NALC: Office of the Vice President

Finding Aid

National Association of Letter Carriers

Office of the Vice President

1968-1986
(Predominately 1975-1986)

12 Linear Feet

Accession No. 1917
NALC: Office of the Vice President

1968-1986
(Predominately 1975-1986)

12 Storage Boxes

Accession No. 1917

Materials in this collection were deposited in the Archives of Labor and Urban Affairs by the National Association of Letter Carriers (NALC) in 2001. These consist primarily of the records of Francis J. Conners, the bulk of which were generated during his tenure as vice president of NALC.

Conners became a letter carrier in 1947 following service in the U.S. Navy during World War II. While working, he also took courses at St. Joseph’s University and received his degree in 1950. In 1954, Conners became a shop steward for Branch #157 in Philadelphia. He was elected branch vice president in 1961 and branch president in 1962. In 1966, Conners began serving as national business agent for the Philadelphia Region and held that position until he was elected to the office of national vice president in 1976. In 1986, he was elected national executive vice president. He was also married and a father; he and his wife Ann were parents to nine children. Conners retired from NALC in 1998 following a long and successful career. He passed away on June 23, 2001 at the age of 74.

As national vice president, Conners served under Presidents J. Joseph Vacca and Vincent R. Sombrotto. He worked as chief negotiator during the turbulent 1978 contract negotiations and again during negotiations in 1981, 1984, 1987 and 1990. Throughout his years as a national officer, Conners worked to improve labor-management relations and reduce workplace tension. To this end he strongly promoted the National (NALC-USPS) Joint Employee Involvement (EI) Program and co-chaired the National Joint EI Committee throughout its existence in the 1980s and 1990s. Conners’ records pertaining to the EI Program can be found in the executive vice president’s collection.

A large portion of the material in this collection consists of chronological records in the form of general correspondence and communications with state and branch officers and members. This material illustrates the administrative nature of much of the work performed by the vice president’s office, while other records, such as those relating to the 1978 contract negotiations and the U.S. Postal Service data collection study, provide insight into the specific responsibilities of the office as well as information of historical value relating to NALC and the letter carrier craft.
Important subjects covered in this collection are:

AFL-CIO
American Postal Workers Union
Collective Bargaining
Collective Labor Agreements Postal Service
Contract Negotiations
Insurance Plans
Letter Carriers
NALC Branches
NALC Conventions, National and State
National Association of Letter Carriers (U.S.)
National Rural Letter Carriers Association
Postal Service
Postal Service Employees
Special Delivery Messengers
Strikes
United States Postal Service
United States Postal Service Handbooks

Important correspondents in this collection are:

Emmet Andrews
William F. Bolger
James V. P. Conway
James C. Gildea
William Gomberg
Lonnie Johnson
James J. LaPenta, Jr.
George Meany
Lowell P. Weicker, Jr.

Related Collections

NALC: Office of the President, James H. Rademacher
NALC: Office of the President, J. Joseph Vacca
NALC: Office of the Executive Vice President
NALC: Office of the Secretary-Treasurer
NALC: Research and Education Department
NALC Auxiliary
Note on Arrangement

When deposited, the chronological records contained in this collection were separated by year. In order to make the information more accessible to researchers, yearly records were merged according to subject. Unless otherwise noted, material is now arranged first alphabetically by subject, and then in chronological order.
Contents

12 Storage Boxes

Series I, Chronological Files, 1968-1986, Boxes 1-2:

Subseries A, Correspondence, General, 1981-1985, Boxes 1-2:
This subseries contains primarily correspondence from branch and state association officers and from NALC members, with frequent requests for route bids, route changes, transfers, clarification of health benefits, resolution of health benefits problems, grievances and constitutional interpretations. Correspondence is chronological by month and year.

Subseries B, National Business Agents, 1968-1985, Box 2:
Material in this subseries consists of correspondence, reports, and requests for information from the National Business Agents with regard to developments in their respective regions. Files are arranged in alphabetical order by agent’s name.

Series C, Regional Administrative Assistants, 1977-1979, Box 2:
Correspondence with various regional administrative assistants, a large portion containing congratulatory messages regarding their promotions to this position. Files are labeled and arranged in numerical order by Region number.

Subseries D, State Files, 1973-1986, Boxes 3-5:
The materials in state files consist primarily of correspondence with branch and state officers, reports, invitations to local events, and requests for information.

Series II, Carrier Working Methods Program (CWMP), 1977-1980, Boxes 5-6:
Materials in this series relate to a data collection study conducted by the U.S. Postal Service, using selected letter carriers from all regions of the country as a data base. Documents include instructions, schedules, procedures, a description of the study, correspondence, signed protest forms from letter carriers desiring to opt out, and follow-up reports from members taking part in the study.

