

## **HIGHER LEVEL ASSIGNMENT POLICY**

This higher level assignment policy supersedes any previous versions.

At the 2011 National Convention in Savannah GA. the delegates passed a constitution change extending the higher level assignment policy for delegate eligibility at the state and national level to be consistent as it applies to Officers and Stewards of the NRLCA. Below you will find the current Higher Level Assignment Policy and the changes as it applies to delegates at both the State and National level. In addition, the national board has identified some acceptable duties that do not violate the higher level assignment policy.

### **Article III Members**

#### **Section 3. Restrictions.**

Inasmuch as it is an unfair labor practice under the Labor Management Relations Act (LMRA) for any employer (including persons acting in that capacity) to dominate or interfere with the administration of any labor organization, it follows that employers, while they may be members, may not be candidates for office or serve as officers.

Members are prohibited from participation in the Association while serving in managerial or supervisory positions, such as Officer-in-Charge (OIC), Acting Supervisor (204-B) or Postmaster Relief (PMR) or acting in any capacity normally performed by a manager. Members who accept managerial positions shall be deemed to have resigned from all elected and appointed positions within the Association and shall be prohibited from holding any elected or appointed union positions for a period of one year from the last day served in that capacity.

### **Article VI Meetings**

#### **Section 2. Delegates**

##### **A. Eligibility**

1. Each state association shall be entitled to representation by one delegate for every 100 members or major fraction thereof and one Delegate-at-large. Membership shall be based on the number of dues withholding and cash pay Bargaining Unit and Retired Members on June 30 of the Association year just ended.
2. Only Bargaining Unit Members and Retired Members in good standing may be nominated, elected or seated as delegates. Such "good standing" status shall be the sole prerequisite for determining eligibility or entitlement to service as a delegate or to any payment or benefit, except that a state may establish reasonable rules to ensure attendance at the Convention.

3. A member who accepts or acts at any time in any capacity normally performed by a manager from the end of one Convention to the end of the next Convention shall be ineligible to be nominated or serve as delegate.

**INTENT OF/REASON FOR CHANGE:** The intent of this change is to be consistent with the language in Article III, Section 3 of the National Constitution prohibiting members who have acted or served in a capacity normally performed by a manager from participating in the Association for a one year period.

**PROVISO: Change effective for the 2012 National Convention.**

In order to give the membership reasonable notification, the changes to Article VI, section 3, will go into effect on **November 1, 2011**. Any rural carrier serving in a managerial assignment as described above from the end of the 2011 national convention to **October 31, 2011**, will not be prohibited from serving as a state or national delegate. Note: This only applies to the constitution change for Article VI, section 3. that was passed by the delegates at the 2011 national convention. All other provisions of the higher level assignment policies as it applies to stewards and elected/appointed state officer positions remain in effect as written.

## **Article IX Steward System**

### **Section 8. Stewards Acting as Managers**

- A. State Stewards. Upon acceptance of any supervisory or managerial position with the Postal Service the State Steward shall immediately notify the National Executive Committeeman assigned to their area and the State President and shall be immediately decertified. On return to a craft position the former steward may not resume steward duties for a minimum period of one year.
- B. Other Stewards. Upon acceptance of any supervisory or managerial position with the Postal Service all other stewards shall immediately notify the State Steward and shall be immediately decertified. On return to a craft position, the former steward may not resume steward duties for a minimum period of one year.

## **NATIONAL BOARD POLICY ON HIGHER LEVEL ASSIGNMENTS**

Performing managerial/administrative duties, even for a partial day, regardless of being classified as P code, O code, PS Form 8127, auxiliary assistance or any other time card coding, does not change the definition of managerial/administrative work as defined in Article III Section 3, Article VI Section 3 and Article IX Section 8 of the NRLCA Constitution.

There are many duties and assignments that are acceptable such as training academy instructors, safety captains, safety meetings, relief employee recruitment, leadership meetings, labor management meetings, EAP meetings, joint mail count trainings, rural reach initiative; however, there may be certain duties or assignments in question. Any rural carrier holding an elected or appointed position or desiring to hold such position or wishing to serve as delegate at the state or national level with the NRLCA, *must* consult with the National Office prior to performing any assignment outside rural carrier core duties and responsibilities.

If anyone has any questions or concerns, do not hesitate to contact the National Office.

Your National Board:

Jeanette, Ronnie, Clifford, Joey, Robert, Don, David, Susan, and Steve