

## Audio file

[Renfroe\\_R2\\_Rap 1.mp3](#)

## Transcript

00:00:02

Well, good morning.

00:00:05

It is always good to be in region 2.

00:00:17

I would agree with that.

00:00:18

I won't repeat it, though. No, it's great to be here. I know you guys have had an awesome week of training here in this region. You have, you know, such a a long.

00:00:30

Tradition and a very proud history of of education and. And there's no question that the folks in your NBA office, you know, led by Nick and continue that so.

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Just to start, I want to offer.

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A few thanks start with the folks in the NBA office you.

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I've said this before, so maybe you've heard.

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You know what they do for you in terms of handling your grievances at a certain step, answering any questions that you may have and really assisting you with with anything that you need. What you may not know is they also have people like me and Tim over here.

00:01:13

That bug them all the time.

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For all sorts of information and things to help support what we're doing at headquarters. And like many of you in this room.

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They do what they do because they care about the members that they represent here in reaction to and I can tell you first hand.

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That the group that you have, these folks are dedicated, they work seven days a week, whatever it takes to get the job done so.

00:01:46

To Nick and.

00:01:48

Debbie and James and Sue and.

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Amy and John back there in the back and.

00:01:55

And Jen, who's probably here somewhere.

00:02:00

Oh, she went back home.

00:02:04

I just want to tell you guys that how much we appreciate everything that you do and encourage all of you to take every opportunity that you have to thank them for what they do because like.

00:02:15

Every one of you in this room.

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Believe it or.

00:02:18

Not people don't pick up the phone.

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And call the office and.

00:02:21

Say hey, Nick, I just.

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Want to call and tell you I think.

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You're doing a.

00:02:23

Good job. They do the.

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Opposite, he says.

00:02:27

But I want to encourage you to to appreciate them for everything that they do for you and more importantly, you know, for all the Members out there that you all also represent.

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Thank you guys very much.

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I also am excited to, I guess officially.

00:02:50

Let you know that we have hired a new regional workers compensation assistant that they'll be domiciled here in Region 2, right down here in the front from Branch 82. Willie Rochelle.

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So we gave Willie plenty of notice. He's.

00:03:11

Going to start Monday.

00:03:15

Full time, but he will of course be doing a lot of work for you and region 2, the way we've structured this network is workloads are sometimes heavier in some places than others, so he'll of course be assisting probably in some.

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Other regions too, but I know a lot of you have probably gotten accustomed to.

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Over the years, to Willie's assistance, he's been in working on this type of stuff quite a bit, particularly since Kevin retired. So.

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We're excited to have Willie and they'll do a great job.

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Also, he's not here, but I also want to recognize.

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Your own Kobe Jones, who serves as.

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Guess he's assistant to me for workers compensation. He's done a lot of stuff over the years, and Kobe really stepped in in large part to fill the role that Kevin did for so long. And as you all know, he's done an outstanding job there and maybe most impressive, I had Kobe on.

00:04:20

He spoke very clear plain English to normal people.

00:04:25

Layman's terms.

00:04:27

He kept that. Yeah, he.

00:04:28

May still be there talking into the.

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Microphone. I'm not sure.

00:04:33

But no, he did a great job and you know, it's I don't have to tell you guys, you know what his contributions are. So really proud of all the time that we have.

00:04:42

Here and reaching to that that work for you and beyond.

00:04:46

You've got an outstanding.

00:04:49

I want to start.

00:04:51

Also on a little bit of a somber note, I'm sure most of you, if not all of you, saw the really tragic news last week of the.

00:05:02

Shooting that took place in state of Maine.

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That happened on, I believe it was Wednesday night of last.

00:05:11

Unfortunately, I got a call late that Wednesday night. I was down in Texas for one of the rallies that we were doing about crime, which we'll talk about in a few minutes in a few minutes, and one of the victims in that shooting was one of our Members. Hey, brother.

00:05:30

My name is Steven Mazella. He's from branch 241 at Lewiston, ME.

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She was at the bowling alley participating in 1/4 Hole tournament.

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Apparently that was something that.

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Happened on a weekly basis. There's actually an association. He. Steve was death.

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There's an association called New England Deaf \*\*\*\*\* and he, along with a handful of other postal employees. He was there with a friend of his was a.

00:06:02

Rule carrier. They did this every Wednesday night and they raised money to benefit the deaf community in one area and unfortunate.

00:06:11

He was there when the shooter came in and lost his life, so just a horrific, horrific scene.

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Unfortunately, it's, you know, we've all seen this happen over and it's happened since then over the last week and it continues to take place, but it's certainly.

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Brings a whole different level of impact, I think when it's one of our own who loses their lives. So he was killed. The rural carrier that I mentioned was injured. Thankfully, that rural carrier survived.

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The postal services.

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HR manager in that district, it used to be called Northern New England I.

00:06:52

Don't know what they call it now.

00:06:55

Her husband was also killed right in front of her. So.

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Just a terribly tragic situation. I just ask that each of you, you know, keep.

00:07:07

Steve and his family he had.

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And also a son that was left behind and.

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As you might imagine, it's been a really difficult last couple of days for the carriers there. While the towns the three towns were on lockdown, post offices were closed, so they did not work on Thursday or Friday following the suspect.

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Found dead from a self-inflicted gunshot wound and they went back back to work on Saturday. And you know, on top of the obvious grief.

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And and the things.

00:07:46

That they experienced, you know, as a result of this tragedy.

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They also had three days worth of mail to deal with and.

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I think that something that really shows the spirit.

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Of our Members, they every single one of them volunteered to come into work on Sunday just to catch up and serve their customers so.

00:08:11

It's been a very difficult time for our brothers and sisters there and we just ask that you keep them and and certainly in the Mazella family and your thoughts and prayers.

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All right. A couple of other things that I wanted to just talk about up front before we get into a lot of stuff that's going on.

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1st is as you most of you probably know several months ago I guess.

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Over six months ago now.

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I took some time and stepped away from my job. I did that to deal with the disease of alcoholism.

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This is something that I had dealt with for a few years, honestly, and over that period of.

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Time even though.

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The vast majority of that time I was what I've come to learn is classified as being dry. I didn't drink.

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I just never prioritized and appropriately treated this disease.

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So despite the fact that in April I was physically very ill, had a number of residual health issues that that happened very quickly over the course of two or three weeks.

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This still was the most difficult decision I've ever made. I've been involved in the unit since I was 24 years old and it's the first time I have ever completely stepped away. I've been on other continents and and not stepped away, but.

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I made this decision because this is a decision that was best obviously for me and my.

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It was also the decision that was best for all people I love, which includes family, friends and all the members of NALC.

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So the good news is.

00:10:03

I'm doing great, I feel.

00:10:07

Healthy or physically, mentally, emotionally, spiritually, much more so than I have in a long time, and I share this with you really for two primary reasons, #1.

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In the most sincere way I possibly can express my deepest gratitude to all of you that for your support for well wishes.

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Thoughts and prayers and those kinds of things, but primarily.

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Because if by me sharing this.

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You know one person in this room.

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Either yourself is struggling with something like this, or some other form of substance abuse or some type of mental health issue, or someone close to.

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It's by me sharing this.

00:11:00

That demonstrates that no matter who you are.

00:11:05

Or whatever your level of responsibility.

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Help is out there.

00:11:11

And in order for us to fulfill the responsibilities that every one of us in this room has taken on when it comes to our Union and ultimately our Members, it's very important that we first take care of ourselves and our help. So if by me sharing this results in one person.

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Taking the step to.

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Seek whatever assistance they need, or someone close to their needs. Then it's worth to be shared. And so once again I'm I'm very appreciative of.

00:11:43

Well wishes and support from a lot of you. It's meant a lot to me in terms of me getting healthy and in my recovery. And I'm I'm really happy to report to you that I'm doing great and and more energized than I've been and.

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The second thing that that I just want to mention briefly because it's out there is another member of the Executive Council did per Article 10 of the Constitution, initiate charges against me. There's a process in the Constitution that the Executive Council will follow.

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That is currently in process.

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And you know, I'm obviously not going to talk about any of the merits of it or anything like that and it.

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Won't talk about.

00:12:40

That either but.

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What I do want to say to you.

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Is there's two.

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Things number one, certainly the Executive Council will do its duty.

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Constitutional and from a personal perspective, I just want to reassure you all that the fact that that's ongoing is not a distraction to me.

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And it certainly does not take away anytime or resources or energy from the priorities that we have as our Union and what my responsibility is to lead them. So as the process plays out, we will update the Members as to what takes place. But until that time.

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There probably won't be much information, but you know once there is, there are things to report then then we'll certainly do that.

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OK, now let's get into what's important.

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Let me start with what is the top of mind for me and I'm sure it.

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Is for all.

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Of you, and that is collective bargain.

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Collective bargaining is a process we have been engaged in now for a number of months, as I know.

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You were all aware.

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And I want to start with just kind of setting the table and I think kind of clarifying.

00:13:58

What I believe is a misunderstanding.

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That sometimes is service is sort of floating around on social media and other places.

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And that is that.

00:14:10

Me or we?

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In terms of Speaking of the National Union.

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Are not willing or or want to share what's going on in collective bargaining with our members.

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Nothing could be further from the truth.

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Today I'm going to talk in detail.

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To you about what's going on.

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But let me tell you who I will not talk to about what's going on in collective art.

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That is, people outside our.

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And often there are questions raised about, you know, why don't we do things like we see our brothers and sisters, mostly in the private sector, do when it comes to public demonstrations and things like that.

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And there's a very simple answer to that question.

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That is because.

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It's not effective.

00:15:08

In our bargain.

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Collective bargaining and everything that goes into collective bargaining in any negotiation, frankly, is about what you do to influence the person or people that you are bargaining with.

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Trust me when I tell you.

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If I thought us.

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Doing something in a public fashion would influence the Postmaster general or my counterpart, the deputy Postmaster General. We'd have been doing it every day.

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But I have seen and witnessed first hand.

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Other unions in the public sector.

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Other postal unions undertake campaigns like that.

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And harm their collective bargaining efforts.

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And while I completely understand.

00:16:03

That people that suggest those types of things and ask those types of questions that very much comes from a place of wanting to do everything possible to positively impact our negotiations.

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I promise you, if there was anything beyond what we are doing that we could do, that would influence those that we bargain with in a positive way. We would be doing.

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What I am not?

00:16:32

Going to do.

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Is anything that will in any way?

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Harm either our negotiation.

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Our preparation for our case for interest arbitration, which we're going to get into or any other part of the process.

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So what I'm going to talk to you about this morning is for you.

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And it's for you to go back and share with your members.

