

# EXECUTIVE COUNCIL

**T**he Executive Council is the governing body of the NALC between national conventions and is responsible for determining the direction of the union. In accordance with Article 9, Section 11 of the *NALC Constitution*, the council consists of the president, executive vice president, vice president, secretary-treasurer, assistant secretary-treasurer, director of city delivery, director of safety and health, director of life insurance, director of the Health Benefit Plan, director of retired members, the board of trustees and the national business agents.

As of May 19, 2020, the Council had convened 13 times since the 2018 National Convention in Detroit, MI.

Meetings of the council are an important opportunity for national officers and key staff to focus on the important issues facing letter carriers. NALC leaders learn about the latest developments from the field and tackle significant issues of national importance. Often, staff members in attendance will report on departmental activities. By meeting as a group, Executive Council members gain the perspective needed to make important decisions on behalf of the membership.

Here is a summary of the council meetings that took place as of May 19, 2020, which would have been the normal cutoff date for the Hawaii convention report:

**May 22-24, 2018 (Washington, DC):** President Fredric V. Rolando welcomed two new members to the council. The council was advised of the scheduled guest speakers for the upcoming convention and committee appointments. The council reviewed proposed resolutions and constitutional amendments and discussed recommendations. The council was provided and update on the legislative and political landscape. The Executive Council elected the seven trustees of the Nalcrest Foundation, Inc., four of whom must be members of the council, and the officers of Nalcrest.

**July 11-13, 2018 (Detroit, MI):** In addition to reviewing final preparations for the national convention, President Rolando provided an update on the administration's task force on the Postal Service established through execu-

tive order. The council was also given updates on the Joint Workplace Intervention Process (JWIP) and the NALC Disaster Relief Foundation. The council discussed final recommendations to be considered by the delegates to proposed resolutions and constitutional amendments. Also, the council passed a resolution providing clarification to the disability provisions of the NALC Annuity Trust Fund resulting from a change in law.

**Dec. 3-7, 2018 (Washington, DC):** President Fredric V. Rolando welcomed the new members to the council. Some items the council addressed included collective bargaining, the grievance arbitration procedure, digital media, Amazon and legislative items. The council approved the recommendations of the Board of Trustees to adopt the second amendment to the 2018 Restatement of the NALC Annuity Trust Fund and the 2019 premium rates for the NALC Health Benefit Plan for Employees and Staff. The council also approved a resolution affirming the actions, policies and procedures of the NALC Building Corporation and related LLCs, as well as a resolution affirming that the service allowance and all funds deposited therein are the property of the National Association of Letter Carriers. The Executive Council elected the seven trustees of the Nalcrest Foundation, Inc., four of whom must be members of the council, and the officers of Nalcrest.

**June 24-28, 2019 (Washington, DC):** In addition to providing legislative updates on current House and Senate resolutions on issues that affect the Postal Service, President Fredric V. Rolando discussed recent hearings held by the U.S. Senate Committee on Homeland Security and Governmental Affairs regarding recommendations from the White House task force report on the Postal Service, as well as his recent testimony before the U.S. House of Representatives Committee on Oversight and Reform regarding Postal Reform legislation. The council was also informed of legislative strategies to address the retiree health care pre-funding mandate, the status of vacancies on the Board of Governors and Postal Regulatory

Commission, and the Postal Service's 10-year business plan. The council approved the recommendations of the Board of Trustees to adopt the 2019 Restatement of the NALC Annuity Trust Fund. The council also approved a financial contribution to the Vote at Home Coalition. Other topics discussed included the 72nd Biennial National Convention in Honolulu, grievance/arbitration update, consolidated casing update, and city/rural disputes update. The council recessed into their respective bargaining committees for contract negotiations.

**Aug. 7-11, 2019 (Denver, CO):** President Fredric V. Rolando notified the council about the topics to be reviewed during the NALC Rap Session on Sunday, Aug. 11, 2019, and reviewed the workshop schedule. The council was given an update on the status of collective bargaining and concepts being discussed regarding an alternate route adjustment/structure. The council was advised of the ratification of the tentative agreement recently reached between the National Rural Letter Carriers' Association and the U.S. Postal Service. Other subjects discussed include new/updated member publications, city/rural disputes, the Office of Workers' Compensation Programs and the consolidated casing initiative. The council received updates on grievance/arbitration, postal reform, legislation and politics, the Board of Governors, the Postal Regulatory Commission, and the National Vote at Home Coalition. The council reviewed recent changes and additions to NALC positions that included appointments to the regional grievance assistant and legislative and political organizer positions.

**Sept. 20, 2019 (teleconference):** The council discussed the status of contract negotiations and the next steps in the collective-bargaining process. The council reviewed the new release notification that the parties had reached impasse in contract negotiations. The council was notified of recent appointments.

