

RESOLUTIONS & AMENDMENTS

The following resolutions and amendments were approved by the delegates at the National Convention. National agreement resolutions will now be part of the official position of the NALC in future contract negotiations.

NATIONAL AGREEMENT RESOLUTIONS

NALC will negotiate with USPS in pursuit of provisions which would:

- Give TEs at least 30 days' notice prior to the end of their term of any decision not to rehire.
- Make the five-day break for TEs be Monday-Friday, if requested by the TE, as long as it doesn't jeopardize the TE's eligibility for health benefits.
- Require a method for staffing and promotion of letter carriers in all offices.
- Limit mandatory overtime for non-ODL letter carriers.
- Revise Article 16.7 to limit the time a carrier is without pay and benefits.
- Require any carrier put in a non-pay status under Article 16.7 to be paid full back pay if not charged or exonerated of charges, even if there was cause to place the carrier in an off-duty status.
- Provide a time credit in M-39, Section 222.214 for collation of mail regardless of the number of days it is done.
- Allow purchasing and wearing cargo pants-style shorts as part of the uniform program.
- Require that TEs be issued debit cards for uniform purchases in the same manner as the regular workforce.
- Require cargo access from the curb side of all future vehicles.
- Allow office time to turn a letter or otherwise mark relays to prepare the mail for street delivery when there are no bundle break cards in DPS or FSS.
- Give the regular carrier on the route input into the adjustment of the route in future developed alternate route adjustment processes, even if they were not available for the evaluation process.

GENERAL RESOLUTIONS

- NALC should work together with other postal unions and encourage the formation of community/labor coalitions to save postal jobs and services and to build a nationwide movement to defeat privatization.
- NALC should highlight successful branch strategies, train leaders on such strategies and call for national days of action.
- NALC should organize national rallies at times and locations determined by the NALC president.
- NALC will call on the U.S. president to immediately fill the vacancies on the Board of Governors with appointees who favor protecting, improving and expanding the USPS.
- NALC supports the adoption of a new governance structure for the USPS that will

replace the present Board of Governors and management team with executive leadership that is liberated to pursue new product offerings, revenue growth and network innovations that will preserve universal service six days per week provided by workers guaranteed full collective-bargaining rights.

- The president will write to the Washington State Labor Council thanking them for their efforts in helping letter carriers.
- Individuals who lost their lives in hurricanes Katrina and Rita should be honored with a stamp.
- NALC join with the AFL-CIO Labor to Labor 2012 Campaign to mobilize members and others to support the re-election of President Obama and endorses Obama for a second term.
- NALC will investigate the possibility of the establishment of a postal banking system.

LEGISLATIVE RESOLUTIONS

- NALC will support the implementation of a federal permanent absentee ballot program.
- Oppose any attack to privatize Medicare or to replace it with a voucher system.

CONSTITUTIONAL AMENDMENTS

Constitution of the National Association of Letter Carriers

- Article 2, Section 2**—Deleted obsolete references to "rural carriers" and "county" subordinate branches.
- Article 2, Section 5**—Allows branch secretaries to request, and be provided, lapel pins, gold cards and plaques in the year that a member is to complete the milestone. So, if you reach your 50 years on July 31 but the branch is having a ceremony in April, a gold card will be provided for that ceremony if requested.
- Article 2, Section 5**—An addition of a section (d) which corrects past injustices and states that for purposes of Article 2, Section 5, membership in the National Alliance of Postal Employees shall be treated as equivalent to membership in the NALC.
- Article 6, Section 2**—A minor change to reflect that we now use a single form for both nomination and acceptance of nomination by candidates in national elections.
- Article 6, Section 2**—Nominating forms must be made immediately available for review by all candidates at the close of nominations, as is already the practice.

Constitution for the Government of Subordinate and Federal Branches

- Article 3, Section 5**—Branches can designate in their bylaws one officer or more to preside over a meeting in the absence of the president or vice president.
- Article 5, Section 3**—Clarifying language stating that stewards or other persons who are members of the branch executive board or similar body must be elected by the entire branch. This language does not change how

stewards are selected. In most branches, stewards will continue to be appointed by the president or elected by station, in accordance with the branch bylaws. The new sentence is directed solely at those branches whose stewards sit on their executive boards.

Add Article 6, Section 11—Clarifies that any officer, agent, shop steward or other representative or employee of the branch who handles funds or other property of the branch shall be bonded to the extent required by applicable law.

Article 10, Section 2—Branches now have the option of serving charges under branch letterhead, as in reality many branches do not have a seal.

Constitution of the Government of State Associations

Article 3, Section 1—State associations can now meet once every three years, instead of annually or every two years.

Article 6, Section 3—Because of the above change to Article 3, Section 1, this amendment was required to allow each state association to elect delegates-at-large and alternate delegates-at-large at any state convention.

Article 8, Section 9—Any officer, agent or other representative of the state association, who handles funds or other property of the state association shall be bonded to the extent required by applicable law.

Funeral Ceremonial

Minor word changes in the traditional language to render that language gender-neutral.

Form of Installation Ceremony for use of Branches, State Associations, and the National Association

Minor word changes in the traditional language to render that language gender-neutral.

Constitution and General Laws of The United States Letter Carriers Mutual Benefit Association

General Law 4, Section 5—Deletion of an obsolete reference to a \$5 fee that the MBA no longer charges.

Constitution of the National Association of Letter Carriers Health Benefit Plan

Article 5, Section 5—New language clarifies that any decisions by the Board of Trustees are subject to the requirements of the law. Under federal law, OPM is authorized to decide appeals relating to health benefits matters and those decisions are binding on the Plan.

In addition to the resolutions and amendments the delegates debated and approved, delegates also overwhelmingly approved a vote of no confidence in Postmaster General Donahoe. ☒