

Melvin R. Moore
President

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Curtis L. Walker
Vice President

Kenneth Best
Recording Secretary

Terry Myers
Treasurer

Byron Townsend
Financial Secretary

Troy Smith
Sergeant-at-Arms

Michael Rob Kumpf
Health Benefit Rep/
Dir. Of Retirees

Trustees:
Frank Ferro-
Chairman
Frank Mitchell
(deceased)
Chris Cole

Michael Birkett
Region 5 NBA

National President
Fredric Rolando

**NATIONAL ASSOCIATION of LETTER CARRIERS,
AFL-CIO
HEART OF AMERICA BRANCH #30**

**REGULAR BRANCH MEETING
THURSDAY, FEBRUARY 11, 2021**

7:00PM

Conference Call Meeting



BRANCH #30 INSTALLATIONS

**Belton, Blue Springs, Butler, Carrollton, Chillicothe,
Hamilton, Harrisonville, Higginsville, Holden, Inde-
pendence, Kansas City, Lee's Summit, Lexington,
Maryville, Odessa, Pleasant Hill, Richmond,
Stanberry, Warrensburg and Weston**

NALC BRANCH #30
Regular Branch Meeting
Thursday, February 11, 2021 7:00 PM

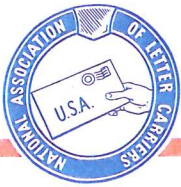
Conference Call
609-663-0406
(No access code needed)

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February/Black History Month
A Little Black History Fact

On Feb. 24, 2019 actress Julia Roberts announced to the world that "Green Book" was the winner of the 2019 Oscar for Best Picture. The movie tells the story of a black musician and his white driver who travel through the segregated South, based on the true tale of Don Shirley, a Jamaican-American pianist. What makes the movie noteworthy for letter carriers is that the Green Book would not exist without another true story, that of the late Victor Hugo Green, a 39-year letter carrier, **an NALC member** and the creator many years ago of the travel guide known as the Green Book.



National Association of Letter Carriers Kansas City, Missouri Branch 30

January 22, 2021

Melvin R. Moore
President

REGULAR MEETING
BRANCH #30, N.A.L.C.

THURSDAY, FEBRUARY 11, 2021
7:00 P.M.

FIRE FIGHTER'S MEETING HALL
6320 Manchester Ave.

6320 Manchester Ave.
Suite 41A
Kansas City, MO
64133
816-358-3100
816-358-3104
Fax 816-358-3110

1. REPORT FROM THE EXECUTIVE BOARD MEETING THAT WAS HELD ON **FEBRUARY 11 5:30PM**
2. DRAWINGS - \$10.00 DOOR PRIZE FROM BROOKFIELD UNIFORM COMPANY.
3. 50/50 DRAWING - HALF GOES TO ONE LUCKY WINNER.
4. STANDING COMMITTEE REPORTS

tlcbranch30@sbcglobal.net
www.nalbranch30.org

Curtis Walker
Vice President

Kenneth D. Best
Recording Secretary

Terry Myers
Treasurer

Byron Townsend
Financial Secretary

Troy Smith
Sergeant at Arms

Michael "Rob" Kumpf
Health Representative

Conference call Meeting

NEW NUMBER: 609-663-0406 (NO ACCESS CODE)
Please MUTE your phone when joining meeting

Tentative Agreement: The National Association of Letter Carriers and the U.S. Postal Service have reached a tentative agreement on a new 44-month national labor agreement, covering approximately 205,000 active city letter carriers across the United States. The agreement emerged after several months of continuous bargaining sessions, even as the parties pursued a resolution through an interest arbitration conducted via video link with a three-member panel chaired by Arbitrator Dennis Nolan. The Nolan proceeding has been suspended pending the results of a membership ratification vote. The tentative agreement provides **four annual general wage increases and seven cost-of-living adjustments (COLAs)**. In addition, effective Nov. 19, 2022, a new top step (Step P) will be added to the career letter carrier pay scales, which will be **\$444 annually greater than Step O**. The agreement also provides for the automatic conversion of city carrier assistants (CCAs) to career status no later than after 24 months of relative standing, providing full fringe benefits and peace of mind to non-career carriers. It also maintains existing protections against subcontracting and layoffs. We will provide as much information as possible during the conference call.

1. Stewards Training Tuesday, January 26, 2021 6:30pm (Virtual Training "ZOOM") an email or text message will be sent to stewards to participate in training. If you have not received invite by Monday afternoon please contact the hall.

Trustees

Frank Ferro
Chairman

Frank Mitchell

Chris Cole

Didn't Receive a Ratification Ballot?

Beginning on Jan. 11, every active letter carrier eligible to vote in the contract ratification election was mailed a copy of the proposed 2019-2023 National Agreement between NALC and USPS. Mailing of ballots was completed on Jan. 20.

Included in the mailing is a letter from NALC President Fredric Rolando, a summary of the contract's provisions, a ballot and secrecy envelope, a return envelope and instructions for casting a vote. For a ballot to be counted, it must be received by noon on Feb. 16.

If you are eligible to vote on the proposed agreement and have not received a ballot by Jan. 25,

call NALC Headquarters at 202-393-4836 (9 a.m.–4:30 p.m. Eastern Time) to request a replacement ballot. A replacement ballot will be mailed after your eligibility is verified.

2. No Rap Session 2021

3. Please continue to practice social distancing for the safety of family, co-workers, and self

4. Please consider donating to the Letter Carriers Political Fund (LCPF)

Melvin R Moore
President

Curtis Walker
Vice President

Kenneth Best
Recording Secretary

Please Post all Flyers on NALC Bulletin Board

**National Association of Letter Carriers
Branch #30 Regular Branch Meeting
Date: Thursday, February 11, 2021
Conference Call
609-663-0406 (NO Access Code)
PLEASE MUTE YOUR PHONE**

Meeting called to order:

Prayer: Curtis Walker, VP

Salute to Flag:

Roll call of officers: Melvin R. Moore, Curtis Walker, Kenneth Best, Terry Myers, Byron Townsend, Rob Kumpf, Troy Smith, Frank Ferro, Frank Mitchell (deceased) and Chris Cole

Special Guest: None

Minutes from previous meeting:

Executive board minutes and recommendations:

Correspondences:

Deceased Members and /or family member(s): Carrie "Medea" Thomas (Curtis Walker's grandmother), Leola Bettis (Melvin Moore's mother-in-law), Bessie Burtin (wife of retired carrier Ted Burtin)

New Members: James Mullin, Kassie Howard, Michael Bilardo, Jenny Garcia, Kyle Torgenson, Duane Bly, and Jessica Grogan