Series III, Contract Negotiations, 1977-1978, Boxes 6-12:
This series contains materials gathered in preparation for and during the 1978 contract negotiations. It should be noted that much of this material was generated by both President Vacca and Vice President Conners, but remained in the office of the Vice President and has become part of that collection.
Subseries A, Postal Labor Negotiating Committee (PLNC), 1977-1978, Boxes 6-7: Correspondence, minutes, reports, summaries, and miscellaneous housekeeping files generated by members of the PLNC prior to and during the negotiations process.

Subseries B, General Contract Negotiations, 1975-1978, Boxes 7-8: Correspondence, media information, handwritten notes taken during main-table negotiations, signed tentative agreements, and transcripts of Telecom status reports sent to the NALC membership. Of particular interest is documentation of events that unfolded following rejection of the negotiated agreement, such as threats of a walkout, threats of a temporary restraining order, mediation hearings, and the eventual arbitration of the agreement. Folders are arranged in alphabetical order by subject.

Subseries C, General Negotiations (Proposals), 1970-1979, Boxes 8-10: Proposals, counter-proposals, discussion papers, drafts, arguments, back-up material, and working tentative agreements. Folders are arranged in numbered Article sequence.

Subseries D, Craft Negotiations, 1975-1978, Box 11: Proposals, counter-proposals, meeting notes and back-up material relating to craft contract negotiations.

Subseries E, Handbook Revisions, 1975-1978, Boxes 11-12: Correspondence, handbooks, drafts, proposed revisions and back-up material.
Series I
Chronological Files, 1968-1986
Boxes 1-2

Subseries A, Correspondence, General, 1981-1985, Boxes 1-2:

Box 1

1. Correspondence, Jan 1981
2. Correspondence, Feb 1981
3. Correspondence, Mar 1981
4. Correspondence, Apr 1981
5. Correspondence, May 1981
6. Correspondence, Jun 1981
7. Correspondence, Jul 1981
8. Correspondence, Aug 1981
9. Correspondence, Sep 1981
10. Correspondence, Oct 1981
11. Correspondence, Nov 1981
12. Correspondence, Dec 1981
13. Correspondence, Jan 1982
14. Correspondence, Feb 1982
15. Correspondence, Mar 1982
16. Correspondence, Apr 1982
17. Correspondence, May 1982
18. Correspondence, Jun 1982
19. Correspondence, Jul 1982
20. Correspondence, Aug 1982
21. Correspondence, Sep 1982
22. Correspondence, Oct 1982
23. Correspondence, Nov 1982
24. Correspondence, Dec 1982
25. Correspondence, Jan 1983
26. Correspondence, Feb 1983
27. Correspondence, Mar 1983
28. Correspondence, Apr 1983
29. Correspondence, May 1983
30. Correspondence, Jun 1983
31. Correspondence, Jul 1983
32. Correspondence, Aug 1983
33. Correspondence, Sep 1983
34. Correspondence, Oct 1983
35. Correspondence, Nov 1983
36. Correspondence, Dec 1983
37. Correspondence, Jan 1984
38. Correspondence, Feb 1984
39. Correspondence, Mar 1984
Box 1

40. Correspondence, Apr 1984
41. Correspondence, May 1984
42. Correspondence, Jun 1984
43. Correspondence, Jul 1984
44. Correspondence, Aug 1984
45. Correspondence, Sep 1984
46. Correspondence, Oct 1984
47. Correspondence, Nov 1984
48. Correspondence, Dec 1984
49. Correspondence, Jan 1985
50. Correspondence, Feb 1985
51. Correspondence, Mar 1985
52. Correspondence, Apr 1985
53. Correspondence, May 1985
54. Correspondence, Jun 1985

Box 2

1-2. Correspondence, Jul 1985
3. Correspondence, Aug 1985
4. Correspondence, Sep 1985
5. Correspondence, Oct 1985
6. Correspondence, Nov 1985
7. Correspondence, Dec 1985

Subseries B, National Business Agents, 1968-1985, Box 2:

Box 2

10. Coyle, Charles J. (St. Louis), 1982-1984
15. Farris, Brian (San Francisco), 1978-1984
18. Johnson, Ben (Memphis), 1981-1985
22-24. McNulty, Gene (Minneapolis), 1979-1985
**Box 2**


