

Audio file

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Transcript

00:00:00

Period of time from my duties to deal with the disease of alcoholism. This is something that I have dealt with for a number of years over.

00:00:10

That period of.

00:00:10

Time, even though the vast majority of.

00:00:12

The time I was what we call.

00:00:15

Dry. I did.

00:00:16

Not drink, but the disease itself continues to progress.

00:00:20

What happens is when you get to a point in time, if that disease is not treated it.

00:00:25

Essentially explodes and.

00:00:27

I made really the most difficult decision.

00:00:29

I've ever made in my life.

00:00:32

I have been actively involved in the Union since I was 24 years old. I've never, ever completely stepped away. I've been on other continents and never stepped away. And even though at the time I was physically pretty sick and and it may have seen.

00:00:51

Maybe from an outside perspective, someone knew.

00:00:53

What was going?

00:00:53

On with me like a an easy.

00:00:55

Decision it was not.

00:00:57

But I made the decision idea because it was the decision that was, of course, in the best interest of me and my health. It was the decision that.

00:01:04

Was in the.

00:01:04

Best interest of the people that I loved.

00:01:06

Which includes my friends and.

00:01:07

Family and every member of the annual city and.

00:01:10

I think most importantly right now I have has that been over six months ago. I am healthier physically, mentally, emotionally.

00:01:29

And I just want.

00:01:29

To convey to you all of you.

00:01:31

In this room.

00:01:32

And a lot of you.

00:01:33

Did you know reach?

00:01:34

Out and offer support and that really means the world.

00:01:40

And I want to express my interest appreciation that I possibly can to you for doing that. But there's one main reason I shared this with.

00:01:48

And that is the five each year.

00:01:52

Is everywhere I go with our members and otherwise.

00:01:55

That that will result in someone in this.

00:01:59

Room or in other room.

00:02:01

That needs help themselves, or they have a family member that needs help, be it with substance abuse or any other mental health issue, whatever the case may be, trust me when I tell you you need help.

00:02:14

It is out there. It doesn't matter who you are. It doesn't matter where you are. It doesn't matter what your responsibilities are. You know, in order for any of us to do the things that we do and leave everyone of us in this room is next to own responsibility. To serve letter here, to represent our Members, we have to do what we need to do.

00:02:30

To take care.

00:02:31

Of ourselves, and if I may share it as it encourages.

00:02:34

One person in this room to do that and makes a difference. That's the main reason I share it on.

00:02:39

Much do appreciate all of your support.

00:02:43

I'm happy to report to you I'm doing great.

00:02:46

And Warrior guys and.

00:02:48

Been a long, long time so.

00:02:52

The second thing I want to mention briefly is another member of the NLC Executive Council pursuant to Article 10, the Constitution did initiate charges against me. There is a process in the Constitution that the Executive Council follows. That process is underway.

00:03:11

I am not going to get into any detail about anything that's in the charges beyond that, but I tell you this to let you know one that's going on too. I'm fully confident the Executive Council will fulfill their duty for the Constitution and we will update the membership as there are things to update.

00:03:30

Should fall as that process plays out. I'll speaking purely from my perspective, I'll say.

00:03:36

To you that.

00:03:37

You know that while that's going on, that is not a distraction. It certainly does not take anything away from anything that we're doing as far as collective bargaining or anything else. But we will certainly update the Members.

00:03:50

As that process plays out and whatever.

00:03:54

Move forward.

00:03:56

All right, now that's.

00:03:57

On the way, let's get to the important stuff.

00:03:59

And I'm going to start with what I'm sure is top of mind for all of you. I know it is for me 24/7 and that is collective art.

00:04:10

But before I get into some details which I'm going to get into some details with you.

00:04:15

I think there's a bit of a misconception out there that we and headquarters do not want to share with the Members. What's going on in collective bargaining. That's not true at all. I'm going to share with you a lot of stuff.

00:04:31

Where I don't share.

00:04:33

With people outside of their shares.

00:04:36

And there's a simple reason for that.

00:04:39

The nature of our Lord.

00:04:42

The process that plays out in the public sector.

00:04:45

With us having interest on corruption.

00:04:48

There's also a factor of individual whom you're bargaining with your ship across the table from.

00:04:53

It is so benefited to us.

00:04:55

And our collective bargaining efforts.

00:04:57

For people outside our.

00:04:58

Union in the media. Whoever else to be involved.

00:05:01

You know not.

00:05:04

To whatever degree in terms of Collins and art.

00:05:08

I have without naming names.

00:05:12

Or names of organizations I should say I have first hand.

00:05:18

Witnessed other unions do this.

00:05:21

I've witnessed other postal unions do this intimately.

00:05:26

And it resulted in.

00:05:29

Not positive outcome for the Rangers? I'm not.

00:05:31

Going to do that.

00:05:32

Do anything that would negatively affect our margin so.

00:05:36

What we're going to talk about?

00:05:37

Here this morning.

00:05:41

Is for the members of the MLC.

00:05:44

And and I'm going to get into.

00:05:46

In depth on some things, obviously I'm not.

00:05:48

Going to just be honest with.

00:05:49

You for the sake.

00:05:50

Of time. I'm not going to.

00:05:52

Talk about every little thing that's on the table.

00:05:56

But what I will do is when we get.

00:05:58

To the end here and.

00:05:59

The opportunity to ask questions if anybody has any.

00:06:01

Questions about anything specific that.

00:06:03

I don't talk about. Feel free to ask.

00:06:06

And I'll be.

00:06:06

More than happy to answer and answer those questions.

00:06:10

So let's start with the process itself overall.

00:06:14

I think our progress is good.

00:06:16

If you look traditionally at the time it's taken us to bargain, this is the 4th time I've been, you know, very involved in collective bargaining. Timeline Wise, we're on a very similar.

00:06:22

Right.

00:06:28

Schedule so to.

00:06:29

Speak to what we've been in the past so.

00:06:33

There is a mandatory 60 day mediation.

00:06:36

Period, then assets after expiration of our contract and years past that mediation period, we would have a mediator come in and sit down and.

00:06:45

Talk just to.

00:06:46

Be quite honest with you, it's a waste.

00:06:49

A. A mediator is not in our particular set of circumstances. You're talking about an electrical oriented agreement that is 10s of billions of dollars. If you're sitting across the.

00:07:01

Table through the.

00:07:02

Postal Service, and that's just really never been something that that has turned out to be a positive experience.

00:07:09

So this time we did exactly what we get.

00:07:11

Back in 2019, rather than really.

00:07:13

Dig into.

00:07:14

The mediation peace we just continue to negotiate.

00:07:17

And that has continued since then.

00:07:19

Overall, our progress is good. We are, however.

00:07:24

At the point.

00:07:25

Where the next step will be choosing a neutral.

00:07:29

Arbitrator to chair our panel and.

00:07:33

Then I'll get into in.

00:07:34

Depth about our initial perpetration.

00:07:36

Case in a few minutes.

00:07:37

But you're probably.

00:07:38

Going to see that happen pretty soon.

00:07:40

Here in the next couple of weeks.

00:07:41

I would imagine that does not mean that we will.

00:07:45

Not continue to negotiate.

00:07:48

Our costs are productive, our progress.

00:07:50

Is good sometimes.

00:07:52

It just takes a long time to.

00:07:54

And you know, there's often talk about questions that come up.

00:07:57

Particularly from new members, maybe that haven't.

00:08:00

Been around and experienced. You know what it's like going through this process. Why does it take so long?

00:08:07

You know the answer is.

00:08:10

We will take as long as it takes to get the.

00:08:12

Best agreement that we.

00:08:13

Can that represents the interest of our Members?

00:08:16

If we wanted an agreement earlier, we could.

00:08:19

But it would.

00:08:20

Not be the best agreement we could achieve, which ultimately.

00:08:23

Is my responsibility and I think.

00:08:25

All agree is what's best for us so.

00:08:28

Let's get into some of the issues and we divide issues into two separate.

00:08:32

Categories economic and non.

00:08:36

Economic things that are like work rules, economic issues, of course, encompasses things like wages, things like benefits.

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Anything that costs the Postal Service money, even beyond our compensation, stuff like the structure of the workforce in Article 7, you know the the non career category or if we don't have.

00:08:54

A non career category.

00:08:56

That in those costs, things that are.

00:08:58

We're less mentioned. You know that we don't really talk about a lot anymore, thankfully, like subcontractor. If you all remember in the 2006 round of negotiations, we got to the point of interest arbitration in 2007.

00:09:14

And the postal.

00:09:14

Service came back to the table and agreed upon.

00:09:18

Several MU's that gave us protections that really have served us very well over the last 16 years or so against subcontracting, so.

00:09:26

That's not been that's been a huge issue for.

00:09:28

Us around the country. It is a big.

00:09:30

Issue in collective art.

00:09:32

If you're the most service, what's the easiest way in the world to save money? Contract. Something doesn't have benefits attached to it, doesn't have legacy costs attached to it, so that's the type of stuff when we talk about economics, it involves all.

00:09:46

Of those things.

00:09:47

So on the economic side of things, I don't think our goals are any secret to anybody in this room. We currently have a pay structure where we.

00:09:57

Have two tables.

00:09:58

And I'm sure you're all aware.

00:10:00

Table one that's been around for a long time and then Table 2 that was established with the DOS award following the Great Recession that.

00:10:08

Happened and that so you know we are trying our.

00:10:13

Best and and.

00:10:14

I feel whether through negotiation or instruction we've got a good opportunity to do this.

00:10:20

Have a single phase scale now on.

00:10:22

A simplistic level.

00:10:24

It would seem very.

00:10:25

Easy. Let's just get rid of table.

00:10:27

Two and put everybody.

00:10:28

In table one right?

00:10:30

Well, unfortunately it doesn't often.

00:10:33

Workout that easily. Here's.

00:10:36

So of course table one, when we look at.

00:10:40

The salaries, the dollar amounts where you start and how you progress through the scale is higher than Table 2 and that's absolutely the most important thing. The bottom line is always.

00:10:52

The most important.

00:10:53

There are structural pieces of table one.

00:10:57

That are not.

00:10:57

Very good. Anybody remember all those years of these nasty grievance things about, hey, anomalies that nobody could ever figure out in 2018, we read the Detroit Convention.

00:11:05

Yeah, yeah.

00:11:14

I was talking to my counterpart at the end of the Postal Service and since passed away.

00:11:21

God rest his soul. He's a good guy.

00:11:24

It resolved the last of the pay anomaly grievances.

00:11:30

I have zero interest and I'm sure most of you that have been through that or have been impacted by that or.

00:11:36

Had your members impacted by that would agree.

00:11:38

So when you look at just purely structurally table two, you've got equivalent waiting periods between steps. So there's positives there. Of course, the pay that we are seeking is much more in line with table one in terms of the starting pay and the way you can address pretty scale. But that's not all.

00:11:59

We don't think top pays high enough. We've finished.

00:12:07

So I want to be real clear about this. When we're talking wages.

00:12:12

All the money.

00:12:14

Our goals are a significantly higher starting pay.

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A significantly higher ending pay, which means a higher pay at each step all the way through.

00:12:27

The scale.

00:12:28

There are 1,000,000 different ways to do this and this is sort of a good illustration. I think of the intricacies that result in the process often taking so long, so I walk into negotiations, let's say, and we meet very frequently and I throw a concept down on the table and say.

00:12:48

I want to start an X.

00:12:49

Amount of money and I.

00:12:50

Want there to?

00:12:51

Be this many steps, and here's how much money we get paid at each step to start this contract. Here's how long the waiting years are between each step. Here's.

00:12:58

Where we end up.

00:13:01

I know how much that cost the Postal Service before I give that.

00:13:05

If you don't know how much something's going to cost the first year.

00:13:07

Negotiating what? You haven't.

00:13:11

But then there comes.

00:13:13

Let's say we can agree potentially on a.

00:13:15

Concept like that, when do you do it?

00:13:19

So if you start it, you make it retroactive at the beginning of the contract.

00:13:24

Then that's got one cost associated with.

00:13:27

If you decide OK, we're going to do it upon ratification. Slide everybody into the new pay scale that.

00:13:34

Changes the cost so.

00:13:35

The Postal Service walks into a.

00:13:37

Room and sits down at a table with.

00:13:38

A big giant number in their head.

00:13:41

A pot of money that.

00:13:42

They want to spend that. It's never enough and that's.

00:13:45

A part of what?

00:13:45

We do too is try to raise what they're willing to pay.

00:13:50

So, but sometimes when you begin to move in whatever direction. So for us, if I know what their number is, which I do, I know what they think.

00:14:02

And I have something that I think will serve our Members well in.

00:14:06

Terms of pay.

00:14:07

And figure out how much that cost. You then start to work with it and you.

00:14:11

Start to.

00:14:11

Tinker with it and you start to.

00:14:13

Look at other pieces of the agreement that.

00:14:14

You're talking about that potentially cost?

00:14:16

Some money and.

00:14:17

Where you eventually. This has happened every time. This is a history.

00:14:22

That we have reached a native agreement.

00:14:25

When we get something that we think covers what we need to cover.

00:14:30

And it falls within a reasonable range of where they're.

00:14:32

Willing to go.

00:14:33

Once they begin to.

00:14:34

Move in our direction, that's when.

00:14:37

You get to the point of, OK.

00:14:39

We can probably.

00:14:39

Get this done. We're not there yet.

00:14:43

But we could very well get there. It is moved.

00:14:46

In the direction.

00:14:47

That we wanted to move.

00:14:48

If that makes any sense.

00:14:50

So let me talk about some of the possibilities and the possibilities.

00:14:55

Through a negotiating agreement.

00:14:57

Versus what we will present in interest arbitration could be very different.

00:15:02

So there is a possibility in a negotiated agreement where we maintain a.

00:15:07

Non career workforce.

00:15:09

Now they're going to look different. They will get paid a whole lot more, probably going to be in a little shorter period of time at maximum. But if the wages go to the point where we need them to go and.

00:15:21

Go high enough.

00:15:23

Then that's a possibility. There's also a possibility of an elimination of a non career workforce. The chances are when you talk about that complete cost number.

00:15:33

Then that's going to result in a little different structure in terms of pay for everyone. So these are.

00:15:38

The type of.

00:15:38

Things that we go through in talking about.

00:15:42

The economic piece of our.

00:15:45

Then there are things like our cost of living adjustment.

00:15:49

As you all.

00:15:50

I'm sure are aware in table two-part of what we got in the Goss award following the Great Recession.

00:15:56

Was a cola.

00:15:58

That temporarily is reduced at each step until someone gets to what's now step B.