Bills: No Report / Conference Call

Treasurer's Report: Reports may be reviewed at hall upon request

Financial-Secretary Report: No Report / Conference Call

Entertainment: No Report

Legislation: Anthoney Mitchell and Warren Moulton

HBR/Director of Retirees: Rob Kumpf

Safety: None

Labor/ Management Meeting: None

Unfinished Business:

None

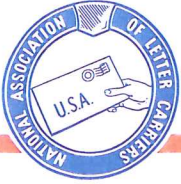
New Business:

None

Good of the Association:

1. COVID19 Update / Vaccine for postal employees is scheduled for Phase 1B
2. NALC and USPS Tentative Agreement (Training January 26, 2021 6:30-7:30 zoom) / Ballots must be returned by March 1
3. No scheduled Regional Rap Session this year
4. Please post carrier bid schedule and calendar of events on bulletin board
 - a. (All events are subject to schedule change due the pandemic)
5. State convention date changed (September 24-26) no hotel info has been provided

Adjourned:



National Association of Letter Carriers Kansas City, Missouri Branch 30

February 3, 2021

Kris Gray, Manager Labor Relations
U.S. Postal Service, Mid-America District
300 W. Pershing Road, Suite 217
Kansas City, MO 64108

Re: Stewards, Alternate Stewards and Formal A Representatives

Mr. Gray,

In accordance with Article 17, section 2 of the National Agreement, NALC Branch #30 has certified the stewards listed below as representatives of their respective units. Formal A representatives will be assigned by the Branch President as needed. **Change(s) to the steward's roster have been highlighted in yellow.**

If you have any questions, please feel free to contact our office at 816-358-3100.

Thank you for your cooperation in this matter.

N.A.L.C., Branch #30

Melvin R Moore
President

cc: Michael Behrend, A/Executive Postmaster Kansas City, Missouri
Keith Bryant, MCSO-KCMO
Tara Jarrett, A/MCSO-KCMO

Union Stewards

Gladstone

Willard Bracken

Barry Wood

Destiny Jones
Alt/Emily Funk

Hodge Park

Scott Ball
Alt/Lori Larson

Longview

Ray Ladner
Alt/Michael Lewis

North KC

Devin Haber
Alt/Ryan Ortiz

South Troost

Issac Meek
Maxann Love
Alt/Lew Coleman
Alt/George Ray

GPO

Steven Murray
Alt/Beth Horned

James Crews

Arlando Milton
Angela Stuart
Alt/Curtis Walker
Alt/Brian Kizine

Parkway

Malcolm Guess
Alt/ Randy Calhoun

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Health Representative

Trustees

Frank Ferro
Chairman

Frank Mitchell

Chris Cole



Waldo

Gerry Burch
Alt/Aaron Knutter

Hickman Mills

Ronald Layton
Alt/Ed Williams

Martin City

Alex Boardman
Alt/Tristan McDaniel

Westport

Lisa White
Alt/Unique Higgins

Parkville

George Knight

Raytown

Salina Contreras
Max Hawley
Alt/Troy Smith
Alt/Robert Whenham

Blue Springs

Danny Shelton
Alt/Kevin Horan

Lexington

Anthony Mitchell

Green Summit

James Williams
Alt/Miguel Sierra

Carrollton

Phil Henderson

Richmond

Randy Swartz

Warrensburg

Matt Venable

Maryville

Roy "Kenny" Battie

R.B. Rice

Bradley Niblock

Butler

Curry Massey

Independence MPO

Sharon Hudgens
Matthew Tucker
Alt/Jennifer Weir
Alt/Jenny Shinn

Truman Station

Teresa Vest
Alt/Amber Ahrens

Higginsville

Kenneth Pittman

Chillicothe

Ethan Case

***Branch President or Designee**

Belton*
Hamilton*
Harrisonville *
Holden*
Odessa*
Pleasant Hill*
Stanberry*
Weston*

Formal A Representatives

1. Melvin Moore
2. Curtis Walker
3. Troy Smith
4. Byron Townsend
5. Kenneth Best
6. Jason Johnson
7. Scott Ball
8. Steven Murray
9. Kenneth Pittman

Legislative Updates

House Lawmakers Introduce Vaccine Priority Resolution

Feb 08, 2021

Today, Rep. Stephen Lynch (D-MA) introduced House Resolution 108 (H.Res. 108), which calls on Congress to recognize Postal Service employees as front-line essential workers who must be prioritized for receiving the COVID-19 vaccine.

While the resolution is non-binding in nature, it recognizes the dedication and importance of letter carriers and postal employees in providing reliable, affordable and universal mail service to America's homes and businesses in the midst of an ongoing pandemic.

The resolution goes on to commend letter carriers and postal employees for the handling, processing and delivering of an increased volume of election mail pieces, ballots and Census materials during the pandemic under extremely difficult circumstances, and while thousands contracted COVID-19 as front-line workers.

The resolution calls on the prioritization of letter carriers and postal employees in Phase 1b in the COVID-19 vaccination program. The Centers for Disease Control and Prevention have identified postal employees in Phase 1b; however, states make the determination, which is expected to complicate the vaccination process for the Postal Service.

NALC appreciates the members of Congress who recognize the important contributions our members make every day to serve the public, especially during the pandemic, and who will continue to work to ensure that letter carriers are prioritized during vaccine rollout.

House Lawmakers Reintroduce Resolution to Preserve Door Delivery Service

Feb 09, 2021

House Resolution 109 (H. Res. 109), which calls on Congress to “take all appropriate measures to ensure the continuation of door delivery for all businesses and residential customers,” has been reintroduced in the 117th Congress.

The bipartisan resolution is identical to previous versions of the resolution and is led by Reps. Stephanie Murphy (D-FL) and David Joyce (R-OH), who took over leadership of the resolution following the retirement of Reps. Susan Davis (D-CA) and Peter King (R-NY) last Congress.

In each Congress, the measure has consistently received overwhelming bipartisan support, demonstrating the importance of retaining door service for communities who currently have it.

As letter carriers know, reductions in service have previously been considered as a substitute for addressing underlying financial issues. NALC opposes misguided service reductions and encourages House Representatives to cosponsor this important resolution.

NEW for 2021

NALC Health Benefit Plan Wellness Incentive Program for High Option Members

Beginning January 1, 2021, you and your eligible family members age 18 and older can earn valuable health savings rewards by participating in several wellness incentive programs. Very soon, each eligible member on your policy will receive a debit card from TASC. After completion of one or more of the wellness programs, screenings, or preventive services listed below, the corresponding monetary reward will be loaded to your card. The money you earn can be used on eligible medical expenses not covered by your insurance plan. Eligible expenses are defined by Section 213 (d) of the Internal Revenue Code. A description of each activity can be found in our 2021 Plan brochure or on our website.



