in their distaste for wage increases and programs such as Social Security and Medicare. They don't like programs that take money out of their pockets.

The Democrats take us for granted and they paid the price for that. The Blue Wall in the middle of the country no longer exists. A very possible outcome for the Trump blue collar voters will be loss of jobs, wage deterioration, (to increase profits by lowering labor costs) and loss of health insurance. Watch what you wish for. When the Democrats had the triple play of power (Senate, House of Representatives, and White House), they did nothing to help us. Did anyone ever see a bill to get rid of the pre-funding? After the election, they kept Nancy Pelosi as minority leader. Keep in mind, that she oversaw the shift of power in the House to the other party, so why keep her in charge? The Democrats' rallying cry should be, "If it's not working, why change it?"

The frustration of many of the block of angry voters was due to the fact that the middle class issues were not being addressed by the government. People said they wanted change. They voted for change at the top, but voted for the same candidates in Congress (the swamp) that ignored the issues to begin with. What hypocrites! Everyone should know that Congress has more power than the White House, so where's the change? Seems to me that the swamp just expanded. Check out the resumes and monetary worth of Trump's cabinet nominees.

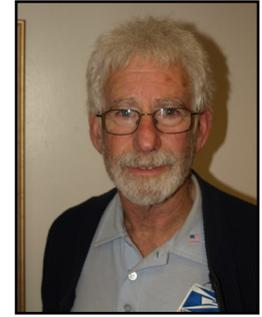
President Trump is a very intelligent man. He manipulated, duped, and molded the media into doing exactly what he wanted them to. The media is one reason that Mr. Trump won! They gave him free advertising. Social media and the entities who believed everything they read also helped. I would be remiss if I didn't give a big shout out to the tens of millions of non-voters. Please don't cry, you have no right to. As I previously stated, one of the candidates bashed the other for ties to Wall Street. Now, most of the proposed Cabinet is from Wall Street. The rest are lowly millionaires & billionaires. Remember, Trump bashed Clinton for her ties to Wall Street.

A friend of mine recently expressed to me that he gets really irritated when he hears people bashing President Trump on his views. My friend says that they should be upset with President Bannon, because Mr. Trump is merely a front man to Bannon, like Pinocchio was to Gepeto. I asked him why he held this opinion. He asked me how anyone who heard Mr. Bannon's speech at CPAC could draw any other conclusion. Please don't accuse me of fake news, I am only repeating my friend's thoughts.

During the election, Mr. Trump stated that Obama abused the use of Executive Orders. Guess who has signed the most Executive orders since World War II. President Trump is also the 1st President in history to void a previous president's actions under the Antiquity Act of 1906. This action would benefit extractive industries (oil & gas) and ranching. The government is unable to function at full speed because hundreds of positions in the various agencies are vacant, because no nominees have been brought forth.

Now for the tax plan. Even though tax payers would get increased deductions, most tax breaks (including deductions that people claim for

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MEDICARE

To be eligible, you must be 65 or older & be a U. S. citizen OR a permanent legal resident for 5 consecutive years. AND if you or your spouse have paid Medicare taxes for at least 10 years. You should sign up between 3 months prior to, or 3 months after, the month of your 65th birthday. There is really no reason not to.

Medicare has 4 parts :

-Part A is hospital insurance (semi-private room, food, tests) generally for up to 90 days.

Also covers hospice care if you are determined to have less than 60 days to live.

Rehab/ convalescence- if you meet certain criteria.

There is no cost to you, as it's already paid for by payroll taxes during your working years.

-Part B is medical insurance- physician/ nursing care, lab tests, shots, outpatient procedures. Also durable medical equipment. (crutches, wheelchairs, walkers). The announced 2017 premium will be around \$134/mo., depending if you are receiving Social Security, and on your annual income. Premiums are higher if you make \$85,000 or more filing singly or \$170,000 filing jointly).

-Part C are plans offered by private health insurance companies that are approved by Medicare (also known as Medicare Advantage Plans). They help pay for co-pays & deductibles associated with certain part A & B benefits . Cost varies based on different plans.