**Dec. 9-11, 2019 (Washington, DC):** The council reviewed a copy of the report of the Convention Committee on

the 2026 NALC convention site findings and selected Los Angeles, CA, as the host city. The council was given updates on the plans for the celebration of the 50th anniversary of the Great Postal Strike of 1970, pending national level grievances, USPS pre-funding of future retirees' health care benefits, the retirement announcement of Postmaster General Megan Brennan, the status of vacancies on the Board of Governors, and the status of the Postal Regulatory Commission's 10-year review of the system of regulating rates and classes for market dominant products. The council approved the recommendations of the Board of Trustees to adopt the 2020 premium rates for the NALC Health Benefit Plan for Employees and Staff and Nongroup Benefits. Other topics discussed included a legal counsel report, Amazon, the National Vote at Home Coalition, organizing and legislative/political initiatives.

**March 9, 2020 (teleconference):** President Fredric V. Rolando notified the council that COVID-19 infection rates were climbing in New York City, resulting in the need to postpone the celebration of the 50th anniversary of the Great Postal Strike due to safety and health concerns. The council discussed the recommendations from the Centers for Disease Control and Prevention (CDC) as they relate to COVID-19. The council approved a recommendation to send a letter from the NALC Executive Council to state associations and branches encouraging them to follow the CDC guidelines on COVID-19. The council also discussed the national interest arbitration hearing schedule, the consolidated casing initiative, received a legislation/political update and discussed preparations for the NALC 72nd National Convention in Honolulu.

**March 19, 2020 (teleconference):** The council received updates on legislation and the prospects of a postal stimulus package, settlement discussions with the UPPS over the consolidated casing

initiative, the status of the annual Letter Carriers' Stamp Out Hunger food drive, the effect of COVID-19 on the national interest arbitration, and the status of the NALC 72nd National Convention in Honolulu. The council discussed safety measures and memos aimed at mitigating COVID-19 exposure for USPS employees, as well as NALC's internal response.

**March 27, 2020 (teleconference):** The council received updates on legislation and was notified that a stimulus bill was signed that provided an additional \$10 billion in borrowing power for USPS, albeit with conditions attached. The council discussed the postponing of the annual Letter Carriers' Stamp Out Hunger food drive and the impact of COVID-19 on the consolidated casing initiative as it relates to the requirement to maintain social distancing. The council discussed COVID-19 protocols and agreements with USPS regarding additional leave provisions, quarantining and COVID-19-related memorandums. The council was advised of considerations to extend the current contract provided agreement could be reached on specific provisions.

**April 23, 2020 (video conference):** The council received updates on legislation involving additional stimulus relief, national interest arbitration hearing schedule, status of vendor contracts for the NALC 72nd National Convention in Honolulu, and the results of the 2020 presidential candidate member survey. The council discussed COVID-19 safety protocols regarding availability of supplies, mask guidance/requirements, CCA loaning, exposure/infection statistics, and the Families Coronavirus Response Act.

**May 11, 2020 (video conference):** President Fredric V. Rolando notified the council that letters were sent to the convention center, hotels and vendors notifying them of the NALC Executive Council's decision to cancel the NALC 72nd National Convention in Honolulu. The

council received updates on the national interest arbitration hearing schedule, discussions to resolve the consolidated casing dispute while awaiting a decision from National Arbitrator Das, and grievances pending the Step B level of the grievance-arbitration process. The council also received updates on legislation involving additional stimulus relief and the announcement of the newly appointed postmaster general. The council discussed USPS's intent to conduct tests related to COVID-19 safety protocols in specific sites around the country, as well as COVID-19-related memorandums.

**May 19, 2020 (video conference):** President Fredric V. Rolando advised the council of his participation in virtual meetings with the national business agents and branches. The council was informed that the most recent stimulus package to pass the U.S. House of Representatives provided \$25 billion in appropriations to USPS and removed the prerequisites on borrowing that were placed in the initial stimulus package. The council was advised of the endorsement of Democratic presidential candidate Joe Biden by the AFL-CIO following a video conference, but that President Fredric V. Rolando notified the AFL-CIO that NALC has its own internal process for endorsing candidates. The council received an update on NALC's engagement in media advertising to promote stimulus objectives for the USPS and letter carriers. The council approved a recommendation to fund television commercials and digital ads in a campaign directed at informing the public of the need for stimulus relief for the USPS. The council approved a recommendation to replace the current outdated phone system at NALC with a new Cisco phone system. The council also discussed the need to replace NALC's human resource/payroll system. Also discussed was the proof of concept involving employee temperature-taking at two USPS sites.