00:16:03

And you get.

00:16:04

A full call, that's a piece of the equation.

00:16:07

You know what does a?

00:16:09

A 100% cola starting at the beginning of our base.

00:16:12

Deal. Look like if we go.

00:16:13

Through so these things continue to we explore at this.

00:16:18

Point we've probably been through.

00:16:20

I mean in, in the hundreds of potential concepts and possibilities.

00:16:26

The door is very much still open economic.

00:16:28

So I think that even once we move into the perpetration process, there is a strong possibility still that we reach an agreement. You remember back in 2020, we finished interest arbitration periods like we literally were done to the point of executive session for the arbitrator to issue an award. When we reached an agreement.

00:16:50

With the postal.

00:16:50

Service. So something like that could very well happen this time. So economically we are in a place where there will be significantly higher starting pay.

00:17:04

There will be increased pay throughout the pay scale and all this. What I'm.

00:17:10

Talking about before.

00:17:11

We even get to general increases that.

00:17:13

Happen every year.

00:17:15

And cost of living increases. I'm confident that's going.

00:17:17

To be the case in a.

00:17:18

Negotiated agreement or even if we.

00:17:21

Have to go to.

00:17:23

A little bit more.

00:17:26

So the other side of.

00:17:28

Of what we do.

00:17:31

Has to do with things that are quote non economic or work rules and we've got a lot of stuff done there already and now you never really have attended agreement to you have the whole thing, but there are a number of things that we have agreed upon that are pretty significant.

00:17:51

In line, of course, with things like our official bargain positions that come from resolutions at the Convention, there's a handful of things there that were.

00:18:00

Still working on some language and then there's a few things I'm going to talk about individually that have sort of made their way from those work rule discussions to what I deal with with my counterpart. And these are places where these things are not necessarily traditionally part of the economic package, but they are these things.

00:18:20

That could really be a benefit to our.

00:18:22

Members and even in some cases, even the Postal Service.

00:18:25

A little bit I.

00:18:26

Think things like.

00:18:29

A route adjustment.

00:18:30

Process that is no longer an alternative process like.

00:18:36

I wrap my.

00:18:37

Wrap say that wrap some strikes back tie wrap I think.

00:18:48

Not at all. In the process. I'm talking about a process that goes into our collective bargaining agreement. Chapter 2, then 39 disappears. This becomes the only route assessment process.

00:18:55

Right.

00:18:59

As you might imagine, that's a big commitment for the Postal Service. It's something we've tried to do for years, but there is a more of an interest now on their part than there's ever been.

00:19:11

Now, what would that look like? The details of it?

00:19:17

Essentially, we started with the existing process that we have in place right now.

00:19:21

There are lessons that we've learned through that process that we.

00:19:26

Think we can improve?

00:19:27

On some of that has to do with the actual language it's written in the agreement.

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Or the wrong guidelines document.

00:19:33

A lot of.

00:19:34

That has to do with management behavior or what's called misbehavior in this management.

00:19:42

This was a little bit aside from bargain, but.

00:19:46

How many of you?

00:19:46

Just run to. I mean, I'm sure most of you have been involved in some form or fashion in that process here is.

00:19:51

A local contact or read like a lot of.

00:19:55

The people that the Postal Service headquarters.

00:19:58

That I've negotiated anything with.

00:20:02

There is one person there, one.

00:20:06

In delivery operations around.

00:20:11

That was around when we did the.

00:20:13

Last one process CD Rep.

00:20:16

He was like their main guy back then before we started seeing Graham, he did some sort of projection about how many routes we would add.

00:20:26

He ended up being like real.

00:20:28

Close. You know, like when?

00:20:31

100 routes or something through that old process. Fast forward, we're negotiate this thing and.

00:20:37

They don't even involve him.

00:20:38

All so he knows what you're doing so.

00:20:46

A lot of the stuff we've seen, if you all know some of the problems that have been headquarters driven, they came up with the dumbest things in the world and we had to sit down with them at the headquarters level and push back and and all that stuff. The fact is, it's just a bunch of people doing.

00:21:01

It they've never done this before.

00:21:03

So I don't say that to make any sort of prediction that if we get an agreement that that doesn't their experience in Iraq that these folks are magically going to change their behavior. But as we move through negotiating this potential agreement that could become part.

00:21:22

Of our contract.

00:21:23

The consideration of the problems that we've.

00:21:26

Had in trying to put things in place.

00:21:28

That would prohibit.

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Some of the stupidity that's into really what it eventually does is waste time.

00:21:34

More than any.

00:21:35

It slows down the process, so there's a way for us to get there. One thing that's that's really different and interesting.

00:21:43

At least.

00:21:44

That maybe you might kind of.

00:21:45

Route adjusted nerd to get it.

00:21:49

Is we are also talking about if this becomes a permanent process and there's no more Chapter 2 and all that stuff. You know, when questions come up about like, how do you deal with the 271?

00:22:03

What I said is wonderful. What do?

00:22:05

You mean, let's get rid of 271. We write whatever we.

00:22:08

Want it?

00:22:08

To be we can.

00:22:10

Have some sort.

00:22:11

Of automatic review that went around hits a certain you know.

00:22:14

The thresholds, if we want to change.

00:22:16

Them or keep.

00:22:16

Them the way they are, we're going to.

00:22:18

Create whatever we want, which.

00:22:19

Is ultimately better for us.

00:22:21

Instead of being tied to some.

00:22:23

Arcade Handbook has been around forever and ever, ever. In some ways, there's something there that still is representative of the environment we work in, but is everyone of you in this room knows that environment has changed?

00:22:33

Even then.

00:22:37

And you know.

00:22:37

We, fortunately are through these route adjustment processes utilizing some of the information that's out there. The tools such as GPS and positive way as opposed to just using just would be everybody up and we'll continue down that road. So that's one of the big things that's on the table that would be something.

00:22:55

We've never had.

00:22:57

Is in a permanent joint rate adjustment process.

00:23:00

Right.

00:23:02

Despite the issues that we've had with Tyran.

00:23:07

You know some.

00:23:07

Of the the major problems of, you know, taking some time for us to resolve overall the process has worked really well. We've added I think about 800 rounds nationally.

00:23:21

It's not about to us how many we add or get rid of. It's about creating an hour science. I think the fact that we've added routes for.

00:23:29

Of of you know what you all know is that continue ever increasing parcel volume and you know in some cases routes that haven't been adjusted in the number of years because we haven't had it to the process you know since 2014. So basically taking the positives.

00:23:49

Learning lessons and trying to craft something that would be benefits for us because I still firmly believe that adjusting routes normally.

00:24:00

Is 100% better than they do in any laterally. Then that's fine with me for each process, and in the end we might get routes put back. We might get money, but we don't win.

00:24:14

You know, when it comes to round adjustments, our goal is to get 8 hour round. So the best way for us to do that at a very simplistic level is for us to be half of that effort, 50% involved. And in reality where this really works, we do about just like step three, we do about 90% of the work they do.

00:24:32

About 10% of work, that's OK.

00:24:34

That's what it.

00:24:34

Should be, so we're working there and I do think we've got a great opportunity to have it around just the process and the next thing that is a big issue that's.

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Been contentious for a long, long time is we are seriously discussing a number of different modifications to Article 8.

00:25:03

We definitely need to address problems that we have out there. You know, those problems include things like managing overtime.

00:25:12

I'm sorry.

00:25:13

Certainly we.

00:25:17

Problem of exceeding maximum work hours. You know that is.

00:25:22

Look, a lot of this goes back to staffing which?

00:25:24

I'll get into in a minute. That's.

00:25:25

The root of all evil.

00:25:26

At least in.

00:25:27

Most cases, but there are a lot.

00:25:29

Of things we're talking about, I'm.

00:25:30

Going to tell you what several of those are.

00:25:33

One is the creation of additional overtime.

00:25:37

Lists. This is so fun.

00:25:40

So we have.

00:25:42

Official bargaining positions that have been resolutions that have passed our Convention that we should add overtime list for people that.

00:25:51

Want to work overtime anywhere?

00:25:53

On their regularly scheduled day.

00:25:55

But they don't want to work on.

00:25:56

Their non.

00:25:57

Scheduled day. We also have one to add list for folks that do not want to work overtime on a daily basis, but they'll work their non scheduled.

00:26:08

The Postal Service goes into negotiations, have to sit down with my counterpart and he's like, I really would like to add 2 overtime with.

00:26:10

In some cases.

00:26:20

It's wonderful when.

00:26:20

We have like an official position that that.

00:26:22

That he proposed.

00:26:24

OK. Where you going to give it for?

00:26:27

So that kind of started the conversation and and there's a handful of things that are possibilities to go along with.

00:26:34

I mentioned the.

00:26:35

National work hour violations. I firmly believe you know, arbitrator didn't. All said there's a work hour Max that work out for absolute.

00:26:46

I don't know.

00:26:48

Through no individuals fall really. They're just a chronology of things that happened over.

00:26:52

The years there.

00:26:52

Became exceptions to that and all kinds of.

00:26:55

Stupidity that we all.

00:26:56

Know that both.

00:26:56

Services will advantage.

00:26:57

Of them, and we sometimes get paid a lot of money.

00:27:01

For exceeding those limitations.

00:27:04

But what we need is if a letter period.

00:27:06

Hits those limitations.

00:27:07

They need to.

00:27:08

Be able to.

00:27:08

Walk out that door. Yeah. So again.

00:27:16

Would that be the part of the bar?

00:27:18

There's also a possibility that if someone just.

00:27:21

Wants to work. I don't know how they want to work.

00:27:24

Maybe they can.

00:27:26

That's something that is on the table.

00:27:30

Then there is the whole.

00:27:36

Confusion that often results more among managers that are charged.

00:27:41

With making these decisions than us.

00:27:43

But you gotta work delayed section 5G. We all know what that you know to.

00:27:48

Maximize odl before you work on it yet, right?

00:27:51

Then you've got it. Later on you have.

00:27:53

A series of.

00:27:53

Several different OU.

00:27:54

'S and come on you create the.

00:27:56

Letter here paragraph.

00:27:58

And you got to implement.

00:27:59

Any OU on the letter here paragraph.

00:28:02

And you've got all this jham language on the.

00:28:04

Letter here paragraph.

00:28:06

We have a very complicated.

00:28:09

System of protecting those that don't want to work over.

00:28:12

Them and we've talked about this in several rounds of bargaining.

00:28:17

But the idea would just simply be let's simplify.

00:28:21

If you look at our delayed section 5G.

00:28:25

I've been asking.

00:28:25

Managers for the 13 years I've been in LLC headquarters.

00:28:29

Love yourself.

00:28:29

Please explain to me the circumstance where it makes sense for you.

00:28:36

To mandate a full time letter here to work overtime as opposed to using an available ETF or CCA.

00:28:46

Because our late Section 5, that's essentially what it says.

00:28:50

Now I know a lot.

00:28:51

Of you in this room as your people Buffalo in your.

00:28:53

Offices and I'm not trying to.

00:28:54

Change their mind.

00:28:56

But the answer is I don't know.

00:28:58

Never, I said. OK.

00:29:00

Well, let's make it part of the damn Rd.

00:29:02

That you got to use everybody.

00:29:05

Not just maximize the O.

00:29:06

DL so.

00:29:08

We are working through language there that that would not really change any filing ultimate change for us is under Article 85 G they would be required to utilize PTS and CTA's.

00:29:21

Up to the maximum.

00:29:21

Hours, not just over the hills before manual.

00:29:30

So that's all in discussion. Now to be fair.

00:29:35

In years past, we have gotten pretty far down the road on this stack shop before the last two rounds of learning that this was the kind of stuff that was like kind of my primary thing. And in the end did not reach.

00:29:47

Agreement, but I think I.

00:29:50

Think we've got at least.

00:29:52

A strong possibility of having some of this.

00:29:54

Stuff I'm talking about.

00:29:55

Are loaded with, not all.

00:29:58

The other thing that I mentioned, I actually should have mentioned is when I talk about possibility, the additional overtime lists of course that creates something fairly complicated when it comes to equitability.

00:30:10

I think the way, at least what we have discussed, the way we would probably try to bring some level of Equitability and I'm sure that's the right word for these additional lists.

00:30:22

Is we would.

00:30:23

Maintain equitability for those that are on the.

00:30:26

Yeah, you've worked overtime anywhere, but probably have something. We're playing with language about rotation among those that are on these additional lists should be created because equitability in this traditional sense would be basically impossible. We don't.

00:30:41

Know how hard it.

00:30:42

Is and then.

00:30:45

And how they would do.

00:30:45

That for multiple overtime.

00:30:47

Later. So all that stuff is kind of on the table, but there's, you know, our delay. I think we have to remember the intent is always to protect the people that don't more work overtime.

00:31:01

Foresight or unforeseen, it's become very important to protect people. Not so they don't have to receive the maximum work hour limitations. But I do think we've got an opportunity there. We're actively engaged. The next big sort of ticket thing with the work rules.

00:31:20

I want to talk about.

00:31:22

Is unable.

00:31:25

They got a little expensive, didn't they?

00:31:29

People are screwing us laughing.

00:31:34

Maybe the presidents being and everybody T-shirts and think everything.

00:31:37

'S OK, let me tell you what's happening with uniforms first.

00:31:42

Thank you.

00:31:48

And then what we're looking at so.

00:31:52

Uniforms over the years.

00:31:55

We have had an increase of 2 1/2% for our uniform allowance every year for.

00:32:00

The 50 years now.

00:32:03

We have all seen.

00:32:05

Due to.

00:32:08

I guess the supply chain problem or whatever.

00:32:11

The excuse they used.

00:32:14

Bare hands to double neck calls, shirts and doubling calls. If you want to buy a rain.

00:32:18

Gear. Forget it.

00:32:21

Four years. Two years.

00:32:26

I'm serious.

00:32:29

That's all.

00:32:34

Here's what's happening.

00:32:35

First, in the uniform Fender manufacturer industry.

00:32:41

You have a single company.

00:32:44

I won't name them.

00:32:49

Loose balls. A lot of these.

00:32:52

Uniform vendors, especially the old lines.

00:32:55

So if you notice if.

00:32:56

You go shopping around on different uniform websites by 75% of them look the same, but they're different color and they have a different title at the top those.

00:33:05

Are all owned by the same company?

00:33:07

So you have a little bit of a.

00:33:11

Not monopoly, but.

00:33:14

We're moving.

00:33:14

In that direction, right?

00:33:17

Which allows them.

00:33:18

To do crazy things with the prices and.

00:33:22

You know.

00:33:24

On one hand, it's been.