Your Health First Disease Management Program - \$50

Healthy Pregnancies, Healthy Babies® - \$50

Quit for Life® Tobacco Cessation Program - \$50

Annual biometric screening - \$50

Health Assessment - \$30

Annual influenza vaccine - \$10

Annual pneumococcal vaccine - \$10



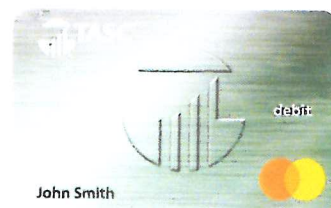
Frequently Asked Questions about our Wellness Incentives

1. How long does it take after completing an activity before the money is available for use on my TASC debit card?

A: It may take up to two weeks after the wellness activity is completed before the reward amount is loaded to your card. For the biometric screening, pneumococcal vaccine, and the flu vaccine, the Plan must receive a bill or statement verifying that you had the services.

2. Will I get a new card each year?

A: No. Please keep the TASC card you receive for future use while you are enrolled in one of the NALC Health Benefit Plans.



3. Can I keep the money if I am no longer a NALC Health Benefit Plan member?

A: Any monetary rewards you earn while a member of the NALC Health Benefit Plan are available for use up to 30 days after disenrollment.

4. Can I participate if I have Medicare?

A: Yes. All members age 18 and older are eligible to participate in the incentive programs, whether or not they are Medicare primary. Keep in mind that the Plan must receive a statement or bill showing you received a biometric screening, pneumococcal vaccine or a flu vaccine. These services are often paid at 100% by Medicare and no bill is sent to the Plan.

5. What types of items can be purchased with my health savings dollars?

A: Like a flexible spending account or FSA, funds can be used to purchase medical items or services not covered by your health insurance. Examples include dental treatment, eye glasses, and over the counter medication. The complete list can be found on our website.

6. Can I earn more than one reward?

A: You can earn health savings rewards for all wellness incentives that you qualify for. You may not qualify for all programs. However; you are only eligible to receive one (1) reward amount per person, per program or wellness activity, per calendar year.

7. How can I check the balance of available funds on my card?

A: You can contact TASC by phone at 800-422-4661 or visit their website, www.tasconline.com.

8. Where can I get additional information on the wellness programs and incentives?

A: You can visit the NALC Health Benefit Plan website at www.nalchbp.org where you will find links to our Wellness Incentives page and the list of eligible medical expenses. You may also call our Customer Service Department at 888-636-6252, M-F 8:00 AM to 3:30 PM EST.

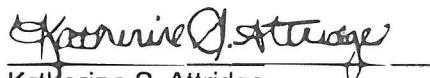
**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL ASSOCIATION OF LETTER CARRIERS, AFL-CIO**

Re: Implementation of Settlement for Case Q16N-4Q-C 19225372

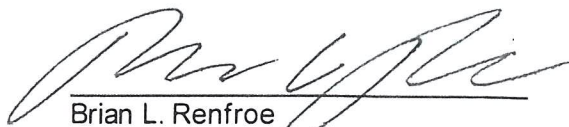
Grievance number Q16N-4Q-C 19225372 regarding whether the testing of Consolidated Casing is permissible under Article 34 or otherwise violates the collective bargaining agreement was resolved on June 3, 2020 (M-01923). The parties agree to the following regarding the continued implementation of the settlement:

1. The deadline referenced in Item 2 of the June 3, 2020 settlement for the test sites to be returned to their original route structure is extended until March 1, 2021.
2. Routes in each of the remaining 29 test sites will be returned to the original structure and configuration in place prior to the beginning of the test, including territory assigned to each route and lines of travel. However, the installation head and branch president, or their designees, may agree to changes or adjustments to the original structure or configuration. They will contact the appropriate NALC National Business Agent (NBA) and USPS Area Manager, Labor Relations (AMLR), or their designees, for guidance on any unresolved issues.
3. All case configurations will comply with the collective bargaining agreement and relevant handbook and manual provisions.
4. A moratorium is placed on route inspections in all case consolidation test sites through March 1, 2021. During this interim period, the Task Force established by the Memorandum of Understanding, *Re: City Delivery Task Force* will jointly discuss and work to develop a joint process for evaluating and, if necessary, adjusting the routes in each of the test sites after the routes are returned to their original structure or configuration. If the parties are unable to agree to a joint process within the interim period, the Postal Service may thereafter evaluate and adjust routes consistent with Chapter 2 of Handbook M-39.

This agreement does otherwise not affect interpretation of or alter the June 3, 2020 settlement for case number Q16N-4Q-C 19225372.



Katherine S. Attridge
Vice President
Labor Relations
U.S. Postal Service



Brian L. Renfro
Executive Vice President
National Association of Letter
Carriers, AFL-CIO

Date: 1/21/21

Mr. Brian L. Renfroe
Executive Vice President
National Association of Letter
Carriers, AFL-CIO
100 Indiana Avenue, N.W.
Washington, D.C. 20001

RE: Q11N-4Q-C 14270600
Class Action
Washington, D.C. 20260-4100

Dear Mr. Renfroe:

On several occasions our representatives met at the Interpretive Step of the grievance-arbitration procedure on the above referenced case. Interpretive Step time limits were extended by mutual consent.

This case concerns whether the holiday schedule pecking order is applicable to the assignment of personnel to complete parcel delivery on holidays in installations that have Sunday parcel delivery.

The Employer determines the number and categories of employees needed for holiday work. In instances where there are eight or more hours of work available, the normal holiday pecking order is used to schedule employees to work on a holiday.

In instances where the holiday pecking order applies and a parcel delivery hub and spoke model is utilized, employees of the installation where the carriers report and from where delivery originates on the holiday or designated holiday will be scheduled pursuant to the holiday pecking order, and existing local memorandum of understanding (LMOU) provisions regarding the holiday pecking order in that installation will apply. This does not preclude the scheduling of CCAs from other Post Offices consistent with existing contractual provisions.

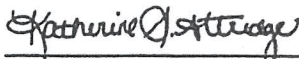
This agreement does not alter existing local memorandum of understanding provisions regarding the holiday pecking order or holiday scheduling in any installation.

Any grievance held pending the outcome of this national case will be processed with this understanding in accordance with Article 15 of the National Agreement.

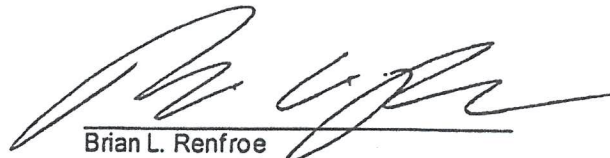
The above-referenced agreement constitutes a full and complete settlement of grievance number Q11N-4Q-C 14270600. This Agreement is made without prejudice to the parties' position in this or any other matter and may only be cited to enforce its terms.