**Subseries C, Regional Administrative Assistants, 1977-1979, Box 2:**

**Box 2**

- 41. Region No. 1 (San Francisco), 1977-1979
- 42. Region No. 2 (Pacific Northwest), 1977-1979
- 43. Region No. 5 (St. Louis), 1977-1979
- 44. Region No. 6 (Kentucky-Indiana-Michigan), 1977-1979
- 45. Region No. 7 (Minneapolis), 1977-1979
- 46. Region No. 8 (Memphis), 1977-1979
- 47. Region No. 10 (Dallas), 1977-1979
- 48. Region No. 11 (Cincinnati), 1977-1979
- 49. Region No. 12 (Philadelphia), 1977-1979
- 50. Region No. 13 (District of Columbia), 1977-1979

**Subseries D, State Files, 1973-1986, Boxes 3-5:**

**Box 3**

- 1. Alabama, 1977-1985
- 2. Alaska, 1979
- 4. Arizona, 1985
- 5. Arkansas, 1979-1985
- 6. California, 1977-1978
- 7. California, 1979
- 9. California, 1985
Box 3
17. Florida, 1984-1986
18. Georgia, 1977-1979
20. Hawaii, 1985
22. Illinois, 1977-1979
29. Louisiana, 1984-1985
30. Louisiana, Curtis A. George Appeal, 1985

Box 4
1. Maryland, 1977-1979
3. Massachusetts, 1977-1979
6. Michigan, 1979
7. Michigan, 1984-1985
12. Missouri, 1984-1985
17. New Jersey, 1977
18. New Jersey, 1978
19. New Jersey, 1979
23. New York, 1979
Box 4

29. Ohio, 1983-1985
33. Pennsylvania, 1978
34. Pennsylvania, 1979

Box 5

1. Pennsylvania, 1985
4. South Carolina, 1977-1984
5. South Dakota, 1977-1984
8. Texas, 1979
10. Texas, 1985
11. Texas, Houston; Grievances/EEO Complaints, Sep 1985
12. Utah, 1984
Series II
Carrier Working Methods Program (CWMP), 1977-1980
Boxes 5-6

Box 5

19. Carrier/Site Identification Lists (by USPS Region)
20. Carriers Studied; Telephone poll summary, 30 Jul 1979
21. Correspondence; Officers and members, Apr-Jul 1979
22. Correspondence; Officers and members, Aug 1979
23. Correspondence; Officers and members, Sep-Oct 1979
24. Correspondence; Officers and members, Nov 1979-Jan 1980
25-26. Correspondence; USPS, 1979
27. Data Collection Schedule (6-Day Studies, Jan-Feb 1980)
28. Data Collection Schedules (Chronological)
29. Data Collection Schedules (Regional)
30. Data Collection Schedule Changes (USPS), Jul-Aug 1979
31. Data Collection Schedule Changes (USPS), Sep-Oct 1979
32. Data Collection Schedule Changes; Telephone contact record, Jul-Oct 1979
33. General File; Forms, newsletters, memoranda
   NBAs; Correspondence and Instructions (per study period);
   25 Jun - 6 Jul 1979
   9-21 Jul 1979
   22 Jul - 4 Aug 1979
   6-18 Aug 1979
   10 Aug-1 Sep 1979
   3-15 Sep 1979
   17-29 Sep 1979
   1-13 Oct 1979
   10-27 Oct 1979
   29-31 Oct 1979
34. Pilot Test Study Program, May 1979
35. Possible Agreement Violations, Apr-Jun 1979

Box 6

1. Possible Agreement Violations, Jul-Nov 1979
2. Protest Forms (signed); Central Region, 1979-1980
3. Protest Forms (signed); Eastern Region, 1979-1980
4. Protest Forms (signed); Northeast Region, 1979
5. Protest Forms (signed); Southern Region, 1979-1980
6. Protest Forms (signed); Western Region, 1979
7. Protest Forms (signed); Unidentified carriers
8. Protests follow-up
9. Special Casing Studies, 1979
Box 6

10. Study Discrepancies
11-12. USPS Data Collection Studies, 1977-1979
13. USPS Uniform Procedures for Data Collection
Series III
Contract Negotiations, 1977-1978
Boxes 6-12

Subseries A, Postal Labor Negotiating Committee (PLNC), 1977-1978,
Boxes 6-7:

Box 6

14. PLNC; Calendar, Jan-Jun 1978
15. PLNC; Chronological file, Dec 1977
16. PLNC; Chronological file, Jan 1978
17. PLNC; Chronological file, Feb 1978
18. PLNC; Chronological file, Mar 1978
19. PLNC; Chronological file, Apr 1978
20-22. PLNC; Chronological file, May 1978
22. PLNC; Chronological file, Jun 1978
23. PLNC; Chronological file, Jul 1978
24. PLNC; Chronological file, Aug-Sep 1978
25. PLNC; Expenses, Jan-May 1978
26. PLNC; Financial records, Sep 1977-Nov 1978
   PLNC: Negotiations meetings:
   27. Pre-Negotiations; Minutes, Jan-May 1978
   28. Negotiations; Minutes (Table of Contents)
   29. Negotiations; Minutes (Index)
   30. Negotiations; Minutes (Summary)
   31. Negotiations; Minutes (Meetings #1-6)
   32. Negotiations; Minutes (Meetings #7-12)
   33. Negotiations; Minutes (Meetings #13-21)
   34. Negotiations; Minutes (Meetings #22-25)
   35. Negotiations (Meeting #22), 14 Jul 1978

Box 7

1. Negotiations (Meeting #23), 15 Jul 1978
2. Negotiations (Meeting #24), 16 Jul 1978
3. Negotiations (Meeting #25), 17 Jul 1978
4. Negotiations (Meeting #26), 18 Jul 1978
5. Negotiations (Meeting #27), 19 Jul 1978
6. Negotiations (Meeting #28), 20 Jul 1978
7. Negotiations (Closed Sessions), 10-14 Jul and 18 Jul 1978
9. PLNC; Negotiations Bargaining Report Summary (Meetings #1-25)
10. PLNC; News Release Letterhead
11. PLNC; Office and secretarial services (Courtesy Associates)
12. PLNC; Office and support staff for general negotiations
Box 7

13. PLNC; Office equipment/furniture rental
14. PLNC; Shoreham Americana Hotel, Mar-Jul 1978
15. PLNC; Site location and housekeeping
16. PLNC; Thank you letters, Jul 1978
17. PLNC; USPS Response to Economic Impact of Proposals, 30 Jun 1978

Subseries B, General Contract Negotiations, 1975-1978, Boxes 7-8:

Box 7

18. Employer Discussion Paper, 7 Jul 1978
19. Federal Mediation and Conciliation Service (FMCS); 15-Day mediation period, May-Sep 1978
20-21. FMCS; Unresolved issues, Jun-Sep 1978
22. General File, 1975-1978
23. LCUC; Collective agreement guidelines, 1977
24. Main Table Negotiations; Handwritten notes, 1-23 Jun 1978
25. NALC Information Releases, Apr-Jun 1978
26. NALC Telecom Messages, #1-41 (Missing #18 and #38), 8 May thru 10 Oct 1978
27. 1978 National Agreement; Final proofs
28. 1978 National Agreement; Printing
29. 1978 National Agreement; Substantive changes
32. Non-Postal Contracts and Correspondence, 1977
33. PLNC; Correspondence, n.d., Mar 1975, Mar-Jul 1977
34. PLNC; Correspondence, Aug-Dec 1977
35. PLNC; Correspondence, Jan-Feb 1978
36. PLNC; Correspondence, Mar 1978
37. PLNC; Correspondence, Apr 1978
38. PLNC; Correspondence, May 1978
39. PLNC; Correspondence, Jun-Jul 1978
40. PLNC; Legal Coordinating Committee meetings, 1978
41. Postal Service Commission; 5-Day Delivery, 1976-1977
42. Pre-Negotiations Meetings, 1977
43. Proposals; Requests for back-up material, 1978

Box 8

2. Resolutions (Proposed), Branches and state associations, n.d., 1978
Box 8

3. Supplemental Agreements; Correspondence, 1977
4. Tentative Agreements (signed); Preamble, Articles I-XVI
5. Tentative Agreements (Signed); Articles XVII-XLI
6. Tentative Agreements; Positive reactions to, Jul 1978
7. Threatened Postal Strike; Clippings, Jul 1978
8. Threatened Postal Strike; Bolger statements, Aug-Sep 1978

Subseries C, General Negotiations (Proposals), 1970-1979, Boxes 8-10:

Box 8

11-12. Article I (Union Recognition)
13. Article II (Non-Discrimination and Civil Rights)
14-15. Article III (Management Rights)
16-17. Article IV (Technological and Mechanization Changes)
18-19. Article V (Prohibition and Unilateral Action)
20-21. Article VI (Work Force Adjustment)
22-24. Article VII (Employee Classifications)
25-28. Article VIII (Hours of Work)
29-31. Article IX (Salaries and Wages)
32. Article IX; Distribution of paychecks, Correspondence, 1977
33. Article IX; Explanation of proposed economic package
34. Article IX; Froh, Walter (APWU), Analyses and reports
35. Article IX; USPS compensation projections, Rebuttal testimony, 1977
36-37. Article X (Leave) (Folders 1-2 of 7)