00:33:25

True, for years our allowance goes up, they raise the prices. That's.

00:33:28

Always been the case to some.

00:33:29

Degree right? But not like this, I mean.

00:33:32

These these got nine hands so.

00:33:34

What we did in preparation for pledge of bargaining is we went back and looked at our uniform allowance back from 1 / 19.

00:33:44

74 I.

00:33:45

Think it looks something like 75.

00:33:47

Of the kids, exactly.

00:33:49

Here's what it's increased over the years, and then we took the cost of specific very common uniform items, pants, shirts, jackets, and they're a lot cheaper, like a Dick's Sporting Goods too.

00:34:09

Issues so.

00:34:13

When we compare that to determine what our allowance would need to be today.

00:34:20

To buy the same amount of uniform items that we bought in the 70s, we would essentially have to double.

00:34:30

Which could be a very.

00:34:32

Convincing argument in front of an arbitration pattern.

00:34:37

We sat down with the Postal Service and in bargaining.

00:34:41

And just said, look, there's two.

00:34:43

Ways we can go here.

00:34:45

Number one.

00:34:47

We can chase dollars. Here's our evidence. I'll always.

00:34:52

Do this for this issue idea.

00:34:53

So here's what we'll put in front.

00:34:55

Of the panel before we end up.

00:34:58

But the fact then is.

00:34:58

We're just still throwing dollars at a problem.

00:35:01

A system that's broken.

00:35:03

If we raise our allowance, let's say our allowance double s all of a sudden it's 1100 bucks or something 1200.

00:35:09

Or whatever it is.

00:35:11

What do you think these people?

00:35:12

Hate you going to do with the prices of, you know.

00:35:15

They're going to keep it.

00:35:18

So there's a systemic issue here.

00:35:20

That needs to be fished.

00:35:22

And people recognize this.

00:35:24

A long, long time ago.

00:35:30

A long time ago there was an OU.

00:35:36

That was negotiated.

00:35:37

I don't even remember when I think.

00:35:39

It was in the mid 90s sometime.

00:35:43

In our contract called centralized Uniform Program that vote you was in our contract until 2019 we modified.

00:35:52

And changed the name.

00:35:53

And created it.

00:35:55

To modernize the base.

00:35:57

But there's been.

00:35:58

A recognition for that long, 30 years.

00:36:03

That the system is broken.

00:36:07

So what we decided to do with the Postal Service, and thankfully they're now on board because it's gotten to the point it's.

00:36:12

Unsustainable for them too, from a cost perspective, despite the fact they do.

00:36:16

All kinds of stupid stuff, you.

00:36:18

Know these credit cards you get for your uniforms.

00:36:21

Do you know if you?

00:36:22

Don't spend your entire life with the money. Does not go back.

00:36:25

To the postal.

00:36:25

Service. It goes to Citibank.

00:36:29

This is the kind of subject where you know so.

00:36:32

Oh no, that's.

00:36:36

The idea of.

00:36:38

The fact that now one single company.

00:36:42

Owns the majority of these vendors.

00:36:46

They have essentially unlimited rain to increase prices and they use excuses for stuff that we have like you know, saying that our certain things, everything has to be made.

00:36:59

Which we of.

00:37:00

Not come back away from that.

00:37:02

But the user side of things as excuses.

00:37:06

We've got to fix the.

00:37:07

System to have more control both us as well as opposed to those. The only thing we have control of.

00:37:14

Right now we have our Uniform Control Committee. When?

00:37:17

We talk about items and all that.

00:37:20

We negotiate how much money we get. We don't have any.

00:37:23

Control over those prices.

00:37:25

But what they may try to do?

00:37:28

So the idea would be to figure out a way.

00:37:32

To create maybe a little competition, keep prices down. Ultimately for us, what we care about is allow us to.

00:37:40

Get the appropriate.

00:37:41

Uniform lines that we need, which frankly.

00:37:44

Our allowance does allow us to do right now.

00:37:47

Now you live in San Diego. Maybe it does if you live in a place where it rains in trouble. So there's a couple of different concepts that we've talked about in one of those.

00:38:01

Is for the Postal Service to.

00:38:03

Kind of internalize it.

00:38:06

Create their own system. They would then negotiate with manufacturers to buy uniforms directly.

00:38:12

And then like the carrier?

00:38:14

You would have a way to, you know it. Maybe it's dollars or point system or something to say. Here's what I need. That's pretty common. That's what some other large delivery companies do.

00:38:26

I am not terribly confident in the folks.

00:38:29

Services ability to create.

00:38:30

Save that for themselves.

00:38:33

So we explored an additional option.

00:38:35

And that is to take the company that exists that manufacturers its uniforms.

00:38:43

Let them set up.

00:38:45

A online portal or whatever we want all over or whatever.

00:38:53

Negotiate with them.

00:38:56

Pricing controls, stuff like that, because if you're.

00:39:00

Walking to the table with them and.

00:39:01

We say to.

00:39:02

Them. OK. We're guaranteeing you that you're going to, you know, sell 1.5.

00:39:06

Billion uniform shirts. Next, we'll give you pretty good leverage in terms of negotiations and companies to scale and things like that.

00:39:16

That would be something much quicker to stand up. That's very common in parts of the federal government. Some of these same companies do that, take TSA. They just, for example, that's something that they do, they have a third party of the uniform manufacturer.

00:39:31

That does this.

00:39:32

So these things are a little bit under construction. We have not decided on which possibility, but I think it's to the point where we have.

00:39:40

To move in that direction, the ironic thing is.

00:39:43

The most likely.

00:39:44

Company that would jump at the opportunity to create something like that. It's the very.

00:39:49

Company that owns all these.

00:39:52

All these uniform vendors that keeps raising their prices, but the ability to negotiate control on the crisis is a huge.

00:40:01

You know it, it's just about creating competition instead of giving them them unlimited ability to raise prices.

00:40:08

Another piece is our new letter here.

00:40:12

You know, for the longest.

00:40:13

Time we've given you carrier 1/2.

00:40:19

I don't know why.

00:40:20

We don't live before you're born at least one so.

00:40:27

Massive vision is through the Postal Service.

00:40:29

Is interested in that.

00:40:31

They have leadership over there now and I think understand, you know, the value of the brand, there's, you know, a more important than ever safety aspect to that. We'll talk about you know here shortly but.

00:40:47

I think that's something that if we were to utilize, you know, one of a vendor to create a system for us, we could negotiate use that leverage to have them provided. So I I really feel good about our ability to get somewhere with uniforms down.

00:41:03

Whatever we do.

00:41:05

It's going to take a little time to implement. This is not going to be a flip a switch and you know.

00:41:10

All of a sudden we can buy the uniform, so there's of course something that would.

00:41:15

Have to be done in the interim.

00:41:18

Which is probably give us.

00:41:19

Enough money to value.

00:41:21

For the for the future or whatever.

00:41:23

So we'll continue to to really drill down and.

00:41:31

There's a lot of other stuff that we go into work rule wise. I just for the sake of time here, I'm not going to dig deep into that stuff. But again, once I get to the end, I'll open it up for questions. You're more than welcome to ask me about anything while I ask, and I will certainly.

00:41:50

During the.

00:41:51

So just to sum up where we are in bargaining, our discussions are still productive. We meet very frequently. We're working on, I think some important things. Our case and interest arbitration is strong.

00:42:09

The Postal Service does not want to.

00:42:11

Go to interest publication.

00:42:13

When we look outside, even outside of the public sector, unions like we are leaving the private sector and unions have had a lot of success in the last year.

00:42:26

I'm 43.

00:42:27

Years old for the first time. Literally in my life, humans are.

00:42:30

Very much in upper trajectory, which is wonderful.

00:42:34

And we'll talk a little more about.

00:42:39

But we see successful efforts.

00:42:44

From a number of different unions, we obviously saw the agreement that the Teamsters got with UPS.

00:42:51

There are pieces of that agreement that are comparable to us. There are pieces of that agreement that, you know, we will certainly utilize and have. There are also pieces of that agreement.

00:42:51

Right.

00:43:03

That we don't.

00:43:03

Want coming anywhere near us?

00:43:07

Well, that's good.

00:43:08

And let me just because.

00:43:09

I know that's a very common question.

00:43:11

That a lot.

00:43:11

Of you have heard from your member.

00:43:13

Let me just address a couple of.

00:43:14

Things to do.

00:43:15

With that, obviously the total compensation fees is the most comparable 1.

00:43:21

Their total compensation hours has always been very.

00:43:24

Very close now.

00:43:27

They have traditionally made more money in terms of.

00:43:30

Wages and we have traditionally had better benefits.

00:43:35

I would expect that will continue, but I fully expect that our total compensation will be reasonably close if not and even above where they are compared year to year. But they did a significant pay increase at the end of their agreement.

00:43:56

That said, there are parts of their.

00:43:57

Agreement that I wouldn't touch for anything.

00:44:01

For example, do you know?

00:44:04

That until this agreement.

00:44:07

A UPS driver.

00:44:09

Never had any option about working overtime.

00:44:14

You could be UPS driver for 35 years and working 12 hours.

00:44:18

A day six days a.

00:44:18

Week or anything you could do about.

00:44:21

To their credit, they did negotiate.

00:44:24

A off day.

00:44:25

Option for the first time ever.

00:44:29

Their part time people, which is the entryway to becoming a full time driver or starting at \$21.00 an.

00:44:37

Hour brothers and.

00:44:38

Sisters, if that's the best offer we have on the table, we will be.

00:44:41

An interest, our first I promise you so.

00:44:45

There are pieces of it that are.

00:44:46

Comparable that we use.

00:44:49

But there are pieces of it just and that's.

00:44:51

Just a couple of.

00:44:52

Examples that that we're.

00:44:54

Not, you know.

00:44:56

But we look at the larger labor movement, we look at what our brothers and sisters from UAW are doing right now. Actually on Sunday, I'm going to be there with them on my way to region 6. I'll be there Monday morning. I'm having a very similar event. Our folks in or even 6 up in Michigan and I'm going to stop by one of the picket lines but.

00:45:16

We see what they're doing. They will be successful in their environment. We see what folks.

00:45:23

From the actors did saying.

00:45:26

We see what people.

00:45:28

The writers.

00:45:29

Who we had on our.

00:45:31

Podcast we'll talk.

00:45:32

About that a little later on they reached an.

00:45:33

Agreement. So there's a rising tide.

00:45:36

Here with you.

00:45:38

The fact that we are a public sector union and we have interest arbitration versus the right to strike.

00:45:44

It's less visible.

00:45:47

But if you're sitting there, ultimately, here's what.

00:45:50

Matters in terms of the leverage.

00:45:52

It's about what the person you're sitting across the table feels and.

00:45:56

Feels compelled to do.

00:45:59

And trust me when I tell you interest arbitration poses the same level of pressure on my folks.

00:46:08

At the postal.

00:46:08

Service that I've argued with as these strikes in a lot of these big companies around the country because let's look at what we have and I say this our cases, it's not finished.

00:46:19

Close and we've been working on this earlier years and in earnest for over a year.

00:46:24

We've got things that we never had before.

00:46:28

COVID, we were pretty important around that time, right?

00:46:33

Come on.

00:46:34

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

00:46:36

We're going to get into.

00:46:37

The crime in a few minutes.

00:46:40

The number of letter.

00:46:41

Carriers that have been violently attacked is tripled.

00:46:44

In the last couple of years.

00:46:47

Look at the world around us.

00:46:49

Wages in this country are drastically different than they.

00:46:52

Were in 2019 when we last farmed, the whole world changed.

00:46:57

So we have all.

00:46:59

Been in addition to a lot of our traditional arguments as the Postal Service moves in to implementing this network modernization and and what we're building mail processing and SDC's with us, we are more important to the success of both the service and the service to the customer than we've ever been before.

00:47:18

So when you combine all of those factors.

00:47:21

Us going into interest arbitration.

00:47:24

The Postal Service knows what we're.

00:47:26

Going to ask for which changes.

00:47:30

The things that you explore in terms of.

00:47:32

Trying to reach an agreement, a negotiated agreement.

00:47:36

The things you cannot.

00:47:37

Agree with all. When you go into interest arbitration, I can just tell you the stuff we would put on.

00:47:41

The table, there's elimination of.

00:47:43

The non career classification and we would have an economic proposal that has significant pay increases.

00:47:50

Right.

00:47:52

That doesn't mean that the arbitrator can only say yes or no. They can do everything and all points in between, right?

00:48:00

But we have a lot of leverage there. And when I say we've made progress in collective bargaining, the progress is that that leverage and the both the services fear is not the right word, but they do not want to go there. They want to get a negotiated agreement has caused them to move in the direction that we need them.

00:48:22

So our information page is strong and I remain confident that whether through negotiation or do we have to utilize the interest arbitration process on these primary economic?

00:48:34

Issues we will, we'll.

00:48:36

Put on a very strong case.

00:48:38

But we are going to achieve an agreement.

00:48:40

That will vote for war. Our members for our contribution to Postal Service and the work that we do and will address a lot of the issues that are out there that are really pressing right in front of us that we.

00:48:52

Need to address so the.

00:48:53

Next thing you'll likely see will be that we will declare him pass, we will select.

00:49:00

And arbitrator to chair that panel, I'm pretty sure.

00:49:04

I know who that would be.

00:49:06

You know, we don't. Neither side is interested in choosing an arbitrator that you don't really know. You don't know anything about. The last thing we want is a wild card. When it comes to stuff like this. So there's a pretty narrow group of people that that we would choose from. That should be a problem. But when you see.

00:49:26

We're going to steal a bargain. We're going to steal Paul as long as I think there is a possibility for us to reach an agreement. And I tell you both service agrees that there is still a possibility we will continue the call and will continue to work towards.

00:49:43

Alright, let's move on to something.

00:49:45

Else, we'll talk about heat safety.

00:49:49

That affects every one of you in this region for sure every day for.

00:49:53

Several months a year.

00:49:56

There's been a lot.

00:49:57

Of activity over the last few months, really the last several years.

00:50:05

But scientific fact its temperature goes up every year.

00:50:10

Which means.

00:50:11

This becomes that he becomes a bigger hazard for us every single year. So what I want to do is start with some history, a lot of you in this room are aware of this, some of.

00:50:22

You may not be but.

00:50:23

I think it's important to understand what we have been doing and involved in for the last 10 years to understand where.

00:50:32

We are right.

00:50:34

So it's not like.

00:50:36

It's not always.

00:50:37

Been hot right? But this issue of heat illness really has risen to the surface and grown as a problem for us over the last 10 years or so.