Please sign and return the enclosed copy of this decision as your acknowledgement of your agreement to resolve this case.

Sincerely,



Katherine S. Attridge
Vice President
Labor Relations
U.S. Postal Service



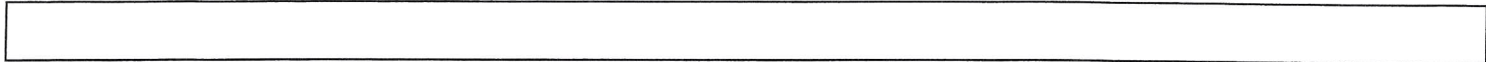
Brian L. Renfroe
Executive Vice President
National Association of Letter
Carriers, AFL-CIO

Date: 1/22/21



REGION 5 NBA REPORT

Mike Birkett



Tentative Agreement – Every letter carrier eligible to vote in the contract ratification election should have been mailed a copy of the proposed agreement along with ballot materials by now. Eligible to vote are regular letter carriers in good standing as of ninety (90) days prior to the date that the proposed agreement was reached, which was Nov. 25, 2020. Ineligible to vote are OWCP departees, non-letter carrier members, non-members and retirees. President Rolando has appointed a Ballot Committee to monitor and observe the sending, return and tabulation of the ballots. Region 5’s own Rod Holub, branch 1018 in Manhattan, KS, has been named to the committee. Congratulations Rod. The NALC Executive Council voted unanimously to recommend approval of the tentative agreement. If you have not received your ballot and materials by January 25, 2021, contact your branch president, NALC Headquarters or this office immediately. Additional information can be found at the NALC website. www.nalc.org

Training – While we will forgo the 2021 Region 5 Rap Session this year due to the ongoing pandemic, we plan on rolling out some virtual training sessions. Training will be made available to branch leaders on: negotiating local agreements, route inspections (as of today the service has not notified us of any scheduled route inspections within Region 5), new steward training, OWCP, and several other issues.

Attendance – Removals for attendance continue to be the most frequent cases we see here in the Region 5 office and on too many of these cases, the grievant has not notified their steward in a timely matter. Often, the grievant has moved and not received the Notice of Removal. Employees must notify the employer of their current address. The argument that the grievant did not receive the Notice will fall on deaf ears at arbitration. The employer has the right to expect employees to be regular in attendance. That phrase can be found in thousands of Arbitration decisions where grievances have been denied. If you have medical issues, physical or mental, and qualify for FMLA protection, file your FMLA paperwork and protect yourself. If you have a work related illness or injury, an OWCP claim should be filed before your absence becomes a disciplinary issue.

Vaccine – Many of you may have seen that several private companies are mandating that their employees get vaccinated as a condition of employment. I’ve requested the Postal Service’s position from the four Districts within Region 5 as to whether the vaccine will be mandatory for postal employees. As of today, the service has advised me that they have no such plans. If their position changes, I will let you know. I personally will be vaccinated when the opportunity arises and recommend that all you do as well. The faster we all can get back to our lives (pre-pandemic) the better. Although there are no specific plans or information on where or when vaccinations will take place, letter carriers have been identified to be vaccinated during phase “1b” as essential workers.

Social Media – I’ve written on this subject several times over the years and apparently I need to do so again. STOP posting photographs and videos from work on the internet. You can be disciplined up to and including removal. Your customers have a right to their privacy and the employer will protect the public as well as their proprietary information.

Covid Update – Before reporting the positive letter carrier cases within Region 5, it should be noted that there have been approximately 6,800 postal employees within the Region that either tested positive or have been quarantined by local health officials, the postal service, their own physicians, or on their own because of exposure. Many tested negative. Within Region 5, 703 letter carriers have tested positive and 2,849 postal employees, including management. For Letter Carriers within the region: Central Plains – 174; Gateway – 197; Hawkeye – 142; Mid America – 190. Of those carriers who have tested positive, the majority have returned to work at this time. Be safe and be careful.

*The information below was copied from the NALC Bulletin from Nov. 25, 2020

NATIONAL ASSOCIATION OF LETTER CARRIERS HIGHLIGHTS OF TENTATIVE AGREEMENT WITH THE U.S. POSTAL SERVICE 2019-2023 NATIONAL AGREEMENT

Contract term:

The 2019 National Agreement will last 44 months, covering the period Sept. 20, 2019, to May 20, 2023.

General wage increases:

All letter carriers, career and non-career alike, will receive four wage increases under Article 9 as follows:

- 1.1 percent effective Nov. 23, 2019, paid retroactively.
- 1.1 percent effective Nov. 21, 2020, paid retroactively.
- 1.3 percent effective Nov. 20, 2021.
- 1.3 percent effective Nov. 19, 2022.

CCAs will receive additional wage increases of 1 percent on these four dates for a total of: 2.1 percent on Nov. 23, 2019 (paid retroactively); 2.1 percent on Nov. 21, 2020 (paid retroactively); 2.3 percent on Nov. 20, 2021; and 2.3 percent on Nov. 19, 2022. These additional 1 percent increases will be paid in lieu of COLAs for CCAs.

Cost-of-living adjustments for career letter carriers

All career letter carriers will receive seven COLAs based on changes in the Consumer Price Index (CPI-W) using the existing COLA formula and the July 2019 CPI-W as the base month. The first two will be paid retroactively:

- The first COLA will be \$166 annually effective Feb. 29, 2020, paid retroactively.
- The second COLA will be \$188 annually effective Aug. 29, 2020, paid retroactively. The remaining five will be paid in the future as follows:
 - The third COLA will be effective March 2021.
 - The fourth COLA will be effective September 2021.
 - The fifth COLA will be effective March 2022.
 - The sixth COLA will be effective September 2022.
 - The seventh COLA will be effective March 2023. The COLAs will be applied to the two pay tables for career city carriers in the same manner used in the 2016 National Agreement.

Wage schedule changes

The contract provides for the addition of a new top step to Tables One and Two on Nov. 19, 2022. The new career Step P will be \$444 annually greater than Step O. Carriers with at least 46 weeks in Step O on Nov. 19, 2022, will advance to Step P. Those with fewer than 46 weeks will advance to Step P upon reaching 46 weeks in Step O. Effective June 19, 2021, the CCA Step CC hourly pay rate (currently \$17.29) will be eliminated, and CCA Step BB and its higher pay rate (currently \$17.79) will become the new entry step for newly hired CCAs.