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It is not for.

00:17:00

The media.

00:17:02

It's not for other unions.

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It's not for social media.

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So I got to ask you this question because in one of these events.

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I was recorded while I was.

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Talking about this stuff.

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You know how long that took to get back to my counterpart? Not long.

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Now, did that harm our negotiation? No. Because you know, I have a pretty good relationship with him.

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But I just want to be real clear with you and ask.

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You I'm talking to.

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You OK? And for me, in order for me.

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To be open.

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In order for me to answer the questions that you have, we got to have a little bit of trust here about where this goes. It could go to the members of the NLC, but not.

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Beyond, we all right. OK.

00:18:01

All right. So let's talk about the process itself and where we are. I am going to get into a number of kind.

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Of big issues.

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If it would take me literally all day.

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Just sit here, go through everything. So if there's something I don't talk about or Tim's.

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Going to introduce Tim, I thought about.

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If there's anything.

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Here I don't talk about. Certainly I'll take questions when I'm done, feel free to ask me about anything and we'll be happy to update you. You know what progress we may have made the status and in that type of stuff, but there are several big things that are happening that that I wanted to talk to you about and be sure everybody.

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Understanding, but let's first start with sort of generally where we are in terms of.

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The process so.

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We our contract expired in May. As you all know, we are then mandated by law to have a 60 day mediation period.

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Mediation in some cases.

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Can potentially lead to.

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Resolving disputes and agreements our collective bargaining with the Postal Service, despite what the law says, is not one of those cases.

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That's been proven over. This is my fourth time at headquarters being really involved in bargaining.

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So we chose to do the same thing we did last time, and that is not waste. Our time sitting down with the mediator continue to negotiate, which we did.

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The fact of the matter is what we're negotiating is a contract.

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For the second largest bargaining unit.

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Under a single CBA in America.

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The dollar signs that we are talking about if you consider that the people sitting across the table from us or 10s of billions of dollars.

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There's just not.

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Really a mediator that's going to come in and somehow convince them to spend several billion dollars more.

00:20:04

That's just proven.

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Over time, so.

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I could, I guess, foreseeing A circumstance where economically we were in agreement, but we had some other issue, maybe it would work, but it just doesn't work. So we continue to negotiate we have.

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Continued since then.

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We have steadily made progress and I think to understand what progress means in terms of our economics, I want to give you a little bit of an illustration of.

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What the Postal Service walks into bargaining.

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Within their mind.

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And that how that translates into the type of things that we are trying to accomplish and then what really it boils down to is the dollars.

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And whether or not there's a gap there that we believe we can close, so the Postal Service will come into bargaining.

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Based on.

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Whatever they pull out of thin air.

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Or whatever they consider.

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With an amount in their minds.

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That they want to spend.

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On the portions of the CBA that have a cost that will increase over what they currently spend on the city carrier craft.

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Which includes, of course, wages, benefits, things like the structure of the workforce has a cost associated with it. Obviously if we transition to a all career workforce or a larger percentage of the career that's more expensive than a non, you know the non career that we have right now. So all these things play into it. So they.

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Go in with.

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A number in mind.

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So over the course of this contract, three years, four years, five years, whatever it is, here's what I want to spend above and beyond what I'm currently spend.

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We go in with, I don't think.

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It's much of A secret in this round of bargain, with goals as well.

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Our goals here are #1.

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To take our table one and table two and have a single pay table.

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That single page table, of course, from a money perspective, would be more representative of table one, but from a structural perspective, table one.

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'S got some problems.

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So you think about table one, you've got inequitable waiting periods between steps. You have differing percentage increases between steps. Those of you that have been around a while, probably remember these nasty, confusing things called pay anomalies. Anybody remember those?

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We resolved the last one of those in 2018.

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I remember those.

00:22:40

At the Detroit Convention, we reached agreement on the settlement and a lot of that is the result of the structure of table one. So when you take the money out of it, which is the most important thing, there are things about Table 2 purely from a structural standpoint that are positive.

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So the idea for us would be to go in reach agreement on.

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A new pay table.

00:23:02

That every letter carrier, whether you're in table one or table two, would slot into.

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And that would happen prior to any general increase as coal.

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As any of that stuff.

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So that's an important thing.

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Of course, a big part is also the structure of the workforce.

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Do we eliminate the non career workforce altogether if it's not eliminated all together? Obviously there's got to be significant changes. So there are scenarios.

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I think where we.

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Could reach a tentative agreement that included a non career workforce in some form or fashion.

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And I'll explain.

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A little more about what that could possibly look like in a.

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Minute and then.

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Of course, there's scenarios where we would eliminate it all together.

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So what we went.

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In with is a initial concept.

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Of what that eBay table would look like.

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And that new pay table would be one that started, of course, at a significantly higher wage than table two currently does.

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And one that not only started at a higher wage, but finished at Stepp at age significantly higher wages in table one or two currently has.

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And therefore you saw increases at every step in between.

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Now, over the course of the last few months, what happens here is there's a concept. You talk about it. We attribute cost to it.

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So I don't put something on the table that I don't know how.

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Much it's going to cost then.

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You haven't done your homework, if you.

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Do that now. Sometimes they'll cost it. We cost it and we're a billion.

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Dollars off and.

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We have to reconcile and all that stuff.

00:24:48

So they had a number. Finally got them.

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To tell me.

00:24:51

What their number was and the cost of what we wanted to do and the cost of what they.

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Were willing to.

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Spend initially had a gap of several billion dollars.

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That gap over time, through a combination of the Postal Service being willing to spend more.

00:25:08

And sort of.

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The the reality that they're going to have to even have an outside chance of the negotiated agree.

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And us modifying at this point, we've probably done it dozens, if not 100 times or more.

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The concept that we put on the table, that gap has there, we're not there yet.

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We still are probably at least a couple of billion dollars apart.

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But when it.

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Comes to the type concepts that we.

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There are obvious things such as what the pay is at the first step and the last step and every step in.

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Between but when it.

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Comes to what it will cost them. There are a lot of things that you talk about in these variations.

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That have an impact on that for example.

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How many steps? How long does it take to get to top steps?

00:26:03

How many weeks between steps? If you have fewer steps and longer waiting periods?

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But you still start at a higher number and you still end at a higher salary.

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That can cost them a little bit less.

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There are also possibilities of.

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Looking at the timing of when something like this happens, of course we start with effective May 21st when the contract becomes effect.

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But if we get to a point where.

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We're close enough.

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There's a possibility of, for example, implementing this upon ratification.

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So all of these things have an impact on that total cost. And as we have gone through concept after concept after concept, we have essentially gotten to a place.

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Where the.

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Last concept we've given them.

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Does not differ very much in terms of.

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What the pay?

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For our Members would be at the first step all the way through the scale of the last step.

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It doesn't really change the amount of increase that would happen initially by simply moving. If I'm at step B and I'm moving into the new step B, that's going to be a significant increase before we ever get to any general increases or coals.

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But there have been a lot of different.

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Variations in that.

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Structure. That's all.

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But we are sort of at a point now.

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We are not willing to go any further.

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In terms of the dollars themselves, we feel very strongly that what we have on the table in front.

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Of them right now.

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We could achieve through interest arbitration.

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And I'm going to.

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Get into our case here in just a minute.

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So the ball has kind of been put back in there.

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And what's going to happen next is we are meeting on Tuesday, I believe.

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Once I'm back home from my latest trip out on the West Coast.

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And at that point, we will make a decision that I suspect.

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Will be that we will select an arbitrator and we will schedule interest arbitration deals.

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If you see and you like I said, probably will very soon.

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We will declare impasse. We will talk about what the process will be. We'll schedule interest arbitration dates at this point. That likely doesn't happen until 2024. I mean, if we selected an arbitrator that said they had some availability next week, that's probably not the arbitrator we won't or else they'll be doing something else.

00:28:49

They were any good?

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So likely this happens in 2024. This is a very important point.

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We are also at a place where even if we schedule interest arbitration, which I again, I'm 99% sure that's going to happen soon.

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We're going to continue to negotiate. We're not that far off. The Postal Service will either come to the place where we need to be, or at least within a close enough distance that we can get them to.

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Bump up a little bit to.

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Get across the line.

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Or we will proceed to interest arbitration.

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But in the meantime, we'll keep negotiating on this economic issue.

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And then we'll of course there's some other stuff that I'm going to get into in a minute and let Tim talk some about that, that we still have that are kind of under construction, so to speak, in terms of languages. And then we'll use and and that type of stuff.

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So when it comes to what we talked about in.

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Our negotiations so far.

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We have processes where we submit sort of official proposals.

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We do not submit official proposals on economic stuff, pay benefits and.

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That type of stuff.

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Throughout the entire process and the main reason for that is both sides. In the event we reach interest arbitration, we won't at that point to be able to submit. Here is our official proposal and then our interest arbitration case is about supporting the need for the arbitrator of the panel to grant what we request.

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The Postal Service knows.

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If we end up in interest arbitration.

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There are very clearly things that will be.

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In our proposal.

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Elimination of the non career workforce for one.

00:30:47

We have prepared a case that we believe is very compelling, that supports the need for us to eliminate that workforce completely.

00:30:56

And then of course, when it comes to pay a significant increase, however, that is structure, which likely in our official proposal, will go beyond the type of things that we have unofficially talked about in a conceptual format through collective bar.

00:31:16

In interest arbitration.

00:31:18

I think the thing that we have to really understand and I think this is very important for you to be able to communicate.

00:31:25

This to your Members.

00:31:27

When we look outside our world in the private sector and we see our brothers and sisters in other unions having success this year.

00:31:38

We all know about the Teamsters and what they did with UPS. One of our main competitors, UAW just recently, has reached agreement with their three large employers and there's others in Las Vegas. The culinary workers are at a point where it appears they may.

00:31:59

Be able to reach an agreement too.

00:32:02

The leverage that they have through potential strike threats and strikes themselves.

00:32:10

That is, their leverage in the private sector.

00:32:13

Our leverage in the public sector is interest arbitration.

00:32:18

And in years past.

00:32:21

Those units in the private sector.

00:32:25

Their threat of a strike?

00:32:27

When UAW, for example, after.

00:32:31

The recession and the restructure and all that and the auto industry.

00:32:37

They didn't have much leverage.

00:32:38

When it came to a strike.

00:32:40

As we all know, we experienced in a very similar way.

00:32:45

Our interest arbitration case.

00:32:48

Didn't bring a whole lot.

00:32:49

Of threat to the postal.

00:32:50

Service because of their financial situation.

00:32:53

That is very different now.