00:50:50

So back in 2000.

00:50:51

And 12A letter Karen and John Wozniak and Independence, MO, passed away from emails.

00:51:01

The office of.

00:51:04

Excuse me. The Occupational Safety and Health Administration. OSHA gets you a citation against the Postal Service for misconduct as it.

00:51:13

Related to handling.

00:51:15

Of his illness that resulted in his death.

00:51:20

That citation was specific to what happened in that post office.

00:51:26

So rather than utilize the process internally that OSHA has, they have a litigation process. They have administrative law judges to litigate these type of citations.

00:51:41

They reached a settlement agreement that the Postal Service would create a need illness prevention plan for independence reserve.

00:51:50

Because of the nature of some of.

00:51:52

The things that plan and.

00:51:53

To negotiate that with us.

00:51:56

So I was.

00:51:58

Talking this is like a.

00:52:00

And 13 we negotiated this thing and I remember it because I like when we finished it, I was on the phone, I was in South Carolina state prevention in Columbia. We negotiated an agreement that applies.

00:52:22

Over the years that followed, we have additional incident incidences and unfortunately, a handful of deaths and OSHA issued a number of different citations.

00:52:33

Against the public attorneys.

00:52:36

OSHA then decide, and instead of trying to prosecute or deal with each these citations individually, they would lump them together.

00:52:44

Go in front of an OSHA administrative law judge and trying to seek a global remedy, which would cause both service that to develop a health prevention program, national.

00:52:58

So they did.

00:52:58

That we help them. I testified in that proceeding, our attorneys and NLC work with the DOL attorneys, you know, we help them with everything we possibly could. It's up to them to actually prosecute the case. The end result is.

00:53:15

We were not successful.

00:53:18

They were not successful, as she said, we don't take full response to report, we just health.

00:53:24

The judge, the the judge said.

00:53:26

No, you don't have to.

00:53:27

Have a global.

00:53:28

That was in 27 today.

00:53:31

Fast forward a couple of.

00:53:33

Years, I think due to a few additional citations, we have put pressure on them continuously. They did decide to finally develop the heat illness prevention program. Now it's missing key elements.

00:53:51

That are like widely accepted by.

00:53:54

Experts in this field.

00:53:56

That are necessary to protect people from heat illness, for example.

00:54:00

Acclimatization. If you're a newly hired letter here, or if you've been.

00:54:06

Off let's say in the summer, you.

00:54:07

Take vacation. You're off.

00:54:09

When you come back and you step back into working in that heat, there is a period of time that's really medically necessary for the body to acclimatize to that heat.

00:54:20

That's missing from their plant.

00:54:23

So that's a separate issue.

00:54:24

The plan is incomplete, but a plan is incomplete.

00:54:27

Is better than no plan.

00:54:29

So we continue to work with them and.

00:54:33

Them and work with the Department of Labor.

00:54:37

To eventually achieve.

00:54:40

A universal heat illness prevention plan that truly does prevent people from that, that extensity that is something that just to be honest about OSHA, is by statute.

00:54:57

Limited in terms of what they do here.

00:55:01

So osho.

00:55:03

Was created in the 1950s.

00:55:06

The laws that provide.

00:55:07

Many of the authority they do have.

00:55:10

Have not been updated since the 1950s.

00:55:14

And they only had the ability to enforce.

00:55:17

The standards that are in place.

00:55:21

There is no.

00:55:24

Heating safety standard.

00:55:27

For workers in this country, which is advantage?

00:55:31

Now that said.

00:55:34

The mind administration, the DOL, they have been working on this heat safety standard for some time now, having spoken to the the Acting Secretary of Labor, Julie.

00:55:46

Sues her name and.

00:55:47

She's phenomenal. She is very much in support of this, very much behind it.

00:55:55

I don't know if.

00:55:56

She's going to be confirmed. She's just acting.

00:55:59

And she's been.

00:55:59

Nominated, but there's some.

00:56:02

Opposition and I don't know what's usually.

00:56:05

Lot of kickoffs going on up there.

00:56:05

Do you love?

00:56:07

Which Cory gladly tell you about a few minutes.

00:56:13

But they don't have a.

00:56:14

The standard to actually enforce, which makes it difficult.

00:56:20

That heat standard gets to the finish line.

00:56:24

For because truthfully, any worker in this country working out in the heat, there should be a better minimum of things that they stand or to keep them safe. Period. A lot of countries.

00:56:33

Around the world that have that.

00:56:36

As we all know, there's some place.

00:56:37

You won't be lagging. This is one of them.

00:56:40

So we will.

00:56:42

Continue to utilize every Ave. we possibly.

00:56:47

To put them in a place to not just continue their new plan that they have for.

00:56:53

Now I'm going to talk about.

00:56:54

A second but to.

00:56:56

Have a comprehensive plan. One of the people that we hired.

00:57:00

For interest arbitration.

00:57:03

Our briefs that we hired.

00:57:05

We hired we.

00:57:06

Have a lot of professionals that offer expert.

00:57:08

Testimony on different issues related to our jobs and infrastructure.

00:57:13

But one of.

00:57:13

The groups is from the University of Connecticut. They there's an institute there.

00:57:22

It's called a Corey Stringer Institute, something they remember.

00:57:25

Him he played college.

00:57:26

Football today and then he played the Minnesota.

00:57:28

Vikings and he died.

00:57:30

In a preseason training camp, friends, as a result of.

00:57:37

They are of course, this.

00:57:39

The hazard of heat is a part of our interest arbitration case. We're going to keep these people on their very advanced technologically. We're going.

00:57:46

To have to do studies.

00:57:47

You know.

00:57:49

Use all sorts of metrics to measure what we're exposed to in our vehicles out of our neighborhoods, all that sort of stuff, just to continue to apply that pressure. So you know, every Ave. we have to do that, we will.

00:58:03

But then there is the actual enforcement.

00:58:06

Of the heat field and provision plan, that's.

00:58:08

In effect right now.

00:58:11

And this year, a.

00:58:16

Pretty significant issue runs with the service over the summer.

00:58:20

Related to the training element of this plan.

00:58:24

Now, frankly, that's the most important part.

00:58:26

Of this plan is training.

00:58:29

That we would teach.

00:58:31

Managers and educate letter carriers on.

00:58:34

What they need to look.

00:58:35

For in terms of the signs of feels.

00:58:39

So as we've done every year, we'll have stuff in the post, director, director and safety and health written articles about this, usually around the March of every year. The strains supposed to be done by the furnace.

00:58:50

Yeah, that's all we need.

00:58:55

As we move through the summer, we began to there's always.

00:58:57

You want.

00:58:58

Been places where.

00:59:00

People say we haven't added training or.

00:59:02

Whatever the case may be, when we address.

00:59:04

It, but it became evident that this has become.

00:59:06

Very much a widespread issue.

00:59:10

So what we did is through the NBA offices collected.

00:59:15

From basically every office in America.

00:59:19

Whether the training happened.

00:59:22

Or getting that and.

00:59:23

Or didn't partially happen. In other words, some people.

00:59:25

Get in some.

00:59:26

People not get.

00:59:28

And once we compile and thank you all for.

00:59:30

Getting that stuff into.

00:59:34

Us we compile all that information.

00:59:38

And then I went over and sat down with.

00:59:39

The Postal Service and said OK, here's what really.

00:59:42

Happened your people all around the country. They lied. They falsified and they're like, really? I said, yeah, you know what? I log into my thing. He said I have the training.

00:59:54

At every headquarter staff check.

00:59:58

All said they had it.

01:00:00

None of them had it.

01:00:02

And essentially what happened here is you've got local hinge, probably mostly at the district level. They probably gave instruction.

01:00:09

And told their managers to report.

01:00:15

I can tell you they at the headquarters.

01:00:17

Level I took.

01:00:17

It to the DMG.

01:00:19

They took this very seriously.

01:00:22

So at this particular point in time.

01:00:26

The most.

01:00:26

Important thing I think in terms.

01:00:28

Of what we can really do is ensure that this looks a lot different in 2020.

01:00:34

Because the fact is.

01:00:35

In most parts of the country, excluding certain parts of region 9:00, you could still have you know temperatures that reach those thresholds and indices.

01:00:47

I think still looks a.

01:00:48

Lot different next year and there.

01:00:50

Are often questions.

01:00:51

That come up.

01:00:52

You know, asking about how to.

01:00:55

You know why we didn't do certain things about this?

01:00:58

Number one, there's questions that come.

01:01:00

About why didn't you file?

01:01:01

A national level agreements.

01:01:04

Well, there's a couple of reasons.

01:01:06

Reason #1.

01:01:07

Is to initiate.

01:01:08

The national agreements there are.

01:01:10

Really, one of two things.

01:01:11

That have to be present.

01:01:13

Has to be a matter of the disagreement over.

01:01:15

The transportation of.

01:01:16

The collective bargain agreement and interpretive issue.

01:01:19

This is not.

01:01:20

Or it has to be something where basically the Postal Service has some sort of national policy or instruction about doing something.

01:01:30

That violates our pledge of party.

01:01:33

You know, it's very similar to saying, you know, why don't we file a national grievance about post service filing our delays?

01:01:41

You know, those are local issues. So that's one reason. Second thing is that a lot of you, I'm sure a lot of you in this room file agree this is about this training not happening which you absolutely should have done well. Rather country we've got cases that have you know got into arbitration. We've had success with them we file.

01:02:00

National level case. You know what happens to every one of those groups is that you find.

01:02:04

All around the country, they all.

01:02:06

Stop and they get held in that case.

01:02:09

Now we would we would in the event we did that.

01:02:12

We would like to.

01:02:13

Schedule and try to.

01:02:14

Hear as quickly as possible.

01:02:16

But we think the.

01:02:17

Best way for us to address this is what we're doing with the folks at headquarters. As far as information, we'll follow up and to allow the grievances.

01:02:25

That have been filed to keep going.

01:02:27

Through the process.

01:02:29

You know at the.

01:02:30

At the local level of the regional level, eventually the regional arbitration. So I do again think that it will look a lot.

01:02:36

Different come.

01:02:38

Come 2024, one real positive thinking bigger picture with this whole heap illness issue is there's very much a ground swell, so to speak, about this, even outside of our our world, you know, outside of the postal industry.

01:02:52

And you know I.

01:02:53

Mentioned the national heat safety standard that's that's being worked on the.

01:02:58

You see this in multiple multiple industry.

01:03:01

That this is becoming.

01:03:02

A bigger issue and.

01:03:04

Hopefully that results in something that not just would be applicable to us, but frankly everyone is working outside in the excessive heat.

01:03:14

All right, let's talk about another. Really, this is honestly our a size reflective bargain, which is always the main priority for us. You know this is right up there at the top and that is the crime that we've seen increased dramatically.

01:03:36

Over the last three years, the number of violent attacks against our Members as true.

01:03:44

Compared to what they were prior.

01:03:46

To 2020.

01:03:48

From somewhere around 200 a year to now 2022, with over 620 twenty threes on base, and even grow up somewhere around 800.

01:03:59

And I think the reason these are happening.

01:04:04

Not always, but for the most part.

01:04:07

It is people trying to gain access.

01:04:10

To the mail.

01:04:11

Through theft of our.

01:04:12

Airlock keys directly sealing the valve.

01:04:19

And unfortunately, there's not a real simple nature.

01:04:23

There's not one thing that we can do that.

01:04:26

Also to stop this.

01:04:29

This is something.

01:04:30

That is going to take a number of different.

01:04:36

Approaches in different areas to begin to make a difference here, because the big challenge with face is this.

01:04:44

Is organized in a lot of places, so after COVID we kind of learned this talking to the OIG, you could investigate, you know, internal stuff, but still has very good sense externally as well.

01:05:00

You have a lot of checks in.

01:05:01

The mail right?

01:05:03

After the COVID legislation.

01:05:08

Criminals develop these very elaborate check washing schemes.

01:05:13

So they get their hands on the check.

01:05:16

They can erase that check. They can duplicate that check. They can utilize the information on that check to write checks or do other transactions out.

01:05:28

Of people's accounts.

01:05:30

So there was.

01:05:30

An uptick in that type of crime.

01:05:33

Well, what is the way people are?

01:05:35

Going to get access to those checks by getting access to the mail.

01:05:40

So a couple things that have happened is they've learned how to fish stuff out of collection boxes that you've all seen modifications.

01:05:49

To some of the collection boxes.

01:05:50

Have stopped that.

01:05:52

Or they robbed the letter here.

01:05:55

And the folks?

01:05:57

That developed this electronic equipment that does this. They're not usually the ones out there robbing us.

01:06:04

They go firing somebody, they do it.

01:06:06

So the fact that this is an organized effort.

01:06:10

Makes it a little more difficult to stop. Makes it a little more difficult every day that goes by where it's not a determined out there to do this. The problem is unfortunately going.

01:06:21

To continue to grow so.

01:06:23

You know, the question is what?

01:06:25

Is that sort of?

01:06:29

There's a number.

01:06:30

Of different things. I'm going to go through.

01:06:32

Each one of them and just talk to.

01:06:33

You about the.

01:06:34

Type of things that we're engaged in the.

01:06:36

Stuff that you're.

01:06:37

Doing the things that we can all be engaged in here pretty shortly, the 1st is the key itself.

01:06:45

So you know, you all know we have a very hand plated system. Get your hands on that key and you go all over town. Sometimes it further than that.

01:06:49

OK.

01:06:56

And open anything, right?

01:07:01

So anyway, we could devalue that.

01:07:06

Now that heat.

01:07:08

Being devalued is not the only piece of this solution that's not.

01:07:14

Going to stop.

01:07:14

It all together, but it'll.

01:07:15

Help so post service has conducted a couple of pilots utilizing different types of technology to potentially replace this key.

01:07:27

The first one they did used more of a GPS type model, so if you say.

01:07:32

That hiltens and.

01:07:33

A lot of.

01:07:33

You probably have it here in this hotel or Marriott hotels. You can use the app on your.

01:07:38

Phone to get the digital key.

01:07:41

Kind of similar technology recognizes your at your door theologically very similar technology using your skin. That was a very small scale test that was completed.

01:07:52

From several actually a couple.

01:07:54

Years ago, I guess it was.

01:07:56

Now they have one going on out in California, believe it's in Hayward, CA.

01:08:03

Where it's a little different solution, so there's an electronic lock and then there is a key fob, something like you might have to enter an apartment building or an office building, and every single day there's like a board of these things and they're programmed to different rights, and they have an expiration date on it.

01:08:23

Time good for however many after so.

01:08:26

You know, it'll only open certain.