A new PTF Step AA, with a waiting period of 46 weeks to PTF Step A, has been created as the starting wage for CCAs converted to career under the new 24-month automatic conversion. The hourly pay of PTF Step AA will equal the hourly pay of Full-time Regular Step A.

New 24-month automatic conversion of CCAs to career status

While the Postal Service will maintain additional CCAs afforded to it under the Sunday package formula mutually agreed to during the previous contract, all CCAs in every size office who would have otherwise continued as non-career employees after 24 months of relative standing will now be automatically converted to career status. Those CCAs who have reached 24 months of relative standing without being converted to career will be converted to part-time flexibles and placed in a new PTF Step AA in Table Two. The Step AA hourly rate will equal the Full-time Step A hourly rate, and the waiting period in PTF Step AA to PTF Step A will be 46 weeks. Upon conversion to full time, regardless of the PTF step they are currently in, PTFs will be placed in the full-time step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.

Recently retired letter carriers

Letter carriers who have retired over the last several months will receive applicable retroactive general wage increases and COLAs. The Office of Personnel Management will also make any annuity adjustments made necessary by the retroactive increases.

Health insurance

In 2020 and 2021, there is no reduction in the Postal Service's share of premium costs for career letter carriers' health insurance (73 percent of the weighted average Federal Employees Health Benefits [FEHB] Program plan premium, capped at 76 percent of any given plan's premium). The Postal Service's share will decline by 1 percentage point to 72 percent in 2022 and 2023, and will be capped at 75 percent of any given plan's premium. The biweekly impact of this Article 21 change will depend on which plans carriers enroll in, but will, in any case, represent a small fraction of

the biweekly pay increases provided by Article 9 of the tentative agreement. On health insurance for CCAs, the tentative contract maintains the Postal Service's biweekly contribution of \$125 toward self-only coverage in the USPS Non-career Health Plan for Plan Years 2020 and 2021. For CCAs who wish to select self-plus-one or self-and-family coverage under the USPS plan, the first-year contribution by USPS will be 65 percent in Plan Years 2020 and 2021, rising to 75 percent in their second year of service. However, effective in Plan Year 2022, the Postal Service will contribute 75 percent of the premiums for self only, self plus one or self plus family, regardless of the year of employment.

Uniform allowance

Increase in uniform allowance on May 21, 2021, to \$487 (5 percent increase from current rate) and on May 21, 2022, to \$499 (another 2.5 percent increase). Additional allowance credits for newly eligible employees have been increased by the same percentages.

Job security protections for letter carriers

The no-layoff clause that protects letter carriers after six years of service as career employees is retained in the tentative agreement, as well as the prohibitions against contracting out city carrier work.

Another option for full-time letter carriers who work their holiday

Article 11, Sections 3 and 4 have been modified to now allow full-time employees who work their holiday to elect to have their annual leave balance credited with up to eight hours of annual leave in lieu of receiving holiday pay.

Other notable MOUs

The new contract updated, revised and combined several MOUs, continued dozens of others, and added several new MOUs on a variety of topics. Among the most notable new MOUs are:

MOU Re: Qualifying period—exception for City Carrier Assistants—CCAs with a minimum of 90 days of service prior to conversion to career status without a break in service are exempt from the Ninety-Day Qualifying Period in ELM 512.313. Previously, all newly converted employees, regardless of time in service, were required to complete 90 days of employment as a career employee prior to being allowed to take annual leave.

MOU Re: Managed Service Point Scans—No later than 60 days from the ratification date of the 2019 collective bargaining agreement, Managed Service Points (MSPs) will be removed from the street delivery portions of city letter carrier routes.

MOU Re: City Delivery and Workplace Improvement Task Force—This renamed MOU modifies the MOU Re: City Delivery Task Force and expands the role of the task force for the purposes of jointly seeking methods to improve the cultural and operational environment in city delivery offices.

MOU Re: City Carrier Uniform Task Force—Establishes a national-level task force to improve the efficiency and accessibility of the uniform program and to improving the overall quality of available uniform items in a cost-effective manner. The task force will also explore ways to incorporate improved materials and uniform designs into the uniform program while continuing to supply city carriers with sufficient uniform items. Finally, of special interest to NALC branch leaders, the contract set the dates for local MOU negotiations: **MOU RE: Local Implementation**—The local implementation period will be April 29, 2021, to May 28, 2021. Look for updates on the NALC Member App and visit nalc.org for further information on the new contract and the ratification process. A more detailed summary of the contract will be provided in the December issue of The Postal Record.

Summary of Tentative Agreement

The following is a summary of the terms of the tentative agreement reached between the National Association of Letter Carriers, AFL-CIO and the United States Postal Service. The terms of this agreement are not effective unless ratified by the voting membership of the NALC.

Term

The term of the 44-month agreement will be September 21, 2019 through May 20, 2023.

Wage Increases

See the projected pay charts on page 6.

All Letter Carriers

All city letter carriers will receive the following general wage increases:

- Effective Nov. 23, 2019 – **1.1% paid retroactively**
- Effective Nov. 21, 2020 – **1.1% paid retroactively**
- Effective Nov. 20, 2021 – **1.3%**
- Effective Nov. 19, 2022 – **1.3%**

Career Carriers – Cost-of-Living Adjustments (COLAs)

Cost of living adjustments are an important protection against future inflation and remain an important component of the National Agreement. Career letter carriers will receive seven COLAs. Wage rates will be increased by one cent per hour for each 0.4-point increase in the Consumer Price Index for Urban and Clerical Workers (CPI-W). The COLAs will be applied to the pay tables using the practice established by the Das interest arbitration award that set the terms of the 2011-2016 contract. July 2019 has been set as the “base month”. The seven COLAs are payable as follows:

- The first full COLA will be **\$166** annually effective February 29, 2020, **paid retroactively**
- The second full COLA will be **\$188** annually effective August 29, 2020, **paid retroactively**
- The third COLA will be effective in March 2021
- The fourth COLA will be effective in September 2021
- The fifth COLA will be effective in March 2022
- The sixth COLA will be effective in September 2022
- The seventh COLA will be effective in March 2023

The future value of the remaining five COLAs will depend, of course, on the rate of inflation measured by the CPI-W between now and January 2023. Based on the inflation forecast of the Congressional Budget Office (CBO), we estimate the expected inflation rates would generate five additional COLAs with full values of \$187, \$229, \$250, \$374 and \$374 respectively, applied to the letter carrier pay tables as described above. **Please note that these are only projected COLAs—actual COLAs may be lower or higher, depending on the rate of future inflation.** (See below for more detailed projections for both career pay tables.)

