



# THE BRANCH 324 BUZZ

December 2020



## Tentative Agreement:

The NALC and the USPS have reached a tentative agreement on a new 44 month national labor agreement, covering approximately 205,000 active city letter carriers across the United States. The agreement emerged after several months of continuous bargaining sessions, even as the parties pursued a resolution through an interest arbitration conducted via video link with a three member panel chaired by Arbitrator Dennis Nolan. The Nolan proceeding has been suspended pending the results of a membership ratification vote.

The 2019 National Agreement will last 44 months, covering the period September 20, 2019, to May 20, 2023.

Please download the NALC app to keep updated with the process of the ratification and also watch for the December issue of the NALC Bulletin for more detailed information.

## Are you ready?

By now many of us are already feeling the holiday rush coming into our offices. In some offices, we didn't really notice any slow down due to lack of staffing either on the clerk side or with our own city carriers. We have noticed recently the plant in Denver has been having major issues once again and can't get us what we need in a timely manner to perform our job effectively. We have been dealing with this for years and it gets very frustrating. Try to not let it get to you personally. Each of us can only do our best for our customers and for ourselves.

Don't forget to take your breaks and lunch. Just because the volume has increased doesn't mean you have to short yourself breaks to meet those demands. It also doesn't mean you have to take short cuts and throw safety out the window to get the job done. "It takes what it takes".

Not everyone works at the same pace. This is a marathon, not a sprint. Don't attack other carriers for working at their pace. If there is an issue with the pace they are working, let management deal with it if needed. We do our job, they do their job. Management should be using the CCAs and ODL carriers effectively to get the job done. Is this always done? NO. Is the national agreement being followed using the CCAs and the ODL to the fullest extent? NO. Grievances are being filed daily in many of our offices but the stewards are having a very difficult time getting enough union time to stay above water. As soon as one grievance is investigated, several more happen the same day and add to the violations. Hopefully this will get better when we get additional CCAs on board to help with the workload.

## A friendly reminder...

Each installation has an LMOU and within the LMOU it dictates about breaks. Breaks can be in the office or on the street. That will be listed in your LMOU. Smoke breaks aren't extra breaks that a carrier gets on top of the two 10 minute breaks. In Greeley, is it in the LMOU that smoking isn't permitted in any postal vehicles. The National Agreement also states smoking isn't permitted in any postal vehicle manufactured after 2014. Let's be respectful to each other and work together to keep vehicles clean.

## Reminder on COVID-19

Be sure to wear your masks when you are in a postal facility. Also wear it when on your route when you can't socially distance from customers. We are going through an increase of cases across the Colorado/Wyoming District and even outside work throughout the states. Wash your hands when you can and keep hand sanitizer available in your vehicle. Take time to clean your truck on a regular basis to disinfect the commonly used areas.

## Thank you for working so hard!

The officers and stewards of NALC Branch 324 want to thank all of you for working so hard this holiday season. We know the election season was tough but we got through it. We have been on the front lines during this pandemic but be thankful we are an essential employee and have a job to come to everyday. **Thank you!**

## 2020 FEHB Open Season

2020 Federal Benefits Open Season is currently taking place and will be ending on **Monday, December 14, 2020**. Be sure to make any necessary changes to your health benefits before that day.

Also be certain to update any information in your flex spending accounts which will fit the needs for you and your family.

Please look at the NALC Health Benefits Plan if you are looking around to change your health plan. The NALC HBP can be reached at 703-729-4677 if you have any questions.



## Preparation is the key!

Start preparing for the cold weather now if you haven't already. Get the proper gear you need on the route to keep you and your hands warm. Have you even washed your gear from last year? That may be a good idea. Take it out of your locker and wash it. Your co-workers will thank you and this will help keep you healthy during the COVID-19 increase and flu season. We need to do everything we can to stay healthy.

**All members that come to a union meeting get an additional 2021 color calendar at no cost.**

**Calendars can be purchased for \$3.50 if you would like another one. Contact your steward for details.**