-Part D plans are designed & administered by private health insurance companies that are regulated & approved by Medicare and provide prescription coverage. Some are just prescription plans and some are associated with Medicare Advantage Part C plans. Plans choose what drugs to cover and the level of coverage. Choose a plan that covers the drugs you take. They can change every year, so be careful. Premiums vary based on different plans.

Here's the issue retirees ask about the most : What do I do about keeping my FEHB coverage?

If you keep your FEHB plan, there is generally no need to get Parts C & D. Part A has no premium, so if you keep your FEHB insurance, the only question is whether to get Part B. Each individual should do a projected cost analysis to determine the necessity of having Part B. Keep in mind that medical issues usually increase as you get older. Generally, medical costs are zero if you keep your FEHB plan and have Medicare Part B coverage.

The information for this article was provided by the Medicare website and an article by Ron Watson in the Postal Record.

Steve Klein,

Director of Retirees, Branch 3825

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Recently retired letter carriers:

Letter carriers who have retired over the last several months will receive applicable retroactive general wage increases and COLAs. The Office of Personnel Management will also make any annuity adjustments made necessary by the retroactive increases.

Step increases for city carrier assistants:

The tentative agreement would establish step increases for CCAs. In addition to the wage increases described above, CCAs will receive a 50 cents per hour raise after 12 weeks of service and an additional 50 cents per hour increase after an additional 40 weeks of service. These step increases will be paid retroactively to Nov. 26, 2016, for CCAs with paid hours since Nov. 26, 2016. For example, CCAs with 52 weeks of service as of Nov. 26, 2016, will get a \$1.00 per hour raise, effective on that date and paid retroactively.

Step advancement for certain former transitional employees:

Effective May 26, 2018, eligible former transitional employees (TEs) will be advanced in Table 2 of the letter carrier pay scale based on their length of service as TEs after Sept. 29, 2007. Such former TEs will be entitled to between one and four step increases as follows:

Length of creditable TE service Number of additional steps
2 years but less than 3 years 1
3 years but less than 4 years 2
4 years but less than 5 years 3
5 or more years 4

For those eligible former TEs converted to career status prior to May 26, 2018, the step advancement will be effective on that date. For those converted thereafter, the step advancement will be effective upon conversion to career status. All employees eligible for step advancement will retain time-in-step credit.

Health insurance

In 2017, there is no change in the Postal Service's share of premium costs for career letter carriers' health insurance (76 percent of the weighted average Federal Employees Health Benefits Program (FEHBP) plan premium, capped at 79.25 percent of any given plan premium). Following the pattern of previous contracts, the Postal Service's share will decline by a total of 3.0 percent over the term of the tentative agreement. The share will decrease to 74 percent in 2018 and to 73 percent in 2019. The maximum employer contribution for any given plan will be 77.25% in 2018 and 76.0% in 2019. Over the course of the entire contract, the Postal Service's share for career letter carriers will remain higher than that paid by other federal agencies that participate in the FEHBP (72 percent of the average premium, capped at 75 percent for any given plan).

The bi-weekly impact of these Article 21 changes will depend on which plans carriers enroll in but will, in any case, represent a small fraction of the bi-weekly pay increases provided by Article 9 of the tentative agreement.

On health insurance for CCAs, the tentative contract maintains the Postal Service's bi-weekly contribution of \$125 toward self-only coverage in the USPS Non-career Health Plan, but it would significantly increase the Postal Service's contribution toward self-plus-one and self-and-family coverage in that plan (now set at the same \$125 bi-weekly contribution available for self-only coverage). In the initial year of CCA employment, the USPS will pay 65 percent of the premium costs. In the second year of CCA employment and beyond, the USPS share would rise to 75 percent of the total premium.

Job security protections for letter carriers

The no-layoff clause that protects letter carriers after six years of service as career employees is retained in the tentative agreement. In addition, prohibitions against contracting out city carrier work would be continued for the duration of the 2016-2019 contract, if the contract is ratified.