Wage Schedule Changes

The contract provides for the addition of a new top step to Tables One and Two on Nov. 19, 2022. The new career Step P will be \$444

annually greater than Step O. Carriers with at least 46 weeks in Step O on Nov. 19, 2022, will advance to Step P. Those with fewer than 46 weeks will advance to Step P upon reaching 46 weeks in Step O.

MOU Re: Elimination of Step CC Pay Rate in CCA Schedule –

Additionally, effective June 19, 2021, the CCA Step CC hourly pay rate (currently \$17.29) will be eliminated, and CCA Step BB and its higher pay rate (currently \$17.79) will become the new entry step for newly hired CCAs.

A new PTF Step AA, with a waiting period of 46 weeks to PTF Step A, has been created as the starting wage for CCAs converted to career under the new 24-month automatic conversion (discussed in detail below). The hourly pay of PTF Step AA will equal the hourly pay of Full-time Regular Step A. Upon conversion to Full-time, the PTF will be slotted into the Full-time step commensurate with their number of weeks as a PTF.

City Carrier Assistants (CCAs)

In lieu of COLAs, City Carrier Assistants will receive an additional **1%** increase on the effective dates of the four general increases, for a total of **2.1%** in November 2019 (**paid retroactively**), **2.1%** in November 2020 (**paid retroactively**), **2.3%** in November 2021, and **2.3%** in November 2022.

The general wage increases, in combination with the additional increases of 1% (which are paid in lieu of COLAs) and the elimination of the CCA Step CC hourly pay rate in June 2021, will raise starting wage rates for most CCAs from \$17.29 per hour to \$19.33 per hour over the term of the Agreement. (See Table 3.) For CCAs who were on the rolls as Transitional Employees (TEs) on Jan. 10, 2013, the starting pay will increase from \$18.72 per hour to \$20.88 per hour by the end of the proposed contract. (See Table 3.)

Retroactive (Back-pay) Provisions

A full back-pay calculation for all letter carriers (career and non-career alike) covering all paid hours since the expiration of the 2016-2019 contract will be made as soon as practicable. These back-pay calculations will include the Nov. 23, 2019 and Nov. 21, 2020 general wage increase (plus the 1 percent additional increase for CCAs on those dates) and the January 2020 and July 2020 COLAs for career letter carriers. It will take some time for the Postal Service to complete more than 205,000 back-pay calculations, so it is impossible to know right now the exact pay period in which back-pay will be issued.

Employee Complement

There is no change to the CCA employment caps in Article 7 of the Agreement. They remain 15% (Article 7.1.C.1) by district of the total number of full-time career employees in that district plus an additional 8,000 nationally (Article 7.1.C.2) whose allocation may not exceed 8% of the total number of full-time career city carriers in a district. Additional CCAs above these caps are authorized by mutual agreement of the parties pursuant to the MOUs Re: *Delivery and Collection of Competitive Products* and Re: *Sunday Delivery – City Carrier Assistant Staffing* as explained below.



Wage Increases and COLAs

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase (CCAs 2.1%)	1.1%
Feb. 29, 2020	COLA* (career)	\$166
Aug. 29, 2020	COLA* (career)	\$188
Nov. 21, 2020	General wage increase (CCAs 2.1%)	1.1%
March 2021	COLA* (career)	TBD
September 2021	COLA* (career)	TBD
Nov. 20, 2021	General wage increase (CCAs 2.3%)	1.3%
March 2022	COLA* (career)	TBD
September 2022	COLA* (career)	TBD
Nov. 19, 2022	General wage increase (CCAs 2.3%)	1.3%
March 2023	COLA* (career)	TBD

* Value of COLAs depend on changes in the level of the Consumer Price Index. In accordance with Article 9.3.D, table 2 Steps A through N (O after Nov.19, 2022) receive COLAs adjusted proportionally to each step's percentage of Step O (Step P after Nov. 19, 2022).

2019-2023 General Wage Increases and COLAs

Table 1

Career Carriers appointed prior to January 12, 2013

Step	Weeks to next Step	City Carrier											Projected Step Value Increase	Projected*** Carrier Wage Increase	
		Nov 23, 2019	Feb 29, 2020	Aug 29, 2020	Nov 21, 2020	March 2021	Sept 2021	Nov 20, 2021	March 2022	Sept 2022	Nov 19, 2022	March 2023			
		Salary as of	GI	COLA	COLA	GI	COLA (proj)**	COLA (proj)**	GI**	COLA (proj)**	COLA (proj)**	GI**	COLA (proj)**		
		Sept 20, 2019	1.1%	\$166	\$188	1.1%	\$187	\$229	1.3%	\$250	\$374	1.3%	\$374		
A	96	52,844	53,425	53,591	53,779	54,360	54,547	54,776	55,463	55,713	56,087	56,774	57,148	4,304	12,022
B	96	57,079	57,707	57,873	58,061	58,689	58,876	59,105	59,847	60,097	60,471	61,213	61,587	4,508	8,711
C	44	57,177	57,806	57,972	58,160	58,789	58,976	59,205	59,948	60,198	60,572	61,315	61,689	4,512	9,070
D	44	60,208	60,870	61,036	61,224	61,886	62,073	62,302	63,085	63,335	63,709	64,492	64,866	4,658	6,495
E	44	60,648	61,315	61,481	61,669	62,336	62,523	62,752	63,540	63,790	64,164	64,952	65,326	4,678	6,519
F	44	61,090	61,762	61,928	62,116	62,788	62,975	63,204	63,998	64,248	64,622	65,416	65,790	4,700	6,992
G	44	61,525	62,202	62,368	62,556	63,233	63,420	63,649	64,449	64,699	65,073	65,873	66,247	4,722	7,019
H	44	61,961	62,643	62,809	62,997	63,679	63,866	64,095	64,900	65,150	65,524	66,329	66,703	4,742	7,509
I	44	62,405	63,091	63,257	63,445	64,131	64,318	64,547	65,358	65,608	65,982	66,793	67,167	4,762	7,520
J	34	62,832	63,523	63,689	63,877	64,568	64,755	64,984	65,801	66,051	66,425	67,242	67,616	4,784	7,537
K	34	63,276	63,972	64,138	64,326	65,022	65,209	65,438	66,261	66,511	66,885	67,708	68,082	4,806	7,093
L	26	63,718	64,419	64,585	64,773	65,474	65,661	65,890	66,718	66,968	67,342	68,170	68,544	4,826	6,651
M	26	64,152	64,858	65,024	65,212	65,918	66,105	66,334	67,168	67,418	67,792	68,626	69,000	4,848	6,217
N	24	64,600	65,311	65,477	65,665	66,376	66,563	66,792	67,632	67,882	68,256	69,096	69,470	4,870	5,769
O	46	65,037	65,752	65,918	66,106	66,821	67,008	67,237	68,082	68,332	68,706	69,551	69,925	4,888	5,332
P												69,995	70,369		
Carrier Technician															
A	96	53,954	54,547	54,716	54,908	55,502	55,682	55,926	56,628	56,883	57,265	57,966	58,348	4,394	12,274
B	96	58,278	58,919	59,088	59,280	59,921	60,112	60,346	61,104	61,359	61,741	62,498	62,880	4,602	8,894
C	44	58,378	59,020	59,189	59,381	60,024	60,214	60,448	61,207	61,462	61,844	62,603	62,984	4,606	9,260
D	44	61,472	62,148	62,318	62,510	63,186	63,377	63,610	64,410	64,665	65,047	65,846	66,228	4,756	6,632
E	44	61,922	62,603	62,772	62,964	63,645	63,836	64,070	64,874	65,130	65,511	66,316	66,698	4,776	6,656
F	44	62,373	63,059	63,228	63,420	64,107	64,297	64,531	65,342	65,597	65,979	66,790	67,172	4,799	7,139
G	44	62,817	63,508	63,678	63,870	64,561	64,752	64,986	65,802	66,058	66,440	67,256	67,638	4,821	7,166
H	44	63,262	63,959	64,128	64,320	65,016	65,207	65,441	66,263	66,518	66,900	67,722	68,104	4,842	7,667
I	44	63,716	64,416	64,585	64,777	65,478	65,669	65,902	66,731	66,986	67,368	68,196	68,578	4,862	7,677
J	34	64,151	64,857	65,026	65,218	65,924	66,115	66,349	67,183	67,438	67,820	68,654	69,036	4,885	7,696
K	34	64,605	65,315	65,485	65,677	66,387	66,578	66,812	67,652	67,908	68,290	69,130	69,512	4,907	7,242
L	26	65,056	65,772	65,941	66,133	66,849	67,040	67,274	68,119	68,374	68,756	69,602	69,983	4,927	6,791
M	26	65,499	66,220	66,390	66,581	67,302	67,493	67,727	68,579	68,834	69,216	70,067	70,449	4,950	6,348
N	24	65,957	66,683	66,852	67,044	67,770	67,961	68,195	69,052	69,308	69,689	70,547	70,929	4,972	5,890
O	46	66,403	67,133	67,302	67,494	68,224	68,415	68,649	69,512	69,767	70,149	71,012	71,393	4,990	5,444
P												71,465	71,847		