00:32:56

So when we think of what we see in the private sector, it's very important. I think that we equate what we have in interest arbitration and the leverage that creates with.

00:33:07

The Postal Service.

00:33:08

I'm going to tell you up front, they do not want to go to interest arbitration right now.

00:33:17

Which is all the more reason that.

00:33:18

I'm pretty sure we're going.

00:33:19

To select an arbitrary so.

00:33:21

And schedule.

00:33:23

There are several reasons for that.

00:33:25

Reason #1.

00:33:27

Is their financial condition. While it's not like they're making money, hand over fist is.

00:33:36

Pretty significantly improved from what it was, certainly in the three previous rounds of bargaining that I've been involved.

00:33:43

If we go back to 2011 on the heels of the Great Recession, we have lost a ton of revenue. First class mail volume was a little bit better in 2016, a little bit better in 2019.

00:33:54

But it is because opposed to reform mainly, which we're going to talk about in a little while.

00:34:00

Drastically improved. Now they still are losing money. They've not turned into the black yet.

00:34:06

But the long term projections are much improved.

00:34:10

So that's one factor.

00:34:13

Another factor is the comparability standard in the law.

00:34:18

When you look around at people in our industry.

00:34:22

The number one comparison for us is UPS. Normally now the post service will come in and argue with Uber and they used to argue that we were like, you know, paper delivery people and rode bicycles and all that stuff.

00:34:37

But it's always really been UPS.

00:34:41

So let's talk for a minute about the UPS agreement with the Teamsters. There are parts of that agreement that are beneficial to us to use in a reparative nature.

00:34:56

Total compensation for their career employees was one.

00:35:01

They have always made more than us in wages. Our benefit package has always been worth significantly more. So our total compensation has remained pretty similar overall and I feel very certain whether through a negotiated agreement or an interest arbitration award that's going to be the case still.

00:35:21

After this, agree.

00:35:25

You don't get to just always be.

00:35:28

Picky choosy about what parts of the agree.

00:35:30

That you want to compare it to.

00:35:32

There are other things in their agreement that we don't want.

00:35:35

Anywhere near our market.

00:35:38

For example, do you know?

00:35:41

That this new agreement for them.

00:35:44

They got an option to indicate whether they desire to work on their non scheduled day or not. It's first time they've ever had that.

00:35:53

So a UPS driver that's been around for 2530 years.

00:35:57

They could work them 12 hours a day, seven days a week. There's nothing they can do about.

00:36:01

Of course, as we talked about Article 8 and things like that, which I'm going to get into, we don't want that anywhere near those discussions. So you have to be very careful from a strategic standpoint how you present this in front of a panel.

00:36:16

But there's that comparability. Then there's sort of the larger picture.

00:36:21

Of the economy.

00:36:22

What wage is it done in this country?

00:36:25

When we compare what we see in the world around us now, when we last bargained in 2019, it's vastly different.

00:36:33

Wages have gone up significantly.

00:36:36

The economy has grown significantly.

00:36:41

Painfully in some ways, when it comes to inflation, but oftentimes that's the price of wage growth.

00:36:46

So and then also, what other unions have done with UAW in a very strange way, while there's no comparability standard in the law that applies that that governs our collective bargaining interest arbitration process, what they experienced after the recession of 2008, 2009 is very similar to what we experienced.

00:37:08

Now they in some ways took harder hits than we did. They had a true 2 tier workforce, much like what AW has and still has. Frankly, they can make progress towards.

00:37:22

Get rid of it. But there are people that were hired after a certain date, never made as much money as people hired before, Sir.

00:37:30

But in a.

00:37:31

Lot of ways. Some of the things they experienced that were similar to what we have.

00:37:36

So there's parts of of their agreements that are a positive influence on our case that will.

00:37:43

And then you talk about what's always been a part of an interest arbitration case for us and I believe is stronger now than it's ever been.

00:37:52

And that's our value.

00:37:55

The importance of our job.

00:37:58

The dangers associated with our job.

00:38:02

Our job is more dangerous than it's ever been.

00:38:05

That's evidenced by the crime that we're going to get into in a few minutes.

00:38:10

Our job is more important.

00:38:13

To the postal services success than it's ever been.

00:38:17

Particularly as they are in the early stage.

00:38:21

Of implementing a very large multi year modernization of the processing and delivery network that is not going to work without city carriers and being able to staff appropriately and and all those things, a lot of which can be addressed, the collective bargain.

00:38:42

The service that we provide.

00:38:45

We've always delivered.

00:38:47

But we have a much larger piece of the customers visibility.

00:38:52

Do the things we do with MD.

00:38:54

As annoying as that is, when the scanner starts talking and wants you to scan letters and flats.

00:39:00

We are playing a bigger role in things that they are required to.

00:39:04

Do by law.

00:39:06

To measure service performance.

00:39:09

All that adds to our value.

00:39:12

You tell you what we did through the pandemic.

00:39:16

Providing essential services, all of these things add up to us being able to put on a very compelling case, we think.

00:39:25

That that demonstrates our value and why we should be compete.

00:39:30

Say that in the.

00:39:31

Way that we will.

00:39:33

Propose officially, should we end up in interest arbitration?

00:39:37

For all those reasons, the Postal Service.

00:39:42

Is not interested in going.

00:39:44

What we will find out is once we schedule.

00:39:49

Those hearings.

00:39:50

And we begin to just not begin.

00:39:53

But continue to negotiate.

00:39:57

At what point do they make a decision?

00:39:59

That they want to go ahead and go.

00:40:01

To interest or attrition?

00:40:03

Or do they want to do what they did in 2020 and that is come back to the table and be willing to move to where we need them to move in order for us to reach a tentative agreement?

00:40:15

One of the things that I want to talk about is what happens in interest arbitration in terms of the issues that we put on the table.

00:40:24

It is just simply not.

00:40:26

A process where you take everything you haven't been able to agree on and put it all in front of the arbitration.

00:40:33

And there is a strategic reason for that.

00:40:37

What you do?

00:40:38

Not want to do.

00:40:40

Is to in front of the panel, give them all these things.

00:40:45

Economic stuff, wages, benefits, structure of the workforce. Maybe all these other contractible things that don't cost the Postal Service any money.

00:40:54

And create a door for the chair of that panel, the neutral arbitrator to say, OK.

00:41:00

Union. I'm going.

00:41:00

To give you all these things that don't cost them any money, but we're not going to give you this stuff that cost them money because.

00:41:06

Ultimately, while there's a lot.

00:41:08

Of our collective bargaining agreement, it's all important.

00:41:12

Nothing's more important than our compensation because that's why.

00:41:15

We all go to work.

00:41:17

For the pay.

00:41:17

And the benefits?

00:41:18

Right.

00:41:18

So from a strategy stand.

00:41:22

This is why, historically, when it comes to interest arbitration, the issues that are on the table are economic in nature.

00:41:30

And that will likely be the case this time. There's a possibility, maybe one or two additional issues could be there, but more than likely we will just put the economic issues on the table, which are structure of the workforce, pay the structure of our pay. I don't think with our benefits that the post service is not showing any interest in.

00:41:52

Reducing any of our benefits, so I would suspect that that is.

00:41:58

More than likely not something that will be on the table and interest arbitration for a number of reasons. Our benefits are very similar. As you all know to the larger federal employee community, a divergent from that in any way would be one for the Postal Service if they were to.

00:42:17

Try to reduce.

00:42:18

Very difficult to achieve and for us a divergent from what the other feds have would be in negotiation costs, very expensive if that makes sense. So chance the chances of of that stuff being, you know, anything really significant being on the table are probably pretty well.

00:42:38

The structure of the pay scale.

00:42:41

The structure of the workforce.

00:42:45

And what happens with things like our cola formula and that type of stuff is what will be?

00:42:49

On the table.

00:42:50

When it comes.

00:42:51

To coal, let me just briefly cover.

00:42:53

That I don't see any risk in a reduction in.

00:42:57

Our current coal.

00:42:59

But of course, with a new pay table, part of what we want to achieve is to eliminate the proportion of  
colon that temporarily reduces salary as you progress to the pace.

00:43:11

To restore the full cola at the first step, just like we had in the last step in Table 2 and then in table one,  
it's the.

00:43:18

Same. So that is really where we are in terms of the economic stuff.

00:43:25

And as we continue to negotiate.

00:43:30

Even outside the economic stuff, there are big issues that.

00:43:33

We're dealing with.

00:43:35

These are issues we are even if we end up in interest, arbitration and hearings, we're going to keep  
working on and hopefully make some progress on it. There's a lot.

00:43:44

Of work rule stuff.

00:43:47

Anything that's non economic, we kind of just categorize as work rules. Economic is.

00:43:53

Structure pay benefits things like Article 32, subcontracting. That's an economic issue for the Postal Service. That's one that we don't talk about a whole lot because we've got these protections that we got back in the 2006 agreement that served us very well. But trust me when I tell you it's on the table in every round of art.

00:44:14

It's the quickest way for them.

00:44:15

To save money, this contract stuff out.

00:44:20

But everything else we kind of consider.

00:44:21

Work rules and.

00:44:23

We've got a structure that.

00:44:26

That we utilize internally of how we develop the things that we bring to the table and in a few minutes, I'm going to have them come up and Tim does most of the coordinating along with Paul Barner, your Executive Vice President on most of that work we'll stuff.

00:44:42

But at the main table which is me and my counterpart, there are three things aside from the economic stuff.

00:44:51

I've been talking about for the last.

00:44:54

That we are dealing with that are very.

00:44:56

Important and I think places where we have opportunity.

00:45:02

And in some cases, places where we we have to address major issues that are at and I want to tell you what those are.

00:45:09

And get into a.

00:45:10

Little bit of the nature of what?

00:45:12

The negotiation is about.

00:45:15

The first one and these are in no particular order, is the possibility of having a permanent joint route adjustment process.

00:45:25

That would replace chapter two of the.

00:45:27

M39.

00:45:30

In some ways, what we have discussed and and traded back and forth and and are continuously engaged on.

00:45:39

Structurally, would look a lot like our previous joint processes, including the current one.

00:45:45

In terms of, you know, have you know, an oversight team and then the people in the areas and the regions of districts and that type of stuff?

00:45:54

From a process standpoint, as far as the things that we use to evaluate routes and adjust routes, chances are that wouldn't be a whole lot different.

00:46:03

But there are a lot of details that we are going back and forth over.

00:46:10

Much of which is a result of our experience in the current joint process.

00:46:15

And what you run into here is.

00:46:19

Being able to differentiate between the things that we have experienced issues with that.

00:46:26

Are a result.

00:46:26

Of the process itself.

00:46:30

And the problems that.