01:08:29

Boxes and it expires.

01:08:31

After certain amount of time.

01:08:33

So we don't know which of these solutions or something else they will implement, but I will tell you that both services privately to me anyway, committed they are going to they've earned.

01:08:46

Some money aside.

01:08:47

They are going to fully fund replacement.

01:08:50

Of these keys now.

01:08:53

There's a lot of Fair lots out there.

01:08:58

And regardless of what solution it is, somebody got to physically change everyone of those locks. So this is not something that I don't think is going to happen quickly. The Postal Service has a very complicated sort of process that when it comes to a large scale purchase like.

01:09:06

OK.

01:09:17

This they have to go through.

01:09:19

Where companies submit information and they submit.

01:09:21

A proposal request.

01:09:23

So there's all sorts of different.

01:09:26

Different things that they have to.

01:09:28

They have to go.

01:09:29

Through so, but that will go a long.

01:09:31

Way that's one thing.

01:09:33

Secure. Better securing those, devaluing that key that we use will be one part of.

01:09:39

The solution maybe the most important part is the second one.

01:09:44

These crimes are federal crimes. When one of us gets attacked.

01:09:48

And one of us gets.

01:09:49

Robbed. It's a federal crime.

01:09:51

They simply don't get prosecuted.

01:09:55

14%.

01:09:58

These crimes that.

01:09:59

Have happened have resulted in an arrest and a prosecution at the federal level.

01:10:05

Thank you.

01:10:07

And you know.

01:10:08

What that means?

01:10:10

That sends a message to people.

01:10:13

That would commit these crimes.

01:10:16

That there's an 86% chance you're.

01:10:18

Going to get away with it.

01:10:20

That has to change.

01:10:23

So these are federal crimes. They go to the US attorneys offices. There are 53 US attorneys offices.

01:10:30

Around the country.

01:10:33

The Postal Service. I must give them credit. They are currently funding.

01:10:39

An additional 12 prosecutors to prosecute nothing.

01:10:42

But these crimes.

01:10:44

That's a start, but it takes more.

01:10:48

We have, as we'll talk about in a few minutes, we've got legislative some activity around this, but you had the fact.

01:10:57

Is US attorneys offices and.

01:10:58

The Department of Justice. They're.

01:11:00

With their job.

01:11:01

My notes.

01:11:02

And I understand that that these US attorneys offices, a lot of the times have, I guess, and they're being bigger fish to fry. There's been white collar crime. They're should, you know, celebrities and having a big press conference and all that type of stuff. But we have to do something.

01:11:09

OK.

01:11:21

To get that.

01:11:22

Prosecution ratio because ultimately that's the deterrent.

01:11:27

Is we've got to have.

01:11:28

People know if I do.

01:11:29

This I'm going to jail.

01:11:31

That has to be diminished.

01:11:35

The next thing is.

01:11:37

In a lot of places, that increased law enforcement presence.

01:11:41

The folks with police officers are.

01:11:45

One possibility.

01:11:46

There but.

01:11:47

You know there's.

01:11:48

Only about 400 of them nationwide, we're very close with their union. We communicate with them personally.

01:11:55

But I think it goes beyond that. There's only.

01:11:57

2200 postal inspectors.

01:12:00

And the fact is, the problems just growing to a point where I think it's just beyond the capacity of the resources that they're currently out there.

01:12:08

You all know local law enforcement agencies would be great. We could partner with them. A lot of them face staffing problems, the same as we do in some places, so.

01:12:18

This is a.

01:12:18

Difficult one, but.

01:12:20

It's a proven fact that a presence.

01:12:22

Out there is very much a positive thing.

01:12:26

And the last.

01:12:26

Thing that I think is is really crucial.

01:12:30

Is we have to increase the awareness of the general this problem?

01:12:35

The whole idea that we serve our customers and we help them with whatever, just asking them to simply look out for us and we have done a handful of rallies around the country now we just did one yesterday.

01:12:50

Out in Compton, CA.

01:13:02

We do want to come.

01:13:03

To California, we have also done one in Chicago, IL. We did one in Cincinnati. OH.

01:13:09

We are planning.

01:13:10

Rallies here prison and Houston, TX and Denver, Co.

01:13:16

And the thing.

01:13:17

That we use is enough.

01:13:18

Is enough.

01:13:20

And we get together and have, you know, let it carries there locally, usually other unions from the area, community leaders, members of Congress.

01:13:29

And the idea is just.

01:13:30

To get media to come out using the local media and to raise that awareness through that media coverage. So I've done.

01:13:39

A ton of meeting.

01:13:40

This stuff not just to do these rallies, but also.

01:13:43

You know back.

01:13:43

In DC, so we will continue to do that.

01:13:48

We'll continue to.

01:13:48

Do these rallies, I think at some.

01:13:49

If you could, please visit some reply.

01:13:50

Point here in the reasonably near future.

01:13:53

We will have.

01:13:54

A probably a national kind of day of action.

01:13:58

And that is going to correspond with a piece of legislation.

01:14:01

It was.

01:14:03

So there's a legislative component here.

01:14:07

And then.

01:14:10

A few weeks ago this back like.

01:14:12

The end of all this?

01:14:14

Corey and I had talked.

01:14:15

To a great friend of letter carriers.

01:14:18

He's a congressman from.

01:14:20

The state of Pennsylvania Republican named Brian Fitzpatrick.

01:14:24

He was an FBI.

01:14:25

Agent for a long time before he was elected to Congress. He's also an attorney.

01:14:30

So as an FBI.

01:14:31

Agent he prosecuted crimes at the federal level.

01:14:36

Really just to get his thoughts, you know, from an expertise standpoint and as we've talked through the issues and I I kind of convey the things that I thought we needed to do some of what we talked about here, the end result is he is writing the bill.

01:14:53

And that bill is going to have several components and.

01:14:56

I'm going to briefly.

01:14:56

Go through them before.

01:14:57

You probably give you. I will give you a.

01:14:59

Little more context and.

01:15:03

Update on you know what's the holiday?

01:15:13

One thing is.

01:15:13

The air key replace.

01:15:16

Appropriate money to replace them if money is appropriated.

01:15:22

For both the service.

01:15:23

It allows them to do this a.

01:15:24

Lot faster because.

01:15:25

It avoids all.

01:15:26

That process of requesting information and request for purchases and all.

01:15:31

That stuff. So that's one thing.

01:15:34

The prosecution rates put a prosecutor in all.

01:15:38

53 US attorneys offices.

01:15:42

Would appropriate money to increase the number of postal inspectors and that number of postal inspectors would be.

01:15:50

Driven to prevention of these crimes.

01:15:55

Especially service they've been.

01:15:56

Pretty good at investigating these things. The fact of the matter is, is they don't do a damn thing.

01:16:02

You know, they do a lot. They secure the mail.

01:16:05

And I've told.

01:16:06

Them point blank if.

01:16:07

You want to secure the.

01:16:08

Mail you protect.

01:16:09

The people to handle the mail and then so.

01:16:16

There's also in the legislation possibility of what the?

01:16:22

The penalty the federal penalties are for these.

01:16:23

Crimes state funding descendants.

01:16:27

We've got to make this something that if someone does it.

01:16:32

Is if they have.

01:16:33

The mindset that.

01:16:34

Frankly, a lot of you just ruined though you.

01:16:35

Know look, 1520 years ago, don't want to.

01:16:38

Mess with us.

01:16:40

People were scared to death. They thought my mess.

01:16:41

With that's a.

01:16:42

Federal employee. I'm going.

01:16:43

To jail forever, right?

01:16:45

We got to get that back in their hand.

01:16:47

We got to make it true now.

01:16:52

So this is.

01:16:53

It's an issue that that really should gain bipartisan support well.

01:16:57

Obviously in the Democrat.

01:16:59

You know.

01:16:59

We can always just pass.

01:17:03

We've done. I'm sure Corey talked to you about some other activities around this crime stuff that really.

01:17:08

Interested both in the Senate.

01:17:10

And in the house, so those are the.

01:17:14

I think the main things that we need.

01:17:17

To do about.

01:17:18

This crime is.

01:17:20

We get to that day of action when that piece of legislation gets out there. That'll be twofold. To raise that awareness, to get the word out, but also to really run up numbers and Co sponsorship for real quick and we'll be able to do that.

01:17:35

You know, when we turn our legislative and political network on and start pressing.

01:17:39

On those people.

01:17:41

You know that happens fast.

01:17:43

And something like this, it should gain bipartisan support.

01:17:47

That's correct.

01:17:49

All right, let.

01:17:50

Me talk. I'm going to move into some legislative stuff here.

01:17:57

Government affairs type things we'll talk about.

01:17:59

The White House.

01:18:01

And several several different things.

01:18:05

But before I do.

01:18:06

I just don't want to talk a little about the postal services to your plan in general and then about SDC's, so.

01:18:19

You know this plan? I'm often asked by.

01:18:22

Different people. Do you support the 10 year plan?

01:18:26

And I usually respond to this depends on who he is. It's a pretty dumb question.

01:18:32

It's not about what you support the plan.

01:18:35

It's about the different pieces of the plan.

01:18:39

For example.

01:18:41

A big part.

01:18:41

Of the plan.

01:18:43

Was the passage of postal reform.

01:18:46

You better believe we support that.

01:18:48

Because we got it done right.

01:18:49

OK.

01:18:51

Another part of the plan.

01:18:53

Is is having the White House implement the recommendation to the single report from the public, the Postal Regulatory Commission and this company called Siegel did back.

01:19:05

In 2000.

01:19:06

11-12 sometime.

01:19:09

Yeah, we support that.

01:19:11

When it comes.

01:19:12

To the stuff like the network modernization.

01:19:15

It's really not a matter.

01:19:18

Of whether we support it.

01:19:20

It's a matter of for us, at a fundamental level, ensuring.

01:19:24

That it complies.

01:19:25

With our collective bargaining agreement #1.

01:19:28

And of course, we want to be sure that it maintains or improves on of the living the service that we provide to our customers.

01:19:40

One thing that's not available.

01:19:44

Is that the postal services?

01:19:45

Network of processing and delivering mail.

01:19:49

Has to be modernized.

01:19:52

Let's step back and really think about.

01:19:53

What we have?

01:19:56

We have a network.

01:19:57

That was built.

01:19:59

To process and deliver letters and flights.

01:20:01

64.

01:20:04

Then we had idiots like Pat Donoho come along and.

01:20:09

Completely screw up.

01:20:11

And pervert that network. So now.

01:20:15

We have a network that was designed to deliver parcels, excuse me, designed to deliver flats and letters.

01:20:23

That a bunch of people screwed up over the years. They couldn't even do that, if that's what we did anymore. And oh, by the way, we still do that. But as you all know.

01:20:31

The male mix has changed a lot.

01:20:36

The number of parcels that.

01:20:37

We have compared to the the caseable mail that we have FSS praise, Jesus is no longer that's gone. Things have changed a lot. It has to be modernized now.

01:20:52

There's a lot.

01:20:53

Of arguments that can be had about how.

01:20:55

It should be.

01:20:57

And we have been heavily involved in those.

01:21:00

And sometimes our.

01:21:01

Arguments for a period of time.

01:21:05

But let's just talk conceptually about what they are trying.

01:21:09

To do and.

01:21:10

I immediately will stand up here, tell you I'm no expert on mail processing.

01:21:14

But I will tell you.

01:21:15

That what they explained to us.

01:21:21

They want to increase their processing capacity.

01:21:26

But in order to do that in a lot of locations.

01:21:29

They need fewer facilities, but more square footage. So if you take the most major cities, they've got multiple mail processing plants. They will reduce the number of plants.

01:21:40

But put them in bigger places so that they have more capacity now again.

01:21:46

We'll see if that how that.

01:21:47

Turns out on the delivery.

01:21:51

Side of things.

01:21:52

Where this is really.

01:21:53

Impacting us right now.

01:21:56

The SDCS is all.

01:21:57

About the the concept there is to increase.

01:22:02

Reliability. Reduce variables and stuff like transportation.

01:22:08

So from all these little small mail processing.

01:22:12

Small there's a bunch.

01:22:13

Of them, right?

01:22:14

You've got truck wraps, a lot of them are highway contract routes. Some of them are PW representing ES Rogers.

01:22:23

And you know, if you're in a delivery unit.

01:22:26

In the morning, you're the first to stop.

01:22:28

You're probably OK.

01:22:30

You're the 7th, 8th or 9th style you're in.

01:22:34

You're waiting on mail. Probably come.

01:22:37

In at 9:00 or 9:00.

01:22:38

Or whatever you know.

01:22:39

Just crazy things like that.

01:22:42

The idea behind the.

01:22:43

SDC's is to alleviate those.

01:22:47

Issues. So what happens with the SDC?

01:22:50

Is they take all these delivery units within.

01:22:53

30 minutes or so.

01:22:54

Location bigger building. They are renovating the building to move the people in. They'll be moving them in there before.

01:23:03

The regulation was finished, so we're working on that.

01:23:07

They're more.

01:23:07

Modern buildings, they have new cases.

01:23:11

You know really cares about after four. You think that period. They're not like green or brown or.

01:23:19

Whatever other they get, dollars we looked.

01:23:21

At for years.

01:23:23

New break rooms and bathrooms that actually work. They have there anything in the works. Floor doesn't cave in. You know how these old post offices can be said today when they first like.

01:23:39

They came out of the plane, he said this.

01:23:41

He said you people working.

01:23:46

So why don't we fix it anyway?

01:23:49

But the idea is to move these carriers in here.

01:23:52

And instead of having.

01:23:53

These little trumper.

01:23:54

Outs going all over the place. You got all this mail for this? SDC processed in this deep processing plant and all in one big shot. It goes to this SDC. They'll get distributed and then it.

01:24:09

Kind of transfers a lot of transportation to us where we leave from that SDC drive out to wherever our route starts and.

01:24:20

It's a very much a work in progress.

01:24:24

From a conceptual standpoint, the obvious potential dated impact on us is you know, someone having an increase commute time that doesn't work both ways. I mean sometimes.

01:24:36

You have people that have to decrease.

01:24:39

But then there.

01:24:40

Are a lot of things that.

01:24:40

We have to sort through.

01:24:43

So we use.

01:24:43

The process for.

01:24:44

Our our folks at headquarters staff work with the NBA offices. They reach out to the branches that are involved here, try to gather as much information as we possibly can ahead of time so that we can anticipate any potential problems and try to.

01:24:59

Resolve them before it actually happens here.

01:25:02

Now there are a.

01:25:04

Number of potential issues that come up.