* Value of COLAs depend on changes in the level of the Consumer Price Index. The estimated COLAs shown above are based on the Congressional Budget Office forecast.

** Includes projected COLA amounts.

*** This projection includes the general increases, projected COLAs and the average step increases a carrier would receive over the term of the agreement. It assumes the employee was in the step to the left of the chart at the beginning of the agreement and they received either one, two, three or four step increases depending on their beginning step and the variance in waiting periods between steps. The lower amounts for Steps J, K, L, M, N and O are a result of the employee reaching top pay where they will no longer receive step increases.

2019-2023 General Wage Increases and COLAs

Table 2

Career Carriers appointed on or after January 12, 2013

Step	Weeks to next Step	City Carrier												Projected Step Value Increase	Projected Carrier Wage
		Salary as of Sept 20, 2019	Nov 23, 2019 GI 1.1%	Feb 29, 2020 COLA \$166****	Aug 29, 2020 COLA \$188****	Nov 21, 2020 GI 1.1%	March 2021 COLA (proj)* \$187****	Sept 2021 COLA (proj)* \$229****	Nov 20, 2021 GI** 1.3%	March 2022 COLA (proj)* \$250****	Sept 2022 COLA (proj)* \$374****	Nov 19, 2022 GI** 1.3%	March 2023 COLA (proj)* \$374****		
A	46	39,999	40,439	40,541	40,657	41,097	41,212	41,353	41,873	42,027	42,257	42,777	43,006	3,007	10,696
B	46	41,785	42,245	42,352	42,473	42,933	43,053	43,200	43,743	43,904	44,144	44,687	44,928	3,141	10,831
C	46	43,575	44,054	44,185	44,291	44,770	44,895	45,048	45,614	45,782	46,033	46,599	46,848	3,273	10,987
D	46	45,363	45,862	45,978	46,109	46,608	46,738	46,898	47,488	47,662	47,923	48,513	48,772	3,409	11,103
E	46	47,152	47,671	47,791	47,927	48,446	48,582	48,748	49,361	49,542	49,813	50,426	50,695	3,543	11,235
F	46	48,940	49,478	49,603	49,744	50,282	50,423	50,595	51,231	51,419	51,700	52,338	52,616	3,676	11,370
G	46	50,730	51,288	51,417	51,564	52,122	52,268	52,447	53,106	53,301	53,583	54,252	54,542	3,812	11,504
H	46	52,518	53,098	53,230	53,382	53,960	54,111	54,296	54,979	55,181	55,483	56,166	56,468	3,948	11,637
I	46	54,307	54,904	55,043	55,200	55,797	55,953	56,144	56,850	57,059	57,371	58,077	58,387	4,080	11,772
J	46	56,095	56,712	56,855	57,017	57,634	57,795	57,993	58,722	58,938	59,261	59,990	60,310	4,215	11,906
K	46	57,884	58,521	58,669	58,836	59,473	59,639	59,843	60,595	60,818	61,151	61,903	62,234	4,350	12,039
L	46	59,672	60,328	60,480	60,652	61,308	61,480	61,690	62,466	62,695	63,038	63,814	64,155	4,483	10,697
M	46	61,461	62,137	62,294	62,472	63,148	63,325	63,541	64,340	64,578	64,929	65,728	66,079	4,618	8,908
N	46	63,248	63,944	64,105	64,288	64,984	65,166	65,389	66,211	66,454	66,818	67,640	68,001	4,753	7,121
O	46	65,037	65,752	65,918	66,106	66,821	67,009	67,237	68,082	68,332	68,706	69,551	69,923	4,886	5,332
P	46											69,995	70,369		