00:46:31

We've had that are a result of the postal services.

00:46:35

Behavior mismatch.

00:46:38

Be that at the local level, the district, the area.

00:46:41

Most of it, frankly, has been headquarters driven.

00:46:44

With their people.

00:46:46

There are a couple of things, though that we will never compromise.

00:46:52

Number one.

00:46:54

We will never, and they say, don't say never.

00:46:56

But I'm saying never.

00:46:58

Evaluate or adjust routes.

00:47:01

Based on.

00:47:03

Some sort of projection?

00:47:06

With what we do right now with the the new technology that we utilize, it's still is about what the carrier actually did on the route over a period of time.

00:47:16

I do not foresee that ever change.

00:47:19

They are very well aware of that and so if we end up with a a permanent process, that will be a part of.

00:47:29

There are also.

00:47:30

Things that we need to deal with, such as how we deal with what we currently know as section 271.

00:47:38

For the M39.

00:47:41

Now 271.

00:47:44

In past processes, we kind of had some difficulty at the beginning of the process and you know, stuff that was sort of in flux when we entered into it. This process, you know, we've kind of continuously had these issues. I'm sure a lot of you have right now if you're involved in in this process.

00:48:02

But this is one of the things along with some others.

00:48:07

That if we are able to reach agreement and it becomes a permanent process.

00:48:11

That changes a lot of the dynamics.

00:48:15

If this becomes a permanent process, there is no more 271.

00:48:21

We just write in the agreement itself whatever we want that to be.

00:48:25

We could utilize the same criteria. That could be something that's incumbent on the carrier request. It could be something that's automatically reviewed. There's all sorts of possibilities.

00:48:37

When it comes to the structure.

00:48:41

One issue we have that frankly is a tough issue is the access our people that are serving as any LC reps at different levels have to the different Postal Service programs.

00:48:54

So they have this. I don't even know what it's called, but they have this process that for someone to gain access, including managers. There's all this stuff you got to go through and include the credit check and all kinds of stuff that we frankly just made the decision not to have our people around the country.

00:49:11

Go through this.

00:49:12

Because if they refuse to.

00:49:13

Go do it. They're not going to be able to do the process.

00:49:17

If they go.

00:49:17

Through it and they don't pass it for whatever reason, they're not going.

00:49:20

To be able to do the processing.

00:49:22

This becomes a permanent process that becomes our folks full time.

00:49:26

Job which changes that dynamic.

00:49:31

That's another area of improve.

00:49:33

You also had the opportunity to, I think, improve on some of the issues we've had with the timeliness of evaluations and adjustments.

00:49:43

So in the current process, we had three different selection periods where you got to put your zones in either side. If you don't do it now, you're not.

00:49:51

Going to get another chance.

00:49:52

With a permanent process, it gives us the chance to potentially put places on, say, a rotation where yearly we evaluate our two every two or whatever the case may be. So that's kind of the nature of the discussions. There is also a lot of discussion around the.

00:50:12

The functions that we highlight for the teams to review and we're certainly aware of the Postal Service in their infinite wisdom pushing that stuff as standards and whatever other words they're using out there in the field, that is not what they are. The intent of that was to highlight.

00:50:32

Things that could be potentially recorded as data errors and have the team review them for accuracy.

00:50:39

So we are.

00:50:41

Going back and forth on, you know what that?

00:50:44

Will look like and and the idea once again if it doesn't affect the evaluation of the route, it's a waste of the team's time to look at it. If it does affect the evaluation of potentially the adjustment if we're using that day for the.

00:50:56

3999.

00:50:59

Then we need to have some way to.

00:51:00

Identify and make it sufficient as we.

00:51:04

As we possibly can. So I don't know that we'll get there in terms of an agreement on a permanent process. If we do, we will address the transition from our current agreement to the permanent agreement.

00:51:20

And a natural question that comes up is if we don't.

00:51:24

What happens to the current process that expires?

00:51:27

At the end of the year.

00:51:29

So just like our past processes, despite what morons out in the field, they're people, say district level or area level or wherever.

00:51:41

What will happen is everything that is in process at the end of the year, regardless of whatever place that is. That may be an evaluation, it might. They've already been adjusted and they have to have a review. Whatever it is that subtle finish, they're just will not be additional. So.

00:52:01

We will.

00:52:02

Clarify that.

00:52:04

Headquarters, if necessary, so that one is still on the table. We're going to keep working on it. I still firmly believe that jointly is the best way for us to adjust rates. That's it. If they are not willing to enter into an agreement that we believe is.

00:52:24

Chair to our Members and results in giving us the best opportunity.

00:52:29

Create 8 hour assignments. That is, is minimally intrusive on our Members as possible.

00:52:36

Then we will go back to the old way. They can do chapter 2. We're pretty good about grievance, so we'll see where that goes. But there is a much higher level of desire and it's really from the.

00:52:50

Leadership over there.

00:52:51

To have a permanent process that they've had in the past and we tried to negotiate.

00:52:56

This for a number of years.

00:52:59

That's one second.

00:53:01

Is articulate stuff and there are three main areas that we are engaged in with articulate that would be fairly significant changes.

00:53:12

The first one is the Postal Service came to us.

00:53:18

Fairly early in.

00:53:21

With a desire to allow people to voluntarily exceed.

00:53:26

The daily and weekly work hour nodes he had. Hills or egg fudge and.

00:53:34

To which our response was the only way we'll even consider that or talk about it anymore.

00:53:41

Is if those that do not.

00:53:44

Voluntarily wish to exceed them when they reach them, they go home.

00:53:52

And they can't be disciplined no more of this, yeah, arbitrator Mittenthal said. It's absolute, but for the last 30 years, we've done nothing but things to say, well, it's not absolute. It's absolutely.

00:54:07

So that conversation is ongoing.

00:54:10

I I think if.

00:54:14

There are details to work out, of course.

00:54:18

Such as the pay rate. If somebody exceeds, you know, voluntarily exceeds it because we have, as I know most of you are aware, we've got an award from our treasure snow that's in the Jay camp about what the remedy is when you exceed those work hours that you know in a lot of places, it's effectively become a pay rate.

00:54:39

So that's a detail, but if we could.

00:54:44

Come up with an agreement here that would allow our folks, when you reach maximum work hours, you go home. That's it, that would be.

00:54:53

A win for us.

00:54:55

So I don't know if we'll get there or not. I kind of be honest. We just go back and forth a lot. You know, at some point they seem very much on board and then they, oh, got to go talk to our operations people. Well, what if we can't get all the mail delivered and you know that type of thing, but it's possible. So that's one thing with.

00:55:16

The second thing.

00:55:17

Is the Postal Service actually proposed?

00:55:23

To create additional.

00:55:25

Or variations of the overtime desired list.

00:55:29

That would be. However, it's structured for people that were willing to work overtime on any assignment.

00:55:38

Up to 12 hours on a regularly scheduled day, but not their non scheduled day.

00:55:43

Or for those that only want to work 8 hours, but we're willing to.

00:55:46

Work their non scheduled day up to 8 hours.

00:55:49

It's always good when they propose something that also happens to be.

00:55:55

Official bargaining positions of the NLC because they've been passed their convention.

00:56:00

So we have gone pretty far down that road. The challenge is figuring out how we administer things like equitability. When you add these additional lists so.

00:56:15

There's a lot of different ways we can do it. I I'm not going to get into detail, but I think we've stumbled on the way to do it. You stumbled.

00:56:24

That would maintain, of course, the work assignment list would maintain the ODL as we know it right now, maintain equitability, but also for those that may choose one of those other options to have some level of equitable distribution as well. So.

00:56:42

That is.

00:56:44

You know, look.

00:56:45

More options for our Members is good. That's why our conventions have passed these resolutions. In the past, we just have to ensure that we do it in a way.

00:56:55

That doesn't have some sort of residual negative effect and and I feel like we're pretty close in that.

00:57:02

The third thing, and the most complicated of the article and stuff, is to.

00:57:12

That's a tough word to use when you talk about delay.

00:57:16

The postal services obligations prior to working.

00:57:20

A non odl overtime.

00:57:23

So we have this very complicated system.

00:57:28

James probably made very simple in his class this week.

00:57:34

But you know, it's not a.

00:57:35

Result of someone just sat down one day in marketing.

00:57:39

He decided to bark and it's super complicated.

00:57:42

Set of rules we have.

00:57:44

Really a result of just what happened over time.

00:57:48

Started with an overtime MU 1984 and there was one in 1988. And then there's a memorandum on implementing the letter care paragraph. And then there's been J camp stuff over the years.

00:58:00

So you've got this one set of rules. If I want to work someone in this limited circumstance, my Postal Service has got these obligations before I can working on OL on their own assignment up to 10 hours which includes non career includes PTF's. I got to work them up.

00:58:16

To penalty then.

00:58:18

Over here in 85 G.

00:58:19

We've got this whole other set.

00:58:21

Of obligation before working on ODL.

00:58:25

Off their assignment or on the non scheduled day I got to maximize the odl but I don't have to maximize CA or PTS. Know somebody who probably got your managers pull that they have to do that? That's good.

00:58:40

Of course, for us.

00:58:43

It goes back to the the original intent of article A, that is to prevent the people that don't want to work overtime from working overtime. So you know for us what we would want to achieve is.

00:58:55

A very simple rule.

00:58:57

That before you working on odl overtime or work assignment off assignment.

00:59:02

Or on their non scheduled day. Or if we create these two new lists before you work them, something outside of what their preference was.

00:59:10

Then you have to utilize everybody because they've never been able to answer the question in what circumstance under a 5G does it make sense?

00:59:20

To work a non.

00:59:21

OD overtime, instead of working the CA or.

00:59:24

PTF they never been able to answer that question.

00:59:27

So for us it's very simple. Before you work these people overtime.

00:59:33

Just utilize everybody O DL PTF or whatever other classification or acronym of employee we happen to have 20-30 forty 50 years from now. Whatever the case may be, use everybody which would make it simpler on the so.

00:59:48

It's it's sort of view.

00:59:49

It as merging the letter care paragraph.

00:59:52

Than the a 5G obligations together now.

00:59:55

All those things I just talked about.

00:59:57

Are scattered throughout the collective bargain agreement. The jcam Mrs. this stuff all over the place. So there's a lot of of work that has to be.

01:00:09

Done to modify.

01:00:10

Language and and all that Tim and his counterpart of the post service or or.

01:00:17

Kind of engaged.

01:00:18

And and.

01:00:19

Working on that.

01:00:20

So those three things are possibilities with Article 8. Again, I can't stand here and definitively tell you will reach, you know, ultimately agreement on any of them, but they are things that are at least at this point in the process, still alive. Things that we're having substantive conversation on Postal Service. This is funny. They always say that.