01:25:08

The first is from a contractual standpoint, what do you call these things and therefore what contractual provisions apply?

01:25:18

So you never do those long cut late.

01:25:21

OK.

01:25:22

In 11 years ago.

01:25:24

So we did.

01:25:25

Do online abuse because there's really nothing.

01:25:27

In Article 12 that applied to a circumstance.

01:25:30

Where you took.

01:25:31

The carriers can move them from one place to the other.

01:25:35

But you didn't close.

01:25:36

That place you left.

01:25:37

The retail open, you know, the window, whatever.

01:25:41

This is similar so.

01:25:44

We negotiated MU.

01:25:46

'S I.

01:25:46

Don't remember what the numbers are on top.

01:25:48

Of my head.

01:25:51

Stuff like that there is.

01:25:53

Some you see, we did in January.

01:25:56

February for you.

01:25:58

We negotiated two different emojis. One.

01:26:01

That talked about things like route adjustments that time frame of that once we move, because of course we're adding travel time to routes. So in like cases, we've got an adjustment.

01:26:10

And how the user?

01:26:15

When we move a bunch of places that are part of the same installation into a location that's not a problem, they all have their.

01:26:22

Own you know, they all have.

01:26:23

Under one Lu, typically the same branch, no issues. However, some of these things.

01:26:31

You have put offices for multiple installations combined.

01:26:35

You have multiple local memorandums of understanding, so there's a process of how those different remote views are reconciled, solicited, then internally for us the Union.

01:26:47

Sometimes we have multiple branches.

01:26:51

That place has moved into the same location. When that happens, I have to make a decision about the representation which those Members are going to which.

01:27:05

Generally speaking.

01:27:08

If the branches represent their members.

01:27:13

I usually allow them to remain the members to remain with whatever their their branch that.

01:27:18

They're part of.

01:27:20

We have had a couple where we had branches of like minimum those branches that really didn't represent the Members branch and ultimately it's about let's doing you know.

01:27:30

For the members and.

01:27:31

Application, but typically that's what I hear on.

01:27:35

The side to do.

01:27:36

And that's kind of the default is if the branch represents some members on them, remain members of that branch.

01:27:43

And believe it or not.

01:27:44

You decide to do this, or usually somebody's not happy with the outcome, but we.

01:27:51

Try to get ahead of all.

01:27:52

This stuff through gathering information, ensuring that anything.

01:27:57

We can potentially.

01:27:58

Anticipate that we have.

01:27:59

To deal with internally.

01:28:00

Like that or that we have.

01:28:02

To deal with with the Postal Service.

01:28:04

That we do that.

01:28:06

So you know, these things are still evolving. I think we have about a dozen that are up and running now. You know, they've actually moved. We've got a whole bunch more that are coming and they still plan to do around 400 to the east around the country. So there's a lot of opportunity for positives.

01:28:26

You know, I mean look, they fixed.

01:28:28

The mail there earlier and it's more.

01:28:29

Assistant. That's great.

01:28:32

Working in newer buildings is obviously better, but I can assure you this we will continue to stay on top of it.

01:28:39

And we need to.

01:28:40

Do everything we can do to ensure that our collective bargain agreement as follow, and that any issues have been that we can anticipate ahead of time.

01:28:50

That we do anticipate.

01:28:53

So interestingly, I mentioned this a.

01:28:55

Couple of times and.

01:28:56

As I've segue here into talking about the White House a little bit.

01:29:03

The the Postmaster general is.

01:29:07

Bit of a polarizing character to a lot of people.

01:29:11

That's kind of, I guess, calmed down a.

01:29:13

Little bit, but you know, back in 2020 when the the board selected Louis de Joy.

01:29:20

As the PMG.

01:29:22

You know, there was.

01:29:26

Skepticism, let's say.

01:29:28

You know.

01:29:28

Some of that due to think.

01:29:30

Of the political climate at the.

01:29:31

Time and the presidential election going on, his previous job was as a fundraiser for the Republican National Convention, someone that has been very deeply rooted.

01:29:42

In Republican politics for long.

01:29:46

So there was legitimate reason for skepticism. Trust me, we had a same skepticism.

01:29:53

So he comes in as PNG and there's a couple.

01:29:56

Of things beyond.

01:29:56

That pretty quick.

01:29:59

From one is that election was coming up and we approached him and if you don't want you know, with COVID we need vote by that was going to go through the roof for we said you want to screw this up.

Here's what we do. We set up.

01:30:14

Task force thing weekly get all humans involved.

01:30:17

We'll get the advancement association, like the managers like faith unions.

01:30:22

And we're meeting with all your operations people. We'll go through everything we need to be sure we.

01:30:26

Did this right so.

01:30:29

We did that, former chief of staff solver.

01:30:35

We upgraded he and I would meet with the Postal Service multiple times a week and.

01:30:40

We were excellent in.

01:30:43

You were we. We took a very challenging situation.

01:30:48

With the vote by mail stuff.

01:30:50

And had an.

01:30:51

Overwhelming success.

01:30:53

Another thing you remember, in 2020 we were basically finished with interest arbitration and reached that attended agreement on our contract.

01:31:02

That was because we had to change it.

01:31:06

We would not have reached that agreement on the previous post.

01:31:10

So and overtime, obviously we work very closely with with the PNG reform bill that we're going.

01:31:18

To get into here shortly.

01:31:21

And frankly, over time.

01:31:24

He's proven to be.

01:31:25

Someone that does not do things.

01:31:29

Based on any idea.

01:31:31

It's a very.

01:31:32

Business oriented, very business minded person is very intelligent. He's a leg up on a.

01:31:40

Lot of former post Gerald.

01:31:44

And they need.

01:31:44

Somebody that we've had a really good working.

01:31:46

Relationship with.

01:31:48

To the.

01:31:51

Point where I asked the White House back in February.

01:31:57

That I didn't.

01:31:58

I didn't want him to make.

01:31:59

Any changes on the board to go there while we were?

01:32:00

Good morning.

01:32:02

In collective bargaining because I didn't want some.

01:32:05

Governor to come in and they.

01:32:06

Make a change in BMG ending.

01:32:08

Disability, I thought.

01:32:09

That was in the best interest of.

01:32:10

Our bargaining for.

01:32:11

Him to be the.

01:32:12

PNG. Now once we get through with bargaining.

01:32:15

Get our contract done, they.

01:32:16

Can do whatever they want.

01:32:20

But that civility was.

01:32:21

Important for us in collective bargaining so.

01:32:25

He's someone that.

01:32:26

You know we.

01:32:27

Don't agree on everything, but he's very communicate.

01:32:30

Less frequently, my talk to them.

01:32:33

All the time, he's a kind of.

01:32:35

Person that will just just pick.

01:32:38

Up the phone call and ask what do you.

01:32:40

Think about things which is is good.

01:32:43

If he values.

01:32:43

Our perspective now there's just, I don't.

01:32:47

Speak for the other post 2 units.

01:32:48

I only speak for anyone else.

01:32:51

I don't think you called.

01:32:52

Them very much.

01:32:54

So look, you never know.

01:32:58

When you look so forward to governors right now.

01:33:01

You've got a situation where the four Democrats.

01:33:06

And independent and basically Democrat.

01:33:10

So 5 and you.

01:33:11

Got 4 publishes.

01:33:13

In the event just.

01:33:14

Me and you decided to just.

01:33:16

Go off the rails.

01:33:17

And out into the left field.

01:33:20

The right to officiate.

01:33:24

And we needed to.

01:33:24

Do something. We've got the people on.

01:33:26

The Board of Government to do this so.

01:33:28

We're really in a.

01:33:28

Very good position so.

01:33:32

Two of the seats on.

01:33:33

The board, their terms expired. They have six year terms. They expired last December.

01:33:40

One of those is a Republican.

01:33:43

And one is a Democrat, the Democrats.

01:33:47

The one I want to talk about.

01:33:49

If you were at a convention in Chicago, you heard him speak. His name is Lee MO. He's the former president of the Airline Pilots Association.

01:33:57

And union guy?

01:33:59

The White House.

01:34:00

Not going to renominate him.

01:34:02

Board the board of.

01:34:03

Governors, there's a lot of reasons for that. One reason is kind of step down a little bit with his union due to some work he was.

01:34:11

Doing with the FAA.

01:34:13

Another reason is that the Trump administration left this administration with all these boards and and and positions.

01:34:23

They have the ability to nominate people too, with just they.

01:34:26

Were all full of white men, and rightfully so.

01:34:29

They've made a very.

01:34:30

Effort toward diversifying.

01:34:33

The first time and board so.

01:34:37

I did, however, asked them back in February.

01:34:41

Because these people.

01:34:42

Need to stay on for a year?

01:34:44

As long as their.

01:34:45

Replacements are not nominated and confirmed he.

01:34:48

Can be on Captain vote can be.

01:34:50

On the board.

01:34:50

Through December the 8th.

01:34:53

He's someone that works to represent the interests of.

01:34:56

The workers us.

01:34:58

But he's someone that's worked with the Postal Service very well in a very functional way with the leader.

01:35:05

So I did ask the White House don't.

01:35:07

Do anything while we're.

01:35:08

Barred. Just let it state.

01:35:10

And you'll he's willing. I talked to him and asked him. He's willing to serve out and roll over to her, and we need that stability while we're gone.

01:35:19

But now we're in.

01:35:19

October. So we're not.

01:35:21

Far from the expiration of his term.

01:35:25

So we were looking around for potential candidates to serve on the.

01:35:31

Board of Governors.

01:35:33

A lot of people express interest.

01:35:35

Former members of Congress express interest.

01:35:39

I don't really like it.

01:35:41

The Congress on the board of donations.

01:35:43

They're just inherently political, you know? And but we don't want them reached out, huge supporter of ours and was greater and we had other degrees.

01:35:52

Out because I wasn't.

01:35:55

And you'll see dog catcher.

01:36:01

But we have a candidate that we have put forward.

01:36:04

To lie down.

01:36:05

That would be.

01:36:10

UM.

01:36:11

And she.

01:36:16

Thank you.

01:36:17

So hopefully.

01:36:19

I'm not.

01:36:19

Going to.

01:36:20

Say who it is, right?

01:36:21

Now, but just think it's still a little bit of a quiet people, but.

01:36:26

It's somebody that.

01:36:27

Would be, would be excellent and would be very consistent with this administration is.

01:36:35

Type of people that they.

01:36:36

Have put into places like this and.

01:36:38

What we're really we're really excited about.

01:36:44

The Republican the news farmer fires.

01:36:48

Has to be renominated so.

01:36:50

Page 5, page deals over.

01:36:55

So hopefully that is pretty pretty quickly when we get them renominated.

01:37:00

Postal Regulatory Commission they're five Commissioners there, Robert Thomas.

01:37:05

Who is a?

01:37:06

Republican has been efficient for a number of years.

01:37:09

Was renominated.

01:37:11

I told by.

01:37:11

The name of Tom Dave was renowned, was not nominated, was nominated.

01:37:13

What are you say what?

01:37:15

Until the Democratic seat.

01:37:17

He should retired postal.

01:37:23

Seemed like.

01:37:23

They just died.

01:37:24

He was there for a long time, he.

01:37:26

Apparently kind of fell out of favor with that Donahoe.

01:37:29

Was a PNG which.

01:37:31

That's a positive. Anyway. Those two were nominated. They were confirmed by the Senate last week.

01:37:45

The main thing though, with the white.

01:37:46

House, I want to talk about it.

01:37:47

Cory will give me another.

01:37:48

Day on where it is is what I.

01:37:51

Mentioned earlier this Siegel stuff.

01:37:55

So back in, I think it was 2.

01:37:57

1011 or 12 sometime.

01:38:00

The Postal Regulatory Commission had this company called Siegel.

01:38:06

Conduct a study on the way OPM evaluated the Postal Service and pension assets, mostly CSR.

01:38:16

And this started with an old.

01:38:17

IG report I think back in 2009.

01:38:21

They found that.

01:38:23

The Postal Service suspensions were significantly overfunded.

01:38:29

This has to do with the old postal.

01:38:33

A post office department, which was a full-fledged government agency front but the rest of the government now in 1970, you know all those great men and women that went on strike. One of the outcomes there was legislation called Post Reorganization Act in 1970.

01:38:54

That created the.

01:38:55

Postal Service as we know it today.

01:38:58

As an independent.

01:38:59

Each other.

01:39:03

It would stand to reason.

01:39:06

If you take someone that works, let's say.

01:39:08

They were hired in 1955.

01:39:12

They worked 15 years under the post Office Department Pre 1970.

01:39:18

Then they retired in 1980.

01:39:20

Five, they worked 15 years under the Postal Service post 1970.

01:39:26

Which stand to reason.

01:39:27

At the time they worked that's under the post Office Department.

01:39:32

That that piece.

01:39:34

Of their retirement obligation would be on.

01:39:37

The government, the.

01:39:38

Post Office, Department and for the 15.

01:39:40

Years after 1970 that cost on.

01:39:42

The Postal Service that seems very simple, right?

01:39:46

That's not the way it is.

01:39:49

They miscalculated this. We should most professional opinion.

01:39:56

To place a much, much larger obligation on the Postal Service, that indeed should be.

01:40:05

On the Post Office department.

01:40:08

We have not updated these numbers in a few years, but.

01:40:10

It is in the.

01:40:11

10s of billions.

01:40:12

And likely approaching a.

01:40:13

\$100 billion, right.

01:40:17

And now to understand what this money is about.

01:40:22

This is not necessarily just cash that's sitting around.

01:40:26

Remember, this is obligations on the.

01:40:29

Books and over here.

01:40:31

So what we have asked the President to do, going all the.

01:40:35

Way back to the campaign.

01:40:38

They have the president's indicated full support for this, the administration has.

01:40:44

It hasn't happened yet.

01:40:46

That's a little frustrating to us.

01:40:49

I'm high volume restoration vendor.

01:40:51

Chief of staff here, which is.

01:40:56

We've asked them to just simply tell OPN.

01:41:00

Use standard private sector evaluation practices. Recalculate this if they get that you're what would happen.

01:41:11

The political services, pensions and civil service accounted for circular would be significantly overfunded by 10s.

01:41:17

Of billions of dollars.

01:41:20

Under current law, when that account is overfunded, a transfer happens every year that moves money from the postal services civil service account.

01:41:32

Into the retiree Health Trust fund.

01:41:37

So about starting in 2025.

01:41:40

This was done about 2 1/2 billion.

01:41:43

Dollars a year would be transferred into the retiree Health fund.

01:41:48

You know what that.

01:41:48

Is 2 1/2 billion.