Step	Weeks to next Step	Carrier Technician												Projected Step Value Increase	Projected Carrier Wage
		Salary as of Sept 20, 2019	Nov 23, 2019 GI 1.1%	Feb 29, 2020 COLA \$166****	Aug 29, 2020 COLA \$188****	Nov 21, 2020 GI 1.1%	March 2021 COLA (proj)* \$187****	Sept 2021 COLA (proj)* \$229****	Nov 20, 2021 GI** 1.3%	March 2022 COLA (proj)* \$250****	Sept 2022 COLA (proj)* \$374****	Nov 19, 2022 GI** 1.3%	March 2023 COLA (proj)* \$374****		
A	46	40,839	41,288	41,392	41,511	41,960	42,077	42,221	42,752	42,910	43,144	43,675	43,909	3,070	10,921
B	46	42,662	43,132	43,241	43,365	43,835	43,957	44,107	44,662	44,826	45,071	45,625	45,869	3,207	11,059
C	46	44,490	44,979	45,092	45,221	45,710	45,838	45,984	46,572	46,743	47,000	47,578	47,832	3,342	11,197
D	46	46,316	46,825	46,944	47,077	47,587	47,719	47,883	48,485	48,663	48,929	49,532	49,798	3,480	11,336
E	46	48,142	48,672	48,795	48,933	49,463	49,602	49,772	50,398	50,582	50,859	51,485	51,760	3,618	11,471
F	46	49,968	50,517	50,645	50,789	51,338	51,482	51,657	52,307	52,499	52,788	53,435	53,721	3,753	11,609
G	46	51,795	52,365	52,497	52,647	53,217	53,368	53,548	54,221	54,420	54,718	55,391	55,687	3,892	11,746
H	46	53,621	54,211	54,348	54,503	55,093	55,247	55,436	56,134	56,340	56,648	57,345	57,652	4,031	11,881
I	46	55,447	56,057	56,199	56,359	56,969	57,128	57,323	58,044	58,257	58,578	59,297	59,613	4,166	12,020
J	46	57,273	57,903	58,049	58,214	58,844	59,009	59,211	59,955	60,176	60,505	61,250	61,577	4,304	12,156
K	46	59,100	59,750	59,901	60,072	60,722	60,891	61,100	61,867	62,095	62,435	63,203	63,541	4,441	12,291
L	46	60,925	61,595	61,750	61,926	62,595	62,771	62,985	63,778	64,012	64,362	65,154	65,502	4,577	10,922
M	46	62,752	63,442	63,602	63,784	64,474	64,655	64,875	65,691	65,932	66,293	67,108	67,467	4,715	9,095
N	46	64,576	65,287	65,451	65,638	66,349	66,534	66,762	67,601	67,850	68,221	69,080	69,429	4,853	7,271
O	46	66,403	67,133	67,302	67,494	68,224	68,415	68,649	69,512	69,767	70,149	71,012	71,391	4,988	5,444

* Value of COLAs depend on changes in the level of the Consumer Price Index. The estimated COLAs shown above are based on the Congressional Budget Office forecast.
 ** Includes projected COLA amounts.
 *** This projection includes the general increases, projected COLAs and the average step increases a carrier would receive over the term of the agreement. It assumes the employee was in the step to the left of the chart at the beginning of the agreement and they received three step increases. The lower amounts for Steps L, M, N and O are a result of the employee reaching top pay where they will no longer receive step increases.
 **** COLA amount shown is for the highest step. In accordance with Article 9.3.D lower steps receive COLAs adjusted proportionally to each step's percentage of the highest step.

Table 3 - City Carrier Assistant Schedule

CCAs who were on the rolls as TEs on January 10, 2013

Step	Weeks to next Step	City Carrier Assistant						City Carrier Assistant Technician																	
		Pay as of Sept 20, 2019	Nov 23, 2019 2.1%	Nov 21, 2020 2.1%	Step	Weeks to next Step	June 19, 2021	Nov 20, 2021 2.3%	Nov 19, 2022 2.3%	Starting pay Inc	Step Increase	Total Increase	Pay as of Sept 20, 2019	Nov 23, 2019 2.1%	Nov 21, 2020 2.1%	Step	Weeks to next Step	June 19, 2021	Nov 20, 2021 2.3%	Nov 19, 2022 2.3%	Starting pay Inc	Step Increase	Total Increase		
CC	12	18.72	19.11	19.50	BB	52	20.00	20.44	20.88	2.16	0.50	0.50	CC	12	19.11	19.51	19.91	BB	52	20.42	20.87	21.32	2.21	0.50	0.50
BB	40	19.22	19.61	20.00	AA	52	20.50	20.94	21.38	0.50	0.50	2.66	BB	40	19.62	20.02	20.42	AA	52	20.93	21.38	21.83	0.50	0.50	2.72
AA	40	19.72	20.11	20.50									AA	40	20.13	20.53	20.93								

Step	Weeks to next Step	City Carrier Assistant						City Carrier Assistant Technician																	
		Pay as of Sept 20, 2019	Nov 23, 2019 2.1%	Nov 21, 2020 2.1%	Step	Weeks to next Step	June 19, 2021	Nov 20, 2021 2.3%	Nov 19, 2022 2.3%	Starting pay Inc	Step Increase	Total Increase	Pay as of Sept 20, 2019	Nov 23, 2019 2.1%	Nov 21, 2020 2.1%	Step	Weeks to next Step	June 19, 2021	Nov 20, 2021 2.3%	Nov 19, 2022 2.3%	Starting pay Inc	Step Increase	Total Increase		
CC	12	17.29	17.65	18.01	BB	52	18.51	18.92	19.33	2.04	0.50	0.50	CC	12	17.65	18.02	18.39	BB	52	19.41	19.83	20.25	2.09	0.50	0.50
BB	40	17.79	18.15	18.51	AA	52	19.01	19.42	19.83	0.50	0.50	2.54	BB	40	18.16	18.53	18.90	AA	52	19.83	20.25	20.67	0.50	0.50	2.60
AA	40	18.29	18.65	19.01									AA	40	18.67	19.04	19.41								

News & information

January 26, 2021

Ballot Ratification Update

Beginning on Jan. 11, every active letter carrier eligible to vote in the contract ratification election was mailed a copy of the proposed 2019-2023 National Agreement between NALC and USPS. Mailing of ballots was completed on January 20. Included in the mailing is a letter from NALC President Fredric Rolando, a summary of the contract's provisions, a ballot and secrecy envelope, a return envelope and instructions for casting a vote.

The original deadline for a ballot to be received and counted was February 16. Due to issues with receiving ballots in several locations, this deadline has been extended to **March 1**.

NALC encourages all members to mail your ballot as soon as possible after receiving it. If you are eligible to vote on the proposed agreement and have not received a ballot by **February 2**, call NALC Headquarters at 202-662-2836 (9 a.m.–4:30 p.m. Eastern Time) no later than **February 5** to request a replacement ballot. A replacement ballot will be mailed after your eligibility is verified.



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National Association of Letter Carriers (AFL-CIO)

Proposed NATIONAL AGREEMENT 2019-2023

United States Postal Service

National Association of Letter Carriers

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