01:00:43

You know, we really want to reduce the amount we pay in Article 8 grievances.

01:00:49

We're like, all right, well, here's.

01:00:50

How we do it?

01:00:53

Even though they have 100% control over it, that's.

01:00:55

What all these?

01:00:57

Really close to me.

01:00:59

I do think there's there's possibilities that.

01:01:02

We can get something.

01:01:04

All right, the third one.

01:01:07

It's something that's a huge problem.

01:01:08

Not telling you you.

01:01:11

That is the uniform program. I know you're all aware that uniform prices have gone through the roof. They're insane. Now it's just crazy.

01:01:26

We began even before we opened.

01:01:29

And bargaining.

01:01:31

By doing a little exercise, some research on.

01:01:36

What our uniform allowance was, I think we started in 1973.

01:01:43

It's increased by roughly 2 1/2 percent every single year since.

01:01:47

We also looked in that same year, 1973.

01:01:51

What common uniform items cost shirts? Pants, jackets? You know, things that most of us, unless you live in. You know, San Diego or Hawaii or somewhere.

01:02:02

Have to buy, right?

01:02:05

And trying to equate that into today's dollars. So for us to be able to buy with our.

01:02:10

Allowance right now.

01:02:12

The same amount of stuff that we were.

01:02:15

Able to buy?

01:02:15

Back then, what would our allowance have to?

01:02:19

No, is basically what it would have.

01:02:23

So on one hand, we have a very compelling case.

01:02:27

To put on to.

01:02:28

Significantly increase, if not double our uniform.

01:02:33

But you know the problem with that is.

01:02:35

What happens when our allowance goes?

01:02:37

Up right so.

01:02:39

It might be great for a year.

01:02:42

And then a little less grade year, too little less grade Year 3.

01:02:46

And we end up right back in this same place again.

01:02:52

There's also a little bit.

01:02:52

Of a history lesson here.

01:02:55

And that is at the parties.

01:02:57

Back, like when I was in.

01:02:58

High school or something?

01:03:01

Recognize this issue and bargain.

01:03:04

Because there was.

01:03:05

A memo in our contract for a long time called the centralized uniform process. Now in 2019, we modified that agree.

01:03:16

And changed the name of it and made it a task force and all this stuff. But they recognized that a structural change to the program was needed way back then in like the early 90s.

01:03:30

It has just gotten to.

01:03:31

A point.

01:03:35

The problem for everybody involved.

01:03:39

Has reached this breaking point.

01:03:42

That we've got to make a painful decision to overhaul this program altogether.

01:03:49

We can't get what we need, #1.

01:03:52

The Postal Service. It's going, it's costing them more and more and more.

01:03:58

With the uniform.

01:04:01

Companies, the vendors.

01:04:03

They are getting closer.

01:04:06

To a monopoly.

01:04:09

There is one company that owns.

01:04:12

The majority of them.

01:04:14

If you go to the different websites of the different vendors, there's a lot of them that look the same. They're just different colors that have a different name. Those are all owned by the same.

01:04:24

Company I just called, I'll tell.

01:04:27

We don't have a bad relationship with them.

01:04:31

I take shots at them every time.

01:04:33

I talk to them.

01:04:35

Because they're charging \$120.00 for the shoot, polyester pants will wear but.

01:04:43

So what we need here?

01:04:46

Is some change that allows us to #1 us to get what we need in terms of uniform items.

01:04:55

And there has to be price control.

01:04:58

So that the Postal Service in us and and you know the way however it's structured, these vendors cannot just own their own.

01:05:07

Jack prices up.

01:05:09

With no repercussions, because that's what they do, right?

01:05:13

So there are a couple of different models that they have explored, you know and our suggestions and one of them we suggested.

01:05:24

The first is what you're going to laugh at.

01:05:27

And that is the Postal Service would create their own internal system.

01:05:33

And then they would buy the uniforms in.

01:05:35

Bulk from the.

01:05:35

Manufacturer make them competitively build. We didn't talk about that one.

01:05:43

The 2nd and the.

01:05:44

One that I suspect will be the way that we do eventually go.

01:05:49

Because there are other federal agencies that have uniformed employees that have a similar system.

01:05:57

Is you would hire one of these, a uniform company that would create the purchasing process through a website. You would enter into a contract with them and you have a lot of leverage in terms of

negotiating price, because if you enter into a contract with this one company and they know they're going to sell you a million uniform insurance.

01:06:17

You're in a very strong position.

01:06:19

To negotiate cost and and get the things that we need, I suspect that that is the direction that we go.

01:06:29

Now the uniforms.

01:06:31

It really wouldn't change the actual product, the stuff that we get because it's going to come from the same.

01:06:37

Ironically, the one that can do it is the one that owns all the uniform companies.

01:06:43

UM.

01:06:46

But that is more than likely the bomb.

01:06:49

So we are talking to them independently, expressing what our needs are. The Postal Service is negotiating. I guess you could call it negotiating with them. What the the process could look like. And another piece that I just want to mention that I think is very important.

01:07:09

Is for years we have given new letter carriers.

01:07:14

Theoretically, a cap to where that didn't happen.

01:07:17

In most places.

01:07:19

I just really believe it's time that the latter care. I don't care if it's the first day or.

01:07:24

They've been there 20 years. They need to be in uniform for safety reasons and.

01:07:34

There's a lot of ways to do that.

01:07:37

One potential.

01:07:40

Way is that through negotiating with this company, if they set up this program we're talking about, that's something.

01:07:46

They would throw in.

01:07:47

And we hire a new letter cares they would provide supply. We'd give them, you know, the minimum, what they needed to last for a certain period of time. So that's that's a piece of this too.

01:07:59

In any case.

01:08:02

This type of change is not going to be the type of change.

01:08:06

That happens over now.

01:08:08

You know, if we get a tentative agreement, send it out for ratification.

01:08:13

We get an interest arbitration award whatever direction we go. It's not like we're going to be able to flip a switch and turn this on.

01:08:19

So it's going to take time.

01:08:23

Which raises a question. Something's got to be done.

01:08:26

In the interim too.

01:08:28

It's just not us waiting another couple of years and increasing our allowance by 2 1/2 percent a year is not going to get done so.

01:08:35

That's a part of the conversation, too.

01:08:38

OK.

01:08:41

I mentioned the work rule stuff that we.

01:08:43

Do and and.

01:08:44

There's a lot of things that I.

01:08:45

Haven't talked about.

01:08:47

That are ongoing. A lot of things we have.

01:08:52

Tentative, tentative agreement on.

01:08:55

You don't really have an agreement to you have the whole thing, but these are things that.

01:09:00

So we agreed that that we're good on language with there's a few things that are still ongoing and I'm going to ask him in just a second to come up here and explain to you the process. I think that'll be interesting too that we use internally the different sources to develop these proposals, how we structure.

01:09:20

Utilize Executive Council to.

01:09:24

Develop the type things we want to do and then.

01:09:26

Sort of how that plays out.

01:09:29

Since I didn't Nick introduce him since I didn't introduce him to start with, I'll tell you a little bit about Tim. So Tim's title is special, executive assistant to the president. Tim started at headquarters in 2015.

01:09:47

2015 working for some knucklehead that was director of city delivery at the time.

01:09:53

But we, Tim and I, you know, he worked with me down there in city delivery and.

01:09:59

And he's been, you know, working.

01:10:01

In its current position for.

01:10:05

5 for five years and and he does.

01:10:12

A ton with me. A lot. There's a number of communication with members. He also we've got a large letter care staff now. We've got about 16/16/16 letter carriers that are full time staffers at headquarters and.

01:10:30

Tim kind of coordinates what a lot of them do. I mean, it's almost like the like, the chief of staff for the letter here.

01:10:38

Of staff so.

01:10:40

He I just tell you that to tell you he does a significant a significant amount of work and you know really keeps a lot of really important things.

01:10:51

So one of the things he does, he's heavily involved in collective apartment. So you know we thought would be a.

01:10:58

Good idea, he.

01:10:58

Can explain that to you more in depth because he's been more involved in the stuff that piece of it than I have and also break the but not me in my voice and give me a chance to go to the bathroom. But I needed to so.

01:11:11

Here's Tim McKay.

01:11:18

Good morning, everyone.

01:11:20

Thank you for allowing me to be here my first time to Idaho.

01:11:25

Yesterday was my first time to Washington and.

01:11:27

I'm thankful to be here and talk to you.

01:11:29

All, I'm not sure Brian mentioned. I'm obviously a letter carrier. I come from Charleston, WV, so clear on the other side of the country.

01:11:39

Been a headquarters now since, like Bryant said, since 2015 started off with city delivery in this current position since 2018. Very thankful for that opportunity and and and again certainly thankful for the opportunity to address you all today.

01:11:55

Brian talked a lot about what we've been doing on collective bargaining, but I wanted to give you all a little bit of insight into, you know, how we got where we are today. You know, we don't just throw everything in the air and where you know where it lands, it may be, you know, we we.

01:12:10

Got a process that we put.

01:12:12

In place on.

01:12:14

Coming up with.

01:12:15

Our contract bargaining proposal ideas.

01:12:19

So as Brian stated earlier.

01:12:22

Brian is he works at that, he's on the main table of this. He he he's on the economic side of this.

01:12:29

His partner or or so to speak for the postal services, deputy Postmaster General Doug Selena. So those are the two that that worked on the economic side of our contract negotiations.

01:12:43

When it comes to the work rule side of contract negotiations, though, that's where I kind of stepped in. So I work with our Executive Vice President, Paul Barner, and our counterpart of the Postal Service is Jim Lloyd and he's the director of contract administration. With NOC. He's kind of like their chief spokesperson. And you know, I guess.

01:13:03

You know, we're the ones that deal with the work rules on our side.

01:13:08

So as Brian stated earlier, the our contract expired as you all well know.

01:13:13

Our contract expired.

01:13:14

On May 20th, well, we have a process in place that leads up to that we don't on May 20th, just all of a sudden say well.

01:13:22

Guess we better start working on.

01:13:23

This contract, right, you know, it expired so we.

01:13:26

Got a process.

01:13:26

That we put in place, we had a we.

01:13:28

Had a formal contract negotiation.

01:13:32

Ceremony that started on February 26th. We all went on our suits. We went over to Postal Service headquarters, Brian said some nice things, the postmaster general said some nice things about what our, you know, ideas were moving forward. They snapped some pictures and then we left.

01:13:50

Well, in reality, you know, that's all fine and dandy, but there's a lot of a lot of work that goes into us preparing for contract negotiation.