01:41:50

Dollars that the Postal Service on a yearly.

01:41:53

Basis does not.

01:41:54

Have to pay cash into that retiree dollar.

01:41:58

That they then.

01:41:59

Have to invest in things such as infrastructure improvements like new vehicles, wages and benefits.

01:42:09

Bargaining with folks that have money. Trust me when I tell you it's just better bargaining with people. So there's a tremendous benefit to the long term sustainability.

01:42:21

Of both of service.

01:42:22

Here, there's a tremendous benefit to.

01:42:26

Our collective bargaining and.

01:42:28

So both are.

01:42:29

Your game, right? Like we've already.

01:42:30

Had so this is.

01:42:31

Something that will really continue to work on.

01:42:34

Last thing I'll mentioned with the White House.

01:42:41

We have done a.

01:42:42

Significant amount of work and and frankly the Postal Service has with the White House about utilizing some of the money that's available through some of the legislation that's passed about clean energy over the last couple of years and also through the the Inflation Reduction Act as.

01:43:01

Appropriated about \$3 billion for electric vehicles for the Postal Service to increase the percentage of our next generation vehicles that will be electric.

01:43:11

There was an announcement back in December. Some of you may have seen that the 1st 50,000 of our new custom made.

01:43:19

Vehicles, which, by the way, they're.

01:43:20

Going to start rolling.

01:43:21

Off and actually being on the road will be 2024.

01:43:26

Great. Take a few years to get them all out there, but we have steadily seen an increase in.

01:43:33

That percentage, a lot of that.

01:43:34

Comes from these really strange that fellow, so to speak. You got BFG over here is like old.

01:43:42

Are a Republican and in the White House they move.

01:43:45

Great people.

01:43:47

The guy that I don't know what he's probably he's like. Bizarre. This money we're claiming here to make these deals. And then John Podesta, he's been Democratic polling under 50 years. These two will go hard headed Democrat anyway, but they found a way to get stuff done.

01:44:07

There's a lot of there's some.

01:44:08

Good things. I think that announcement will be made pretty.

01:44:08

So it's not just about an extra right, but they're all showtimes about and replace some of the.

01:44:18

With our we have started to see installation of the charging stations and some locations around the country and.

01:44:28

At this stage.

01:44:28

Of the initial rollout of there. So.

01:44:31

We are to the point where we're very supportive of.

01:44:35

Electric vehicles for various 4 days ago Postal Service getting money for electric vehicles. You know, for most supportive new vehicles, fast locally. We've been waiting a long, long time.

01:44:51

So I want to talk to you about.

01:44:54

A vote for reform?

01:44:55

On the past.

01:45:02

Before I get into the, the one specific thing I want to talk.

01:45:05

About a little bit.

01:45:08

I think it's important that we look back to gain a little.

01:45:11

Bit of that business.

01:45:13

About what we.

01:45:14

Have going forward.

01:45:16

So long you in.

01:45:17

This room have been around for.

01:45:18

A long time.

01:45:20

A lot of you have been involved legislation, really, politically you I'm sure very much remember the Great Recession.

01:45:28

That happened in 2008, 2000.

01:45:30

9 resulted in the Postal Service having a significant loss in reading. Do the loss in first class mailbox. Yes, in the years that.

01:45:40

Follow the economy came back pretty quick, you know, it didn't.

01:45:43

Come back at first class mail volume and then Randy.

01:45:49

That is the point in time where this pretty funding mandate.

01:45:53

From the 2006.

01:45:55

Postal Accountability Enhancement act.

01:45:59

Really, roads to the surface is.

01:46:01

Of just unsustainable burden on the boat.

01:46:06

To the tune of them having to pay five \$6 billion every year.

01:46:11

And beginning all the way.

01:46:12

Back in 2012.

01:46:15

2011 against.

01:46:17

If you think about.

01:46:18

The the Congresses every two years that have been sworn in.

01:46:23

Since that time.

01:46:25

We had legislation introduced.

01:46:29

And every one of those times to somehow address this pre funding mandate.

01:46:35

As well as other things and that legislation.

01:46:38

Different through every Congress depending on.

01:46:41

The make up of.

01:46:42

The Congress, who was in charge of the Committees of Prediction.

01:46:45

A whole bunch.

01:46:48

And we worked really hard.

01:46:50

You see, of course, just as important, all of you out of your congressional districts communicating with.

01:46:56

Your Members opponents.

01:46:58

But you think back?

01:46:59

To that point in time.

01:47:02

When you mentioned to someone.

01:47:06

The pre funding man they looked at.

01:47:08

You, like you were out of your minds. They had no idea what you're talking about.

01:47:13

I did, Madam, as.

01:47:14

A member of Congress, friend, family media. No clue.

01:47:20

So if you look at.

01:47:21

All of the course.

01:47:22

In that.

01:47:22

Decade of bills introduced to everyone.

01:47:28

We work hard.

01:47:31

And those.

01:47:31

Bills would never.

01:47:32

See the light?

01:47:33

Of Eddie. Unless you had.

01:47:36

That could be very frustrating.

01:47:39

But there's a lesson to be learned.

01:47:42

Is through that work.

01:47:43

Even though those bills never got a vote in most cases.

01:47:49

If you Fast forward to 2021.

01:47:53

And election happened to serving in 2020.

01:47:56

The new Congress.

01:47:57

Is sworn in in January of 2021.

01:48:01

He got delayed slightly, but something.

01:48:04

Horrible would happen, but.

01:48:06

Soon thereafter, postal reform becomes a priority.

01:48:12

And not only.

01:48:14

Did the people know?

01:48:18

What we were talking about.

01:48:21

It was like the universally.

01:48:22

Accepted problem that needed.

01:48:26

To be fixed for the public service among members of both parties, the media.

01:48:33

The public that.

01:48:33

Had any interest whatsoever in the Postal Service.

01:48:36

And its future that education level.

01:48:39

And even though those bills.

01:48:41

It has every two years that work results in the raising of that education level.

01:48:47

That over time.

01:48:48

When an election goes the right way.

01:48:50

To create an opportunity to pass legislation.

01:48:55

And I think it's very important that we remember that.

01:48:58

When we look at.

01:48:59

Priority legislation for us, like the Social Security fairness.

01:49:04

For the federal Retirement Fairness Act, has not.

01:49:06

Yet been introduced, but it will be.

01:49:09

When we look at the current makeup of, say, the House of Representatives.

01:49:12

And the chaos that's going on.

01:49:15

OK.

01:49:15

Maybe there won't be.

01:49:18

A real opportunity.

01:49:19

To get that passed in this Congress.

01:49:21

But we still.

01:49:22

Have to do the work to raise that education line and an election goes a certain way, creates a certain makeup in Congress and and creates that opportunity. So just to let.

01:49:34

Let's talk about both reform.

01:49:38

Postal reform bill signed into law in April of 2022 really did. Three main things May 6 day delivery of burning.

01:49:46

Part of the.

01:49:46

Law, which is cool.

01:49:49

It repealed the mandate for the Postal Service to prefund health benefits.

01:49:54

And it integrated Medicare at a higher percentage, a higher rate among postal retirees, which benefits the Postal Service financially as well as us.

01:50:06

And that's the piece.

01:50:07

That I want to focus on today.

01:50:11

This whole Medicare.

01:50:12

Integration is going to happen beginning in 2024.

01:50:17

And everyone of you in this room as a leader and whatever capacity you are.

01:50:22

You're going to need to know this.

01:50:29

You know, you might get that excited about because.

01:50:34

Trust me when I.

01:50:35

Tell you they're going to ask you.

01:50:37

A lot of questions.

01:50:40

So I just what I'm going to do is.

01:50:42

Lay out what's going to happen. The things that we need to be aware of.

01:50:48

And the.

01:50:49

Thing that every single one of us in this room.

01:50:53

Unless you're not a.

01:50:54

Letter period. And they're not very.

01:50:56

Those in this room.

01:50:59

You are going to.

01:50:59

Have to do next year.

01:51:02

Now you're not going to have to leave here. And remember this for the next.

01:51:05

Year that's going to be a lot of fortification.

01:51:08

And I'll talk about that a little more.

01:51:10

Little more.

01:51:14

Let's start with Medicare. As much space and level, what is it?

01:51:20

So Medicare is government provided health insurance that every one of us in this room payments into the Medicare system with every paycheck we ever got and for the purpose of this conversation, we're going to talk about three parts.

01:51:36

Medicare Part A covers hospitalization.

01:51:41

When you become a 65 and retired, when both of those things are true.

01:51:48

You can enroll.

01:51:48

The Medicare Part A and Part B.

01:51:51

Are really all.

01:51:53

Medicare Part A at that point does not have a premium.

01:51:58

A monthly payment.

01:52:00

It's not free.

01:52:02

You've made for everything. Take care of a guy that doesn't have a monthly for any given year 65 or a time.

01:52:09

Medicare form.

01:52:10

He covers medical expenses, doctor visits, the vast majority of of expenses that most people incur.

01:52:20

With their healthcare covered under Medicare Part B, it does have a premium.

01:52:24

For the last couple of years, it's.

01:52:25

Been around 170.

01:52:27

Dollars a month. Let's take the dollar.

01:52:30

And then later.

01:52:31

On we'll talk.

01:52:32

About Medicare Part D, which deals with prescription drugs.

01:52:36

So let's start with the premise that we really.

01:52:43

I guess back in 20.

01:52:45

1516.

01:52:47

Recognize this as an issue and.

01:52:49

Something that we could address.

01:52:51

So here's what 80% of postal retirees do.

01:52:56

You have your high option health.

01:52:59

Plan within the.

01:53:00

Federal program. Hopefully you'll see plan just the best one.

01:53:05

You also then when you become 65 and retired, both people get Medicare for Aid and Medicare Part B. So what happens is you pay your premium.

01:53:16

For your federal.

01:53:17

Plan you have make your part a you pay your Medicare Part B premium.

01:53:22

Medicare becomes your primary.

01:53:26

And you're a federal health insurance plan because your secondary coverage, the end, the net result of that is you pay your premiums every month and you've never had any.

01:53:35

Out of pocket medical expenses.

01:53:37

Because between those two everything is covered.

01:53:41

You go to the dollar. You don't.

01:53:42

Pay a bill.

01:53:42

Pay and all like everything's total. 80% of those retirees do that.

01:53:49

Remember, 100% opposed to retirees.

01:53:53

Paying into the Medicare.

01:53:55

System with every paycheck they ever got.

01:53:57

So as a group, postal retirees are underutilizing Medicare.

01:54:04

Which means because Medicare becomes your primary, that shifts more costs into the federal health insurance claimants compared to if we were able to increase that percentage, that would should cost from the federal plans into Medicare. Why is that?

01:54:24

Because those costs that are incurred within the federal plans have an impact and ultimately determine the amount of the premiums that are paid for those claims do pay for the premiums.

01:54:36

Postal Service base 72% and we paid 28%.

01:54:42

So if we could increase that 80% number to get a larger percentage of foster retirees to utilize Medicare parts A and.

01:54:54

Part B in particular.

01:54:56

It would result in a cost shift that would result in premium positive premium.

01:55:02

Impact that would benefit.

01:55:03

The Postal Service, in terms of their cost.

01:55:05

Long term for retiree health.

01:55:07

As well as us individually, every one of us.

01:55:11

In this room would pay this ring interest.

01:55:14

So we have to start with.

01:55:15

The question of why?

01:55:18

Do 20% of people not do this?

01:55:21

And their three day regions we found.

01:55:24

Region #1.

01:55:28

When you turn 65.

01:55:30

And you're retiring whenever both.

01:55:31

Of those things will comfort you have.

01:55:34

A period of time where you can enroll in Medicare parking.

01:55:39

If you do not enroll then.

01:55:42

You can enroll even years down the road. However, for every year that is passed, there is a 10% premium on your premium.

01:55:54

Penalty on your premium particular print.

01:55:58

So think of it in terms of this example.

01:56:02

I turned, I retired. I turned 65. I'm healthy, I don't incur a lot of medical expenses. I think. Why do I need to pay this extra \$170 a month?

01:56:13

Let's Fast forward 10 years.

01:56:15

Years from 7576.

01:56:18

I begin to incur medical expenses.

01:56:21

At some point realized and I would.

01:56:23

Really wish I'd pay that 100 and I could.

01:56:25

Pay that \$170 a month and I.

01:56:27

Had no out of my cost, you know.

01:56:28

I wouldn't like that knowledge of what my medical cost.

01:56:31

Would be everybody.

01:56:34

That person could enroll, but they would have a 10% penalty every year, so their premium would be double.

01:56:41

Instead of 100.

01:56:42

And 70 of the 350 or whatever 340 something.

01:56:47

And it becomes unaffordable for us. That's a that's.

01:56:49

A significant percentage.

01:56:54

Then you have people that.

01:56:56

Get their health insurance from another source.

01:56:59

Most frequently, that is veterans that have healthcare connected to their military service in some way.

01:57:07

Usually that's been the VA.

01:57:09

Some, they added another.

01:57:13

There are people.

01:57:14

That you know.

01:57:15

They don't need.

01:57:15

You because they get their health insurance.

01:57:17

Somewhere else then.

01:57:18

You have 1/3.

01:57:20

Which is the folks?

01:57:21

That get their help that that could enroll in Medicare, but maybe they retire and they live somewhere where there are no Medicare provider.

01:57:30

Doesn't do you a whole lot of good to pay for Medicare if.

01:57:33

You live in like Argentina.

01:57:42

We began to talk about.

01:57:45

And overtime develop.

01:57:47

Ways that understanding that's why people don't do this. How we.

01:57:52

Could increase this.

01:57:54

So now I want to get into what the?

01:57:56

Bill does and.

01:57:57

For the purposes of understanding how this will impact.

01:58:00

Each of you individually.

01:58:04

You're all going to.

01:58:04

Fall into one of two groups, let's call it.

01:58:10

So the date that determines which.

01:58:12

Group you fall in.

01:58:14

Is January the 1st 2025?

01:58:19

January 1st, 2025. So if.

01:58:25

On January 1st, 2:00.

01:58:26

1025 you are either retired no matter your age.

01:58:32

You're ready.

01:58:34

Or you are?

01:58:35

Still active as a letter carrier.

01:58:38

Or any possible employee.

01:58:41

But you're age 64 owner, so retire, no matter how old you are or you're still active. But you're age 64 older on January 1st, 2025, you're in Group one. Who's in Group one?

01:59:01

Group 2 is if on January.

01:59:05

1st 2025.

01:59:08

You are still active as a letter here. You are under the age.

01:59:11

Of 64.