Joint Workplace Improvement Process

The tentative accord includes an MOU on improving workplace culture. The parties have agreed to establish a Joint Workplace Improvement Process to address a number of issues to provide safe, efficient work environments in which employees are treated with dignity and respect.

CCA complement and conversion to career status

Upon ratification, there would be a one-time conversion to career status for CCAs with relative standing date at least 30 months prior to the ratification date. The conversions would work as follows:

- In 200-workyear offices, eligible CCAs will be converted to full-time regular career status in their installation.
- In 125- and 100-workyear offices, eligible CCAs will be converted to part-time flexible career status in their installation, rather than

waiting to convert to full-time career status as a CCA.

The parties have agreed to consider the possibility of another one-time conversion after one year.

Additionally, the parties have agreed to address situations where CCAs work in small offices with no clear path to a career opportunity.

There is no increase to the CCA employment caps in Article 7 of the Agreement or to the number of CCAs currently on the rolls. However, the Postal Service will maintain a percentage of the additional CCAs previously agreed to by the parties through a number of MOUs. These MOUs, which would continue in the tentative agreement, have provided additional career conversion opportunities for CCAs, about 47,000 to date. The vast majority of these CCAs did not have to serve probationary periods as career employees. The MOUs continue to include a weekly meeting to monitor appropriate staffing levels through career conversions and voluntary transfer requests.

CCA holidays

The following six days shall be considered holidays for CCAs: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. The amount of holiday pay a CCA will receive will be determined by the size of the office in which the CCA works.

CCA leave provisions in local agreements

The agreement requires the parties to negotiate choice and incidental leave provisions for CCAs during local implementation. It also establishes an alternate dispute resolution process for impasses related to CCA leave prior to arbitration.

Article 8 improvements

All overtime, regardless of whether such overtime was worked on a carrier's own route, will count toward equitability for overtime desired list (ODL) carriers. Additionally, management will be required to post equitability totals weekly, rather than quarterly.

An MOU is incorporated into the agreement to continue to allow the local parties the option of developing a process that allows employees who transfer from another installation or are converted to full time following the signup period to place their names on either the ODL or the work assignment list. Existing agreements pursuant to previous versions of this MOU will remain in effect.



Gaithersburg Report

In my last article, I talked about SCABS and why it was not a good idea to be one or stay one.

In the last 6 weeks Chuck Clark and I have won close to 50 thousand dollars, for members and the branch through the grievance appeal process. These grievances were mostly untimely pay adjustments. I can't understand why management just won't comply with the contract or SOP, when it costs them so much money to do the easiest of tasks like a pay adjustment. That's why we have escalating remedies. In the Village they tore out the cage and threw out all the desks, and I am not sure why they are shaking up the office by getting rid of furniture, but I am sure they have their reasons.

We have had CCAs coming and going, but I never see the OJT packet that I am to verify with the trainer, which leads me to believe that these CCAs are not getting proper training. Management has begun to conduct 3999 street observations, which they should do every year. We recently got a new OIC from Atlanta, and we will see how things go with her. She claimed she was a safety expert, but when we first meet, I noticed she had Heels on the work room floor. There never seems to be a day where one of the FFV vehicles does not break down, or something breaking down. Pretty much everything is broken or in constant need of repair. On a good note, it's been awhile since I filed an Article 8 grievance, but I am still filing about 15 or so grievances a month. I can not stress anymore how important it is to show up at a few Union meetings. They are at the Rockville Senior center, first Wednesday of every month. As a member, if you think anything is not right or you have an issue, please contact me and or write a statement. Statement forms are in the swing room. I don't know all the answers to everything, but I can certainly find out and give you suggestions. I have recently stepped up to be the Safety Captain again, which means there will be a Safety Talk once a week, after I get refresher training. We really need Safety Talks now with all the new CCAs and what not. I could not write an article with out saying something about DOIS. This what your supervisor or 204B is looking at in the morning. DOIS is loaded with inaccuracies and has No contractual value. I always say to new 204Bs, please read the M-39, but they never do, oh well, I can only try.