01:13:58

So prior to that February 22nd date, we had long been engaged in internally and prepping for contract negotiations. Getting our thoughts together on exactly what we wanted to take and put on the table in front of the to the Postal Service.

01:14:15

So what we did is early on in the process of late last year, early this year beginning and you know right around the beginning of the year, we formed internally subcommittees, bargaining subcommittees and what we did.

01:14:29

As Brian saying that we took everybody that's on the Executive Council, we've got 28 members on the Executive Council, right, we got 10 resident officers, we got 15 national business agents like Nick and we got three national trustees. So we took all of those, minus Brian, because he's our chief spokesperson dealing with economics. We didn't put him on a subcommittee. We let him deal with the financial side.

01:14:48

We took all of those, about 27 other executive Council members, plus all of.

01:14:53

Our headquarters staff members.

01:14:55

And we've paired them up on subcommittees, bargaining subcommittees, and we we asked them to work together, give them specific topics to work on, and ask them to come up with ideas related to specific topics that we could possibly consider internally at at at LC headquarters.

01:15:13

To pass across the table to.

01:15:14

The Postal Service.

01:15:16

So what we did is we formed 7 subcommittees. I'm gonna. I'm not gonna go over who was on each of those individuals, but I kind of want to go over the main topic of those and what their what their goals were. Their agenda was to work on with inside of them. I'm going to start out with our contract administration Unit subcommittee.

01:15:37

And and Nick, Nick was on that subcommittee.

01:15:40

He worked with a few other NBA's our Vice President James Henry, couple of headquarters staff members.

01:15:48

And what they.

01:15:48

Worked on as you can imagine with the contract administration unit is they worked on DRP type issues, dispute resolution, process issues, they they they look at and I'll give you exactly how they form their their opinions but they focus on things.

01:16:00

Such as arbitration scheduling, the arbitration Task Force, Article 15 of of the contract, one of the other subcommittees we had was our city Delivery Subcommittee focused on Article 8 issues. Article 12 issues, Article 41.

01:16:14

We also had a route structure and adjustment. They certainly worked on, you know, currently we have the technology integrated, alternate route evaluation adjustment process tiring.

01:16:24

So they they currently or they certainly talked about maybe extending the tire, maybe creating some sort of process like Brian said.

01:16:32

A full time.

01:16:32

Process that could be incorporated or national agreement, but what they also focused on are.

01:16:39

Kind of non.

01:16:39

Traditional ways to possibly deliver the mail maybe work with the Postal Service. Like you know we we have traditional ways that we case and carry mail. We've got traditional ways of you know for for the most part routes have casing and carrying duties and they deliver parcels. Maybe we explore more of a parcel post.

01:16:59

Of the kind of.

01:17:02

Model to where we we might employ.

01:17:04

More parcel post.

01:17:05

Driver to the increase in packages. Those are. I'm just throwing out ideas, but these are the type of things that they focus on. Maybe possible ways.

01:17:13

That we could.

01:17:13

Come together and test ideas on doing things and maybe in.

01:17:17

A more non traditional sense.

01:17:19

We had our safety subcommittee.

01:17:21

As you can imagine.

01:17:22

Everything related to that committee, you know.

01:17:24

We article 14, do you all have district?

01:17:27

Safety committees around here.

01:17:30

No. OK. So in certain places throughout the country, we have District Safety Committee where we like to explore the idea of possibly putting those in place in every all 50 districts throughout the country. You know, I'm not.

01:17:44

Here to tell.

01:17:45

Everybody. Exactly what we're going to negotiate. I feel really good about that happening.

01:17:52

So a lot of you know Benny and his group focused on the area Workplace Area, Task force on workplace behavior. We had a uniform subcommittee that was Jim Yates. He's in charge of that subcommittee and really, all the stuff that Brian just went over or is really what he heavily got involved with, talking to the Postal Service about.

01:18:12

But of the ideas that he came up.

01:18:14

With we had a workplace issue subcommittee that I was actually on that subcommittee and really the main gist of that subcommittee was was working on culture and environment on the work room floor. So anything that that relates to that, I don't believe we have any locations here in region 2 that are involved in our new employee.

01:18:34

Experience and retention programs or a new employee mentoring program that's still a pilot. Has anybody heard of that before?

01:18:41

Yes, we got a few hands going up. So we created that back in. I guess this actually.

01:18:46

Was born out of.

01:18:46

Our last national agreement, you know, we we explored the idea of explored those ideas under the city Delivery Workplace Improvement Task Force. So we actually made that happen.

01:18:55

Through a pilot.

01:18:56

We're trying to get that nationwide right now. We're trying to get that into our national agreement.

01:19:01

Nationwide, where it applies to all installations that have city delivery right now, we're currently in 681 installations throughout the country. So it's a very large pilot program. It's going very well.

01:19:11

So we we look at things like discipline, the possible self management concept and then we had a committee that focused solely on our dues check off. So currently the money that we pay for our dues goes to the Postal Service. The Postal Service sends that money.

01:19:31

To NRC and the NRC cuts the checks that goes out to the, to the branches. We'd like to take that process over ourselves. And and there's there's some selfish reasons that we would like to do that but it, but it would help with.

01:19:42

Certain things like.

01:19:44

Our our letter letter care political fund other.

01:19:47

Other types of.

01:19:48

Things that we do.

01:19:49

Out there, but it would be more efficient if we did it as well.

01:19:54

So some of the things that we test those sub each of those seven subcommittees with doing is you know they kind of had to do their homework before they had got into the to the weeds. So what would be, you know, Brian kind of hit on this?

01:20:06

Earlier and you.

01:20:07

Know what would be one of the things that we would have to look at in our subcommittee before we could even formulate any sort of opinion? What are some of the things that we do?

01:20:15

Every two years when we get.

01:20:16

Together in some.

01:20:17

Cities throughout the country.

01:20:20

Any ideas? We go to convention and we do what?

01:20:24

We we have resolutions right that we put forth. So branches, state associations, they come up with ideas, they come up with bargaining ideas that they want.

01:20:33

Us and you don't see.

01:20:34

Headquarters to take forward and present to the Postal Service as a bargaining proposal. So they have they have these resolutions, they bring them before the delegates.

01:20:44

The National Convention, the delegates at the National Convention vote on that the delegates passed that, then that becomes an official bargaining position of the postal or pending.

01:20:53

So one of the things that we task these subcommittees we're doing is first and foremost, look at all of our past and unachieved bargaining resolutions from the beginning, going all the way back to the 1970s. So we've had a lot of bargaining resolutions that were passed since then, but not all of them have been achieved. So first and foremost, we look at those because that guides us, right. That tells us what we are supposed to take.

01:21:14

For the postal.

01:21:16

One of the other.

01:21:16

Things that they're tasked with looking at are recent contract, I guess recently ratified contracts from our sister unions, right, we got, AW, we got the rule letter.

01:21:28

Carriers, we got the mail handler some.

01:21:30

Of the things that they.

01:21:31

Do that they bargain for might be some of the things that we would like to have them.

01:21:35

Less ideas. So we go in and we, we we scour their contracts.

01:21:39

And and make.

01:21:40

Sure that there's not something in those contracts.

01:21:43

That we should have. So we look at those.

01:21:46

We certainly obviously we go to events like this and what are we doing events like this we hear from you all you all tell us you know the things that are going wrong on the working, poor things that need to be improved on, things that you'd like to see in a new national agreement. So we take those things into consideration.

01:22:00

And we certainly.

01:22:01

Look at our most recent round of negotiations. Right, the last contract that we negotiated.

01:22:06

With the 20.

01:22:07

2019 national agreement, well, everything that we put forward on that table at that time, we did achieve. We just did. So we go there, there's certain things the Postal Service put on the table that they did not achieve. So we.

01:22:17

Go back and look.

01:22:18

At what they put on the table, go back and look at what we put on the table. See if there's something that we still are.

01:22:23

People for actually go back and see if there's something they put forth that we anticipate they might be bringing forth again.

01:22:30

So that's.

01:22:31

Kind of where? Where we where, how we do our homework. So then we ask those seven subcommittees to meet and meet a lot and and work together and brainstorm and come up with ideas on proposals and actually draft those proposals and submit them to Paul and I to Paul Barner and I for consideration.

01:22:49

So they started.

01:22:51

Meeting immediately after we warned them way before we actually, you know, opened up bargaining on February 22nd and started coming up with ideas. We asked them to meet.

01:23:01

At a minimum.

01:23:02

Of six days, 6 full days to come up with ideas. They they met a lot more than that. I can tell you that now they met.

01:23:09

Virtually they met in person in Washington, DC They have phone calls and they came up with a lot of ideas. So what happened is and, and in reality what happened is these bargaining subcommittees came up with 200 bargaining proposals that they submitted to the to the maintenance consideration.

01:23:29

What we ended up doing is we ended.

01:23:31

Up, you know.

01:23:32

We reviewed them. Some of them were duplicates, as you can imagine. Sometimes this stuff crosses over. We ended up passing 139 of those proposals across the table to the Postal Service. So on May 20th, our contract expired. What we do is we have what's called a.

01:23:49

Hotel week. So Hotel week is that last week leading up to the.

01:23:56

To the final date of our contract being May 20.

01:23:59

And we certainly get hot and heavy and meeting on bargaining proposals and stuff that that week. But in reality, long before that time frame, we started meeting with the Postal Service, they started passing our proposals to us or they started passing their proposal to us. We started passing ours to them and.

01:24:14

We started negotiating them.

01:24:16

Sometimes we would discuss them.

01:24:19

They would send us, give us something. We give them something and we'd want a little more discussion on it. We'd kick it back to the subcommittee and ask them to go formulate it a little bit.

01:24:28

In reality, what's happening? You know, obviously our contract expired on May 20th. Marketing has not stopped. We have continued that. It has not stopped from the time that we started. We have met with Jim Lloyd at a minimum, sometimes a lot more, at least two times per week since our negotiations started going over the various negotiations, the bargaining proposals, the reason.

01:24:51

Being is we're messaging them, right? We're going back and forth. It's a process. It's a process that they submit something to us, we review it, maybe there's something we'd like a little bit better.

01:25:00

We tweak it.

01:25:00

We sit and submit it back to them and you know what would?

01:25:02

Be what would?

01:25:03

Be considered a counter proposal. They do the same thing with us. We have a lot accomplished already. As Brian stated earlier, we have tentative agreements on a lot of things. All of our agreements are not going to be official until we have an overall package, right the final.

01:25:20

Package will be determined just because we have tentative agreement on something. Right now. It doesn't mean that, you know, we end up getting it. I certainly hope we do. We've got a lot of wonderful.