01:59:14

Also could be called everyone else.

01:59:19

Who's your group 2?

01:59:22

Anyone not know?

01:59:23

What group you're in?

01:59:26

You got a 50% shot.

01:59:30

And you probably.

01:59:31

Have the capacity to understand both groups.

01:59:36

Alright, let's start.

01:59:37

With Group One, here's how this building Group One.

01:59:42

This bill first if you're in Group 1, does not mandate you.

01:59:46

To do anything.

01:59:48

Different than you currently do with Medicare.

01:59:52

Do you currently have Medicare parts?

01:59:54

A&B.

01:59:56

You're fine with that, you.

01:59:57

Don't do anything you keep.

01:59:58

It continue if you don't have it.

02:00:01

You don't have to get it.

02:00:04

However, if you were one of those people.

02:00:08

That falls into that category of if you were.

02:00:11

To enroll.

02:00:13

You would have to pay a penalty.

02:00:15

Because it's been.

02:00:17

At least a year since.

02:00:18

You became eligible to enroll.

02:00:21

So the example I gave, the person that's now 75.

02:00:23

76 They've been their.

02:00:25

Premium would be doubled because.

02:00:26

Of the penalty.

02:00:27

Beginning April 1st of next year, there's going to be something offered on a special enrollment period.

02:00:35

Were those folks?

02:00:37

That would have.

02:00:37

To otherwise pay a penalty if they.

02:00:39

Enrolled in Medicare Part B.

02:00:42

Will be given the opportunity to enroll and.

02:00:46

The Postal Service will pay the penalty for that person as well as their spouse or significant other for the rest of your life.

02:00:56

You may say well worth.

02:00:57

Today agree to do that.

02:00:59

Because it is cheaper for them to pay that penalty for you.

02:01:06

And increase the percentage of people that are in Medicare because ultimately the impact on the premiums is more beneficial than the cost of paying those.

02:01:16

To pay in, there's a penalty.

02:01:18

For now.

02:01:20

There's few questions to come up.

02:01:22

And we're still there will be more. We're still kind of.

02:01:25

Working through some of the.

02:01:27

With ODM and talking about this and you know pretty much weekly about this stuff.

02:01:40

The hearing starts April first. The law said it would be 90 days. It's not, it's six months.

02:01:47

Hope you have.

02:01:47

A decrease in the 90 days any of you've ever.

02:01:50

Retired and would understand.

02:01:52

If they're not exactly considered to play.

02:01:54

A role in.

02:01:55

The shooting them let me know great people.

02:02:01

See, you see, you're not there.

02:02:07

If you choose to.

02:02:09

You're one of these people that fall into this category. You choose to enroll during.

02:02:13

The special enrollment period.

02:02:15

It becomes.

02:02:16

Effective your enrollment becomes.

02:02:19

Effective at the end.

02:02:20

Of the special enrollment period.

02:02:24

If you enroll, let's say.

02:02:28

In April.

02:02:30

It doesn't become.

02:02:30

Effective until October or whatever that I guess October again.

02:02:35

Or November amendment.

02:02:41

Do you at some point before the end of that?

02:02:43

Special role here decide. I don't really want.

02:02:45

To do this, you can withdraw.

02:02:48

So those are a couple of questions that have popped up to grab there, so.

02:02:53

There will be.

02:02:54

More information for you those of you.

02:02:56

That are in Group wanted to fall into that.

02:02:58

Category and we.

02:02:59

Go for group 2. Here's what.

02:03:02

This bill does for you.

02:03:05

So beginning with plan Year 2025, which starts in January 2025.

02:03:13

You will be required when you are both retired and a 65. Both of those things.

02:03:20

Have to be.

02:03:21

True and both.

02:03:21

Of those things become true, you are required to enroll in Medicare parts A&B to maintain your federal.

02:03:28

Health insurance term.

02:03:30

With two exceptions, Steven.

02:03:34

If you get your health insurance from another source.

02:03:37

Like we talked about.

02:03:38

Or if you live in a place where there.

02:03:40

Are no Medicare providers.

02:03:44

We are.

02:03:44

Not going to make.

02:03:45

Somebody through this feels the need for someone to take in.

02:03:49

So the end result here is a significant increase, hopefully.

02:03:55

And the percentage.

02:03:56

Of hope for retirees that take advantage of.

02:03:59

Medicare Part they.

02:04:00

Could be the result then is of shifting cost of from.

02:04:07

The Federal health insurance.

02:04:08

Plan into Medicare, which remember 100% of us paid into Medicare. That results.

02:04:18

In a positive.

02:04:18

Impact on premiums, which is a shared cost between the both service going to save them 10s.

02:04:24

Of billions of dollars.

02:04:25

Over the years, they've already seen some savings religion.

02:04:28

And projections and I.

02:04:29

Think forward to talk about that a little bit.

02:04:33

But it also benefits us.

02:04:35

You all know health insurance. Pray you feel love.

02:04:37

Every year, right?

02:04:38

The name.

02:04:39

On average, it's say.

02:04:40

Seven, 8% every year.

02:04:42

This will I'm not going to.

02:04:44

Stand up here and tell you it's.

02:04:45

Going to make premiums go down, but what I will tell you.

02:04:48

Is going to definitely slowly grow.

02:04:51

And in just a minute, we're called.

02:04:52

About the benefits.

02:04:53

And there's the piece that they decide there too.

02:04:58

So then as we move.

02:04:59

Into how this will be accomplished mechanically be administered.

02:05:05

So we're under the umbrella. This is important under the umbrella of the federal employee Health Benefits Program, we're not.

02:05:13

Moving out of Viva.

02:05:14

We're under that uproar.

02:05:16

A subset of plans.

02:05:18

Will be created called Postal Service health benefits.

02:05:24

For planning year 2025, every plan most.

02:05:28

Of it will be.

02:05:29

The high option.

02:05:30

It's like the farmer called me this morning.

02:05:36

Will create a duplicate plan.

02:05:39

Under that subset proposed to service health benefits.

02:05:44

Same benefits, exact same benefits in year 2025.

02:05:52

Open season next year, which starts in November, goes through early December normal of the season.

02:06:00

Every single active and retired postal employee.

02:06:05

Will have to swap to.

02:06:07

A plan or enroll in a plan in that.

02:06:10

Postal Service in a big subset.

02:06:14

Again, they're going to be duplicate plans for the vast majority of us is very easy.

02:06:22

You had the NLC plan right now you.

02:06:24

Just said, well, you'll only LC.

02:06:26

Plan in the Postal Service.

02:06:30

Now there are.

02:06:33

Over 1,000,000.

02:06:35

Active and retired.

02:06:36

Close to 140.

02:06:38

And I suspect.

02:06:40

Someone will not enroll during overseas.

02:06:46

So the natural question is what happens?

02:06:49

If you don't do anything.

02:06:52

Well, the answer is we've asked what stopped.

02:06:54

Him and they say.

02:06:55

That if that plan creates duplicate plans.

02:06:58

They're going to meet you in that plan.

02:07:01

The same, however.

02:07:04

I cannot convey to you in strong.

02:07:07

Enough terms, everybody in this room.

02:07:09

That have retired will back.

02:07:11

Me up on this.

02:07:13

Do not leave.

02:07:14

It in the hands of the people at OPM.

02:07:19

That's the way of ensure.

02:07:22

Do it yourself.

02:07:24

And listen I.

02:07:25

Joked about the focus opening. They've actually been very good to us. The director there. We met with fairly recently. The assistant director is someone kind of background. He's kind of in charge of putting this stuff on the chief of staff over there and so.

02:07:36

Give me back.

02:07:43

70 these other people, it's just that the fact.

02:07:46

Is it's an agency. They're they're very antiquated in terms of the.

02:07:49

Process and they're very slow and.

02:07:52

You all know how that.

02:07:55

So once all that's done.

02:08:01

Starting in playing here 2025.

02:08:03

We will.

02:08:03

Really begin to see these savings.

02:08:06

And and that benefit?

02:08:07

The post service long term, again, you don't have to walk out of this room and remember this.

02:08:14

We have the ability we think internally when ALC does.

02:08:19

To identify among our Members, kind of which of these categories you fall into so early next year, we are going to do a mailing. We'll mail a.

02:08:30

Letter to every single member. That letter will to the extent we can possibly tell you specifically about your situation and and what you need to do. The Postal Service will continue. I think you probably got something a few weeks ago from them in the mail. Little Trifold pamphlet thing.

02:08:52

There's going to be a lot of education at there.

02:08:55

So we'll be sure that people are.

02:08:59

So for the Postal Service that.

02:09:01

Whole thing is about half.

02:09:02

The savings in the bill.

02:09:04

The other half is saving things here.

02:09:07

One moment.

02:09:08

Has to do with prescription drugs and Medicare Part.

02:09:13

So back in the 2000s, the Bush administration excluded.

02:09:19

The plans that include postal employees.

02:09:23

From having access to something.

02:09:25

Medicare created, called an employer group waiver plan.

02:09:29

Or hey whip, they called for short EGWP.

02:09:34

What this?

02:09:34

Does it allow?

02:09:37

Insurance companies, mostly in the private sector.

02:09:41

But thankfully now.

02:09:42

Us to ban their employees together to go negotiate prescription programs. So think of this. If I made a small business with.

02:09:52

100 employees.

02:09:54

And I've got a company that insures my 100 employees and Medicare.

02:10:01

Do you think?

02:10:02

I'm in a better place to go. Negotiate with a big pharmaceutical company or a prescription drug price from 100 insured employee or paying together without a few other billion for both bunch of different other companies and a bunch of different others. You know that are insured to go together, negotiate price as the result.

02:10:21

You get a lot.

02:10:22

Better prescription drug costs, which has a positive impact on premiums and has a positive impact on the benefits.

02:10:30

That we all.

02:10:30

Were prescription drug.

02:10:32

Like reduce, bill, remove that and give us.

02:10:35

The plan as they represent those service.

02:10:38

Employees, the access to that employer.

02:10:41

That's the other half of.

02:10:43

So these things have a.

02:10:44

Significant impact on the brain and they're really a win win.

02:10:50

Last thing I want to mention to do with Medicare.

02:10:54

Before I move on here, we created with our.

02:10:57

Health benefit plan.

02:10:58

For the first time this year, what's called a Medicare Advantage plan.

02:11:03

This plan is commonly called Medicare Part C it is administered not through Cigna like our health insurance plan is it. They're finished their company called Aetna.

02:11:19

Take a look at if you're. If you're enrolled in Medicare parts A and the.

02:11:23

You should take a look at.

02:11:24

I will tell you that the providers.

02:11:27

Are a little bit different.

02:11:28

So that's something you want to look into.

02:11:31

The benefits are different that benefits.

02:11:33

From the trailer.

02:11:34

For that age group or that includes like silver stickers.

02:11:37

Inside for that.

02:11:39

The reason I.

02:11:39

Tell you to look into it though.

02:11:41

Is unlike our normal open season, you can enroll.

02:11:45

Or get out of.

02:11:46

This Medicare Advantage plan for month to month basis.

02:11:50

So if you decide in October.

02:11:51

You want to enroll in it for a month that.

02:11:53

Will come effective November.

02:11:56

See how you like if you don't.

02:11:57

Like it you can get.

02:11:59

Out in November and you're.

02:12:01

Out of it, December 1st.

02:12:03

So it's a month to month.

02:12:04

Thing, do you have any questions about that?

02:12:06

The court should.

02:12:06

Call out. That's no plan.

02:12:07

After that.

02:12:09

We don't. I think they will send you to.

02:12:12

Talk to somebody.

02:12:13

At Aetna, who administers the plan, but always.

02:12:16

Feel free to call.

02:12:18

With any questions.

02:12:20

That you have.

02:12:21

All right, I.

02:12:21

Want to briefly.

02:12:22

Mention some of our other legislative priorities and.

02:12:25

And I'm going to ask the.

02:12:26

Board to come up and shoot in all.

02:12:28

Kind of good stuff with you, I'm sure.

02:12:32

What is the crime, bill we talked about earlier?

02:12:34

When that bill is introduced.

02:12:37

That deal will.

02:12:38

Become our number one in place.

02:12:41

Not the only priority for.

02:12:43

Sure, but the most of the the thing when we do, we get done ASAP. So looking for that the.

02:12:49

Social Security. Fair decent.

02:12:51

It will reveal the grossly unfair weapon G PO provisions.

02:12:57

Long time issue of us. A lot of those.

02:13:00

Federal and unions.

02:13:02

I know we've had a.

02:13:04

Lot of activity on the hill we're now.

02:13:06

Thinking the two.

02:13:06

193 close sponsors, which is.

02:13:08

Great for the quality about that 290 ruling and and what that means and what it doesn't mean.

02:13:16

There's widespread support for this, of course. I can tell you it means a lot to me personally because my parents.

02:13:23

Aren't taking five.

02:13:24

And my dad.

02:13:29

But there's also.

02:13:31

A little bit of an uphill battle that.

02:13:33

Has to do with the price of it.

02:13:35

And and again Corey will talk to.

02:13:37

You about that and.

02:13:38

It's important, I think, that we remember that.

02:13:40

Perspective I'm talking about earlier when before.

02:13:43

When it comes to something like this.

02:13:45

Then there's the federal.

02:13:46

Retirement Fairness Act, which would allow former Cpas or even Tees even some casuals in some.

02:13:53

Cases everybody was casual.

02:13:55

The opportunity will buy back that time to have.

02:13:58

Credited towards your retirement.

02:14:04

That one has not been introduced yet.

02:14:06

It will be.

02:14:07

She'll tell you one.

02:14:11

And then there's.

02:14:11

A number of other things. There's access a bill about access to care for OCD would extend allow us to be treated and and and be compensable through an OCP by physicians assistant.

02:14:26

You know that we've got a great.

02:14:28

Relationship with those those and.

02:14:30

Things have gone really, really well over in OWC being with the DOL, that one probably have a lot.

02:14:35

Of places doctors you know, it's.

02:14:39

It's doing what we can do with them to make things the.

02:14:42

Work for the doctor.

02:14:43

A little less cumbersome the things that.

02:14:46

Sort of stop them from wanting to do this to treatment.

02:14:50

In your federal employees, but expanding that?

02:14:52

Access would be big.

02:14:54

And there's a.

02:14:54

Couple of couple of other things that.

02:14:56

You'll get into, so this would be really good.

02:15:00

Before he's going to talk to you about.

02:15:02

That stuff she'll probably.

02:15:03

Talk to you about some political stuff and.

02:15:06

Next year and it's.

02:15:10

So your chief of staff?