



What happens if the NRLCA is decertified?

The NRLCA will no longer be able to represent rural letter carriers.

The National Agreement will be nullified: Every right and term or condition of employment currently guaranteed by the Agreement must be re-negotiated without any assurance that it will be reinstated. Some of the things at serious risk are:

- Current salary rates and guaranteed salary increases
- Twice-a-year COLA adjustments
- EMA rates
- Grievance and Arbitration provisions
- Just cause protections for discipline and termination. (You will be an *at-will* employee)
- No layoff provisions
- Seniority rights
- Scheduling rights
- Protections from subcontracting (CDS)
- Health insurance, life insurance, and retirement benefits.
- Work rules

You will lose your Union stewards and representatives.

The Union has invested millions of dollars in an extensive and effective steward system. With decertification, your District Representatives, Assistant District Representatives, Area Stewards, and Local Stewards will be stripped of their legal authority to help resolve grievances and other workplace conflicts.

Management will have ALL of the power.

The rights bargained for in collective bargaining with the Postal Service since 1970 will no longer be guaranteed, and without a collective bargaining agreement, Postal Management will have the unilateral right to set wages and working conditions.

There is no guarantee that you will be represented by another union.

Signing a decertification petition only guarantees an election as to whether the NRLCA will represent you. To *replace* the NRLCA, another union would have to agree to represent rural carriers, and a majority of rural carriers would have to vote (in a separate election) to establish the new union as the collective bargaining representative.