01:25:29

Things that I feel are wonderful that we've achieved. We still got a few things that we're working on. What I can report to you all today, things are going very well. As Brian stated earlier though, we're we're fully ready to take this thing to start attraction if if need be. I feel that we're doing really well though, especially on the work rules side of the House which I'm.

01:25:50

More involved with and. With that being said.

01:26:03

Thank you, Jim.

01:26:06

OK, as I said.

01:26:07

When I get to the end here, whenever that is, we will, if there's anything else related to bargaining, anything like about specific topics that anybody wants to ask about and feel free to.

01:26:19

Do that and.

01:26:21

Telling it whatever we can about it. All right, let's move on. There's a couple of other issues that we're dealing with, one of which is is a major issue, but kind of quickly.

01:26:36

I want to.

01:26:37

Talk to you a little bit about something that's become.

01:26:40

An increasing problem for us and that is for us to be able to mitigate.

01:26:47

The dangers in a lot of locations that the effects of excessive heat.

01:26:53

Opposes the letter periods during the summer and even frankly outside the summer in some places.

01:27:00

And this is an issue that over this year, unfortunately due to, I think in large part.

01:27:08

A death of a brother that we had down in Texas gained media attention and.

01:27:15

You know people.

01:27:16

Started to take notice and I think through the combination of that is simply raising in a positive way. Certainly it was a.

01:27:26

Horrible tragedy for us to lose that brother, but there was increased awareness of this issue as a result.

01:27:36

But I think it's important that we understand there's some history here too.

01:27:42

And #1.

01:27:44

It's a scientific fact.

01:27:47

Then it gets.

01:27:48

Hotter every year.

01:27:50

So this is a hazard that grows. It's going to continue to grow, unfortunately, so, but it's not something that we just started dealing with recently.

01:28:03

And I want to give you briefly the history.

01:28:07

Just for context.

01:28:08

And then kind of what the immediate?

01:28:11

Challenge and activities for us are as we move into 2024 because for the most part the hazard has passed for this year. Certainly there's no hazard if you walk outside of this place right now of heat illness.

01:28:29

But all the way back in 2012, we.

01:28:34

Really got pretty involved here with the Department of Labor and with the Occupational Safety and Health Administration. OSHA, which falls under the Department of Labor. We have a letter carrier named John Wozniak in Independence, MO, that passed away from the effects that he bill was in 2012.

01:28:54

OSHA issued A citation against the Postal Service for their.

01:29:03

Handling of his illness prior to his death that they believe violated the law and Osha's authority is.

01:29:14

Governed by the law, honestly, they created in the 1950s, so it to some degree it's a little dated, but employers do have, even though it's at this point very general of the law, responsibility for how they are to handle.

01:29:30

These type of situations so.

01:29:34

OSHA has internally a an administrative litigation system where they have people that are what we call administrative law judges or ALJ's that have hearings on these citations. Employees basically an appeal process for an employer that has been issued a citation.

01:29:53

What often happens is it did then.

01:29:58

OSHA will rather than go all the way to the decision point with the ALJ seat to reach a settlement with the employer, and that's what happened with the Postal Service.

01:30:10

They both service agreed that they would put into place what's called a heat illness prevention program in Independence, MO.

01:30:20

Now this only applies.

01:30:22

The one from back then to independence, MO.

01:30:26

So because of.

01:30:27

The nature of what would need to be included in that plan.

01:30:32

Under Article 19 of our agreement, they had to come bargain with us because it would affect wages, hours and working conditions. So we negotiated an agreement that applied independence. I did that personally with back then, I was director of City Delivery in 2014.

01:30:51

And that agreement went into place.

01:30:55

In subsequent years, we had other instances around the country of heat illness. Unfortunately, we had a couple of more deaths that happened in different parts of the country. Osho would issue citations.

01:31:10

And what they chose to do, rather than to quote prosecute in their administrative system, each of those individually, the attorneys at OSHA decided they would lump them together.

01:31:24

And seek a global remedy that would apply across the Postal Service.

01:31:31

So our attorneys.

01:31:34

As well as several of our staffers were involved in the preparation. We are not the prosecuting party, but we just assisted OSHA in the DOL in their case against.

01:31:50

The Postal Service.

01:31:51

So we had hearings in Washington, DC I testified in those hearings.

01:31:56

And the end result is they were not successful. The administrative law judge said. No, they don't have to have.

01:32:02

A global.

01:32:03

Hill or he knows correction program.

01:32:07

Well, after that there were additional citations and I think through the combination of this kind of ongoing exercise, us engaging with the Postal Service constantly, they decided I guess in 2018-2019. I don't remember exactly when we started.

01:32:26

To go ahead and.

01:32:27

Create a hip.

01:32:30

So they did.

01:32:32

We I guess you could say, negotiated the portions of the hit that are in the current plan, however, so the language that's in there on the topics are included is fine.

01:32:45

However, it is missing key elements that are universally accepted among experts in this field that are necessary to protect employees or to mitigate the effects of heat illness.

01:33:00

This is one of those circumstances where we were not going to let the.

01:33:03

Perfect be the enemy of the good.

01:33:06

If they wanted to create a plan, even a half passed plan, go ahead.

01:33:11

So we have two kind of objectives.

01:33:15

Objective #1 is to achieve.

01:33:19

Finally, a comprehensive plan.

01:33:23

There are a couple of different ways that we can do that, and I'm going to talk about that here at the end. But the more immediate focus is what we came to learn over the course of this summer.

01:33:37

And that is enforcing the plan that exists now. The biggest part of which includes training and education for our members.

01:33:46

Part of this plan is that by April 1st every year, every city carrier I get real carrier too. For our purposes, city carrier and manager.

01:33:57

Has to have a training about the effects of heat illness.

01:34:04

And this is really important. It's important because what we have.

01:34:07

Seen over and over and over.

01:34:11

Is the nature of this illness is such?

01:34:15

That if someone, particularly those that work in locations where it may not be excessively hot every day but they have periods that you know where the temperatures reach the the server, the heat index reaches.

01:34:28

A certain threshold.

01:34:30

If they are.

01:34:31

Not educated on the warning signs. The the things that they need to be aware.

01:34:36

Of often what happens is by the time people realize.

01:34:43

That this is really impacting them, they're past the point of being sick, and there's already been damage done, so the education is a very.

01:34:50

Important part of this.

01:34:52

What we found and started to hear.

01:34:56

Was that this training had not been done.

01:35:01

The postal services records shockingly indicated in a lot of cases.

01:35:08

That it had been done.

01:35:10

I logged into.

01:35:11

The thing it says I had it.

01:35:14

Tim, I think it said he had it.

01:35:17

So there's was an obvious problem.

01:35:21

UM.

01:35:23

There's a lot of, I think.

01:35:27

Upset people for obvious reasons about, you know, falsification of records and and things like that.

01:35:36

And justifiably so.

01:35:38

But I think ultimately for us, we have to.

01:35:40

Maintain our focus on.

01:35:43

Is 2024.

01:35:46

And ensuring to the extent we possibly can that everybody gets this training.

01:35:54

So we are addressing through the grievance procedure at the the regional levels where we've not had this training.

01:36:04

But at the national level, our focus has really been more on what happens next year.

01:36:10

And I want to, I'm going to ask him in a minute to come up and and explain to.

01:36:13

You kind of what we've.

01:36:14

Done. And and you know a lot.

01:36:16

Of you have provided information and we.

01:36:18

Appreciate that.

01:36:20

But I do want to answer a question that that frequently comes up.

01:36:24

And that question is why would we not file a national level grievance on the postal services?

01:36:31

Falsification and accuracies. Their record keeping on this issue.

01:36:37

And it's something that was heavily considered.

01:36:41

When you file a national.

01:36:43

Case there are really two different.

01:36:46

Issues that constitute a national group, number one.

01:36:52

Matters of interpretation of the agreement.

01:36:55

Those are usually pretty straightforward.

01:36:57

You know something that that there's language and we don't agree on what means. That's usually what the majority.

01:37:05

Then you have a case that falls under from a national perspective, Article 15.

01:37:11

And that is a Postal Service violates the collective bargaining agreement.

01:37:16

On some sort of a national scale, which typically is something like an instruction that goes out of policy, often it has to do with other crafts. Remember when they began.

01:37:34

When the AW created this non traditional full time job where people work less than 40 hours a week, they started accessing them into our craft. So that's a national grievance for us because it's something that they're doing a matter of policy.

01:37:48

This particular one.

01:37:51

Was not a matter of policy or a headquarters driven theme. To falsify these document.

01:37:57

Which makes it.

01:37:58

Iffy as to whether the case would even be right for national arbitration, but even further.

01:38:07

You know what happens when we file a national case to all those grievances locally?

01:38:12

They stop.

01:38:14

They get held at whatever step they're at.

01:38:17

Now we have a light caseload nationally.

01:38:21

So we could likely get a case to hear him fairly soon within a few months.

01:38:27

UM.

01:38:28

But we just made the decision.

01:38:31

That the best course of action here was to continue those grievances locally.

01:38:37

Not stop them. There also is a possibility that Postal Service could declare an interpretive issue here about whether it's arbitrable or whether it's something that's covered under article.

01:38:47

19 if they.

01:38:48

Do then. Then we'll take that up.

01:38:52

So that's the.

01:38:53

Reason we didn't file a national.

01:38:55

When it comes to looking forward to next year.

01:38:58

You know, we've all heard and I'm sure in this room, I could go around, have a raise, a show of hands, and who's had the training, who hasn't, who had it. But the record said.

01:39:06

They did and so.

01:39:07

On but what we decided to do was.

01:39:11

Put together that information.

01:39:13

So that we can take that, I could take it to the Postal Service at headquarters and demonstrate to them, you know, what actually happened? What didn't happen and then talk about what would happen in

2024. So I asked him if he would to come up and just kind of briefly explain to you what that exercise has been like and.

01:39:34

And then I'll kind of.

01:39:35

Wrap up on this.

01:39:35

Issue and then we'll do it.

01:39:58

OK. All right. Let's talk a little bit about the hip. I'm Nick told me last night that you all had a class here at this rap session. It got pretty in depth into the hip. So I just briefly want to go over what the hip and tails I'll talk a little bit about the history of the hip. Again, going to talk about the things that that Brian has asked the regional offices.

01:40:17

To do want to talk to you a little bit about what we think the hip is missing.

01:40:22

So the current hit was put into place in in 2021, I think like Brian said that their first unilateral hip that they came out with was back in 2018-2019. They made a few modifications.

01:40:34

Since then and.

01:40:35

I believe the current one is 20.