Box 9

1-5. Article X (Leave) (Folders 3-7 of 7)
6. Article X; Leave Administration, 1976-1977
7. Article X; Leave Administration, 1977-1978
9-11. Article XI (Holidays – Holiday Work)
12-13. Article XII (Principles of Seniority, Posting and Reassignments)
14-15. Article XIII (Assignment of Ill or Injured Regular Work Force Employees)
16-18. Article XIV (Safety and Health)
19. Article XIV; Safety and Health Subcommittee, 1978
20-22. Article XV (Grievance-Arbitration Procedure)
23. Article XV; Correspondence, 1977-1979
**Box 10**

1. Article XV; Standard Grievance Form Committee, n.d., 1977-1979
2. Article XV; USPS comments and proposals, 1978
3-7. Article XVI (Discipline Procedure)
8-10. Article XVII (Representation)
11-12. Article XVIII (No Strike)
13-14. Article XIX (Handbooks and Manuals)
    
    See also Subseries E
15-16. Article XX (Parking)
17-18. Article XXI (Benefit Plans)
19-20. Article XXII (Bulletin Boards)
21-22. Article XXIII (Rights of Union Officials to Enter Postal Installations)
23-24. Article XXIV (Employees on Leave with Regard to Union Business)
25-26. Article XXV (Higher Level Assignments)
27-28. Article XXVI (Uniforms and Work Clothes)
29-30. Article XXVII (Employee Claims)
31-32. Article XXVIII (Employer Claims)
33-34. Article XXIX (Limitation of Revocation of SF-46)
35-36. Article XXX (Local Implementation)
37-38. Article XXXI (Union-Management Cooperation)
39-40. Article XXXII (Subcontracting)
41-42. Article XXXIII (Promotions)
43-44. Article XXXIV (Work and/or Time Standards)
45. Article XXXV (Alcohol and Drug Recovery Programs)
46-47. Article XXXVI (Credit Unions and Travel)
48. Article XLIV (Energy Shortages)
49-50. Article XLV (Separability and Duration)
51. Appendix A (Reassignments)
52. Appendix A; Drafts, 1978
53. Appendix A; Withholding of FT & PT Flexible Positions, 1977-1978
55. Appendix A Committee Material, n.d., 1978
56. Memoranda of Understanding
57-58. PLNC Proposals (NALC, APWU, NPOMH); Working papers
59. PLNC Proposals (NRLCA); Articles I through XXXVI, 1977

**Subseries D, Craft Negotiations, 1975-1978, Box 11:**

**Box 11**

Article XLI (Letter Carrier Craft) Negotiation Meetings;
1. Notes (Handwritten), 25 Apr – 9 Jul 1978
2. Notes by Meeting Number (#2-15)
3. Notes by Meeting Number (#16-32)
4. Summaries
Box 11

5. Article XLI; Proposals and Counter Proposals
6-7. Article XLI, Sec. 1 (Posting); Back-up material
8. Article XLI, Sec. 2 (Seniority); Back-up material
9-10. Article XLI, Sec. 3 (Misc. provisions); Back-up material
11. Article XLI, Sec. 4 (City Carrier Transportation); Back-up material
12. Article XLI, Sec. 5 (National Joint City Delivery Committee); Work Rules, 14 Jul 1975
13. Article XLI, Sec. 6 (Craft Duties/Craft Lines of Jurisdiction); Back-up material
14-15. Article XLI; Back-up material
17. Article XLI; Tentative Agreement
18. Article XLI; Worksheets
19. Proposals; Clerk Craft (Article XXXVII)
20. Proposals; Mail Handlers Craft (Article XLIII)
21. Proposals; Motor Vehicle Craft (Article XXXIX)
22. Proposals; Special Delivery Messenger Craft (Article XL)

Subseries E, Handbook Revisions, 1975-1978, Boxes 11-12:

Box 11

27. F-21 an F-22 Handbooks; Proposed revisions, 1976-1978

Box 12

2. M-39 and M-41 Handbook Revisions; Back-up material #1
3. M-39 and M-41 Handbook Revisions; Back-up material #2
4. M-39 and M-41 Handbook Revisions; Back-up material #3
5. M-39 and M-41 Handbook Revisions; Back-up material #4
6. M-39 and M-41 Handbook Revisions; Resolutions
8. M-52 Handbook; Correspondence, 1977