On April 6th, I went to NALC Headquarters, to meet for Lobby Day. I have done this before, but I remember in the early nineties, we had the Congressional Breakfast. Lobby Day is much more effective for what's healthy legislation for Letter Carriers. I talked mostly with staff aids, and we had predetermined Bills to discuss, and the aids where well versed on our issues.

This time after several years of going to these events, I felt an uneasiness, and it was hard to not only talk about Carrier issues, but the obvious News like, Marches, like the Tax March. The aid

in Congressman Sarbanes Office, who I have talked to in years past said that the he totally supported the Tax March. Trump must reveal his Taxes. I think there are to many plates spinning in this administration, Trump needs to come clean now. More workroom floor stuff.

We have gone full tilt on 5 shelves and 2 wings on route cases and the Carriers did not receive consultations. Chuck Clark and myself started up a class action grievance for these contract violations. I am pretty much the Informal A person, but they have been mostly sending up to Formal A. Some went Step B and or Pre- Arb or Arb. I would say most of the grievances Chuck and I work on, are wins for the Members and The Contract. I am hoping we will have new contract by Summer. Most cases that I handle are cases that I can find past Settlements on. For some reason upper management thinks there is expiration dates on Settlements. This not true. I had a person in management say, well, that's an old rule. Tell them Stop signs have been around as an old rule for years, and guess what you still have to comply with a stop sign on the road or pay the price, Equal Justice of Law. Either way when someone in authority says that's an old rule, hold them accountable, tell them that's nonsense.

Out of about 14 CCAs that went through the OJT , I only signed for 2 of them, which means they are not getting the full and proper Training. Some have had on the Job injuries and management did not handle these cases properly or adhere to the provisions in the EL-505. People in management need to READ instead of making things up, that would cut back grievances for sure. Next week we will have the Food Drive, Saturday the 13th of May. Lets hope we break the record of Ton's collected.

Viktor Fraker

Gaithersburg
Shop Steward/Trustee
Local 3825

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NALC Branch 3825
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NATIONAL ASSOCIATION OF LETTER CARRIERS
HIGHLIGHTS OF TENTATIVE AGREEMENT
WITH THE U.S. POSTAL SERVICE
2016-2019 NATIONAL AGREEMENT

Term

The 2016 National Agreement will last 40 months, covering the period May 21, 2016, to Sept. 20, 2019.

General wage increases and pay upgrade

All letter carriers, career and non-career alike, will receive two wage increases and a pay upgrade resulting from a consolidation of the letter carrier pay grades as follows:

- 1.2 percent effective Nov. 26, 2016, paid retroactively.
- 1.3 percent effective Nov. 25, 2017.
- Effective Nov. 24, 2018, all Grade 1 letter carriers will be upgraded to Grade 2. This upgrade will result in

an average wage increase of 2.1 percent for Grade 1 letter carriers across all current wage tables. Carrier technicians also will receive a pay increase of 2.1 percent effective Nov. 24, 2018.

CCAs will receive additional wage increases of 1 percent on these three dates for a total of: 2.2 percent on Nov. 26, 2016 (paid retroactively); 2.3 percent on Nov. 25, 2017; and an additional 1 percent increase at the time of the upgrade, Nov. 24, 2018. These additional increases will be paid in lieu of cost-of-living adjustments for CCAs.

Cost-of-living adjustments for career letter carriers

All career letter carriers will receive seven COLAs based on changes in the Consumer Price Index (CPI-W) and using the existing COLA formula and the July 2014 CPI as the base month. The first two COLAs will be paid retroactively and the remaining five will be paid in the future as follows:

- The first COLA will be \$21 annually effective Sept. 3, 2016, paid retroactively.
- The second COLA will be \$333 annually effective March 4, 2017, paid retroactively.
- The third COLA will be effective in September 2017.
- The fourth COLA will be effective in March 2018.
- The fifth COLA will be effective in September 2018.
- The sixth COLA will be effective in March 2019.
- The seventh COLA will be effective in September 2019.

The COLAs will be applied to the two pay tables for career city carriers in the same manner used in the 2011 National Agreement.

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