01:40:36

21 If somebody knows different, let me know.

01:40:40

The way the hip works is it's triggered each year from April 1st to October 31st. That's when the requirements go into place.

01:40:49

Also, when the heat index is reported by National Weather Service.

01:40:54

Exceeds 80 degrees.

01:40:56

That's under the requirements of him going to place.

01:41:00

As Brian stated though that the hit is something that we tried to to put AJ in front of.

01:41:06

For a long.

01:41:06

Long time, but we wanted to join you. Illness prevention program and.

01:41:11

You know, we took them to court.

01:41:14

We didn't go our way. Postal Service, you know, we.

01:41:17

Put this worth of bargaining.

01:41:19

To them we we tried to.

01:41:20

Negotiate it outside of bargain.

01:41:23

So in effect, what you're what you currently see is exactly what we put forth to the Postal Service.

01:41:30

At the time.

01:41:31

Back in the day, with a few exceptions that I'm going to get into, so they took the stuff that they thought they maybe could live up to. And as we've learned, they cannot and and they they left out some very important things so.

01:41:43

Briefly, what I want to do.

01:41:44

Is get into what the requirements of the hip are, and that's to provide water. Make sure we have water, right, drinkable.

01:41:52

Of providing education on signs and symptoms of of the heat, illnesses, heat stroke, heat exhaustion, heat cramps, heat rash, education on actions that we as employees should.

01:42:05

Take whether or.

01:42:05

Not we're experiencing heat illness symptoms or heat. Yeah, heat illness symptoms.

01:42:11

Or if we see one of our coworkers doing it right if.

01:42:13

We see one of our coworkers are.

01:42:14

Falling victim to heat illness, the education piece is supposed to let us know what we.

01:42:19

Need to do in that situation.

01:42:22

How we report it, what do we do? You know, what are the first things that we should do? Like what's number one, right, obviously call 911. Right. My friend here is going, you know, say I need to get. I need to get him immediate medical attention. One of the other things that prioritizing HVAC repairs and making sure those.

01:42:41

Extremely efficient.

01:42:43

Little fans and our vehicles are.

01:42:44

Working right, those things are good, right? 100 degrees outside.

01:42:48

Blowing hot air all.

01:42:49

Over you, we'll make sure those things are work.

01:42:52

So how are they supposed to go about making sure that all this education is received? Well, there's a the hidden document itself is supposed to be posted in all the facilities they're supposed to be giving safety talks in each of the installations.

01:43:06

That everybody got a little badge card with heat illness symptoms on it. I know I have one. I don't have my badge on it in my bag. I got one. When I was in Cincinnati doing some other training, I picked one up there, but they're supposed to hand out these badge cards that way. You know, you kind of got to immediate to to know the signs and symptoms of illness stickers in the vehicles. We have stickers on our vehicles.

01:43:28

Some places, all places, some place.

01:43:30

OK, so other stickers are supposed to go in the vehicle again to talk about the signs, symptoms of heat illness that way it's readily available, you know.

01:43:37

We're in vehicles.

01:43:39

The poster is supposed to be in each of the facilities they do ND messaging. Do we see any MD messaging donors?

01:43:47

From OK.

01:43:48

Through the winter.

01:43:50

A little chatter in the back.

01:43:51

Over here sound like to.

01:43:52

Get a lot of MMD messaging.

01:43:56

Weekly safety talks. Each of the installation.

01:44:01

And then this thing that Brian talked about earlier prior to April putting each year, all postal employees are supposed to receive hero training on the Heat Illness Prevention program. Brian said he wasn't going to ask, but I want to ask how many people have had that training?

01:44:20

Friday, April 1st.

01:44:23

How many had it after April 1st? So you guys got it? And how many does it say you had it but really didn't?

01:44:29

Have it a.

01:44:30

Lot of you. So that'll bring you to to us to what we have asked you all to do in the region before we get into that. I want to talk to you about a few things that the hip is missing.

01:44:42

That we put forth in the J pit, the Joint Illness Prevention program, the the one of the main things that the current hip is missing is, is, is what's called a climatization climatization means.

01:44:58

Maybe I'm a new employee. I'm new to the job. I'm just starting out. I'm not used to work working out in heat. Maybe I'm a long term employee who's been out on for on an illness or for maybe an extended period of annual leave, but I've been gone. I've been out of the elements for quite some time.

01:45:18

Climatization means that you kind of take baby steps, bringing that person back up to fully being able to work out in the heat. There is no acclimatization piece in the.

01:45:32

One of the other things that it's missing it is major is the encouragement, the explicit encouragement, the direction for you all. When it reaches a certain temperature to stop and take extra breaks. There is no explicit encouragement or direction.

01:45:50

For that to happen.

01:45:52

You know how many veterans do we have in the room?

01:45:55

A lot of veterans, I'm a veteran too.

01:45:57

I was in.

01:45:57

The Army, a long, long time ago.

01:45:59

And this was a long time ago, 30 years ago. I was in the army. I was at the station in Texas, and we had we had rest periods that were mandatory for us when temperatures reached a certain mark. I don't know exactly what they were, but I remember working for like, 45 minutes and then mandatory, we had to take a mandatory 15 minute break where we would cool down.

01:46:19

Those are the types of rest that we need, right? That you know, we're out there working the elements all the.

01:46:24

Time and that's what the hip is missing.

01:46:27

So some of the things that we've been doing in the regions and I know it's been taxing, I know Debbie worked on here in Region 2. Actually when we asked for the information, she'd already had a.

01:46:35

Lot of it.

01:46:35

Gathered and it's asking you all.

01:46:39

To provide us with information.

01:46:44

Where the people that raised their hands, who had shows and hero that they were trained but they weren't actually trained, that we needed that information from you also. For starters, we'd like to thank you all for providing that information. We want to talk to you why it's important because for one now we know where.

01:46:59

That type of.

01:47:03

And as he continues to talk to the Postal Service about the overall.

01:47:10

I guess falsification of employee training records. It's very important that as we move forward going into 2024 that those things don't happen. We do have these grievances that are that have obviously been filed locally and they're at the regional level. Brian already got into all that, but it's it's very important that Brian has that ammunition that you all provided.

01:47:30

Them to give the Postal Service that picture of look. How look how.

01:47:35

Massive the issue is to happen in 2023. We can't have that happen going into 2024. So we do thank you all for providing that information to to Brian.

01:47:53

Yeah, just to echo what Jim said, I do appreciate everybody that.

01:47:58

Provided that what it allows me to do is show them.

01:48:03

Nationally, what's actually happened and I can tell you that.

01:48:07

The Postmaster general, in particular.

01:48:11

This postmaster general.

01:48:14

I feel pretty confident this is going to look.

01:48:15

A whole lot different come next year.

01:48:18

In terms of this, this heat safety training and look, there's a reality here falsification anytime, even if it's a stand up talk or whatever.

01:48:26

Is bad when it comes to something like this, where that education is very important in terms of health and safety. It's even more crucial.

01:48:36

OK, last thing to do with heat and then let Nick, I think we'll we'll get.

01:48:42

To heat or some.

01:48:45

Is the bigger picture of achieving.

01:48:48

A comprehensive plan that includes.

01:48:50

The things attempts that we're missing.

01:48:53

Mainly the acclimatization piece. So OSHA.

01:48:58

While we have an excellent relationship with the DOL, we have a great relationship.

01:49:04

With the people at Ocean.

01:49:05

The acting Secretary of Labor, Julie Sue, is she's been nominated. Frankly, I don't know if she's going to be confirmed or not. I hope she is. I think she's fantastic. And you know, I can.

01:49:20

Pick up the phone and call her anytime or they're right next door to our headquarters in DC you can walk over there. I mean, it's we've got an excellent relationship with them, which plays out not just in OSHA, but, you know, with our relationships on things like OWCP.

01:49:36

But the fact is, Osha's authority.

01:49:40

Is limited by what the law allows them to do, and as I mentioned earlier, that law that created OSHA was from the 1950s.

01:49:51

And it just doesn't give them a lot of teeth, so to speak, when it comes to this type of issue.

01:49:59

That said, the DOL is working.

01:50:05

Within the authority that they have to create their own rules.

01:50:10

Under the law.

01:50:11

Much like the Postal Service does in a lot of ways.

01:50:15

To establish a national heat safety standard for all workers.

01:50:22

We are pretty much the only industrialized country in the world that does not have one, shockingly, and they have been working on this since.

01:50:34

Basically, the President Biden was inaugurated under the previous secretary, Marty Walsh, and now Under Secretary sues leadership.

01:50:49

That is probably just, to be honest about it. Ultimately, what gives us the best opportunity to achieve what we need to achieve.

01:50:57

We have explored every way possible. As Tim mentioned, we've attempted to negotiate and collective bargaining and outside of collective bargaining.

01:51:10

We have explored the the possibility of every legal Ave. It's just the simple fact that in this country the laws as they exist or whatever things based.

01:51:20

On and there is no standard right now.

01:51:23

But we conveyed to the DOL.

01:51:27

You know they anything? Of course we could do to support their efforts to establish this national standard from both the selfish perspective for our own Members. But it's also just the right thing to do for everybody.

01:51:40

You know this?

01:51:42

As I said the.

01:51:45

Temperatures going up, it's going to continue to go up. One really positive thing is maybe not so much now, but if you think back a few months.

01:51:54

There's a little bit of a ground swell on this issue across multiple industries, which is good when it comes to.

01:52:02

This type of rule making and that type of stuff, there's processes they have to go through that to publish in the Federal Register and see comments and on an issue like this, and equitably they will get comments of support from people like US, unions. They will also get comments in opposition from.

01:52:21

Business groups, typically people like the US Chamber of Commerce and others like that. But the public support for the issue often can be a very powerful influence when it comes to that process. So that is without a doubt.

01:52:39

A positive.

01:52:41

OK.

01:52:44

I'm gonna.

01:52:48

The next thing is, aside from collective bargaining.

01:52:54

Nick, are we ready?

01:52:55

For lunch before I start on this next thing.

01:52:58

Oh, he's got his, don't worry.

01:53:00

How are you?

01:53:04

They said, are we ready? Not you.

01:53:09

OK. Well, just before I get into my.

01:53:11

Next topic so.

01:53:12

Here's what we'll do.

01:53:15

Everybody, I guess we'll go out.

01:53:16

And get their lunch.

01:53:18

Except Nick, you already got his. And the next issue that I'm going to talk about is the crime that we've seen around the country against our the rise in crime against our Members. So what are we?

01:53:30

Going back and.

01:53:30

Let the 15.

01:53:32

So I guess we braved till 11:15.

01:53:35

Right.