

Contract COLA update

The fifth regular cost-of-living adjustment (COLA) for career letter carriers under the 2016-2019 National Agreement is \$645 annually following the release of the July 2018 Consumer Price Index (CPI). This increase will be added to every step in Table 1 and Step O in Table 2, and then applied proportionately to Steps A through N in Table 2 (see chart at bottom right). The increase will be effective Sept. 1, 2018, and reflected on paychecks Sept. 21.

The sixth and seventh COLAs under the 2016-2019 National Agreement will be calculated following the release of the January 2019 and July 2019 CPI, respectively.

City carrier assistants (CCAs) will receive an additional 1 percent wage increase in lieu of COLAs effective Nov. 24, 2018, when all letter carriers will be upgraded and receive an average increase of 2.1 percent. The total increase for all CCAs on Nov. 24 will be 3.1 percent.

NALC ballots set to be mailed

The National Election Committee, appointed at the Detroit National Convention to conduct the election of national officers for NALC, met on Aug. 13 in Washington, DC, to set the rules and procedures for the contested national and regional elections, as laid out in the NALC Constitution. It also conducted a random drawing to determine the order of the names as they will appear on the ballot for each office.

Candidates for 12 of the 15 national business agent (NBA) positions were unopposed and elected by consent at the Detroit convention. Two candidates were nominated from the floor for each of the following positions: 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 health benefits, director of retired members, and NBAs for Regions 2, 4 and 9. Five candidates were nominated from the floor for three national trustee positions.

The election will be conducted by mail ballot in accordance with the NALC Constitution. The Election Committee has retained the services of Hartsfield Resolution Group of St. Clair Shores, MI, to assist it in supervising the conduct of the election. The committee has also retained Mosaic, a print communications company located in Cheverly, MD, to prepare and mail the ballots.

The committee has reviewed and approved all nominating forms and will create the ballot for mailing. Official election instructions will be included with all ballots mailed to eligible NALC members.

To be eligible to vote, a person must be a regular member of NALC and in good standing as of June 1, 2018. NBAs will be elected by the members in their respective regions.

Beginning on Aug. 27 and continuing until completion, components of the election mailing will be printed. Starting on Sept. 4 and continuing through Sept. 14, ballots will be prepared, inserted and mailed.

As noted on the NALC website, any active or retired member who does not receive a ballot by Friday, Sept. 21, is instructed that he or she must notify his or her branch officers. Those branches are instructed to immediately contact the NALC Membership Department to request a duplicate, replacement ballot.

The deadline for branch officers to contact the Membership Department is 4 p.m. Eastern Time on Monday, Sept.

24. Only a branch officer can request a duplicate ballot. Ballots must be received by 9 a.m. on Thursday, Oct. 4, to be counted. The counting of ballots will begin that day. Nominees who will appear on the ballot (in the order that they will appear on the ballot) are:

President

- Fredric Rolando, Sarasota, FL Br. 2148 — David Noble, Washington, DC Br. 142
- **Executive Vice President**

- -Brian Renfroe, Hattiesburg, MS Br. 938
- -Rachael Elmore, Freehold, NJ Br. 924

Vice President

- -Lew Drass, Huntsville, AL Br. 462
- —Sara Gresham, Newport News, VA Br. 609

Secretary-Treasurer

- -Jerry Kerner Jr., Baltimore, MD Br. 176
- -Nicole Rhine, Lincoln, NE Br. 8

Assistant Secretary-Treasurer

- -Paul Barner, Roswell, GA Br. 4862
- -Kathryn R. Myers, Billings, MT Br. 815

Director of City Delivery

- —Christopher Jackson, Garden Grove, CA Br. 1100 -Thomas A. Houff, Richmond, VA Br. 496
- Director, Safety and Health -Manuel L. Peralta Jr., Garden Grove, CA Br. 1100

—Douglas L. Peters II, Lansing, MI Br. 122

- **Director of Life Insurance** —Alan Nagata, Salt Lake City, UT Br. 111
- -James W. Yates, Long Island Merged, NY Br. 6000

Director, Health Benefit Plan

- -Robert R. Brunette, Sheboygan, WI Br.102
- -Stephanie Stewart, Central Iowa Mgd. Br. 352

Director, Retired Members

- -Daniel Toth, Lorain, OH Br. 583
- —Thomas E. Fath, Decatur, IL Br. 317

National Trustees (three positions)

- -Lawrence D. Brown Jr., Los Angeles, CA Br. 24
- -Michael Gill, South Florida Br. 1071
- -Carol E. Paxton, New Orleans, LA Br. 124
- -Rolando Rodriguez, Anderson, IN Br. 489
- -Mack I. Julion, Chicago Br. 11

Region 2 NBA

- -Michael Wahlquist, Salt Lake City, UT Br. 111
- -Nick Vafiades, Longview, WA Br. 2214

Region 4 NBA —Dan Versluis, Tucson, AZ Br. 704

- —Anita Lewallen, Conway, AR Br. 1592

Region 9 NBA

- -Lynne Pendleton, Central Florida Br. 1091
- -Kenneth R. Gibbs Jr., Brunswick, GA Br. 313

The Election Committee, as appointed by President Fredric Rolando, is made up of Garden Grove, CA Branch 1100's Barbara Stickler (chairperson); Mike O'Neill, New Jersey Merged Branch 38; Rod Holub, Manhattan, KS Branch 1018; Delano Wilson, Silver Spring, MD Branch 2611; Antonia Shields, Birmingham, AL Branch 530; Paul Roznowski, Royal Oak, MI Branch 3126; Ethel Ford, Houston, TX Branch 283; Tom Dlugolenski, Syracuse, NY Branch 134; Margaret Parker, Aurora, IL Branch 219; and Brian Wiggins, Seattle, WA Branch 79.

USPS releases Q₃ financial report

On Aug. 10, the Postal Service released the financial statement for the third quarter of Fiscal Year 2018, covering the months of April, May and June of 2018. It showed USPS's underlying business strength while also indicating the need to address external matters beyond USPS control. Despite a \$402 million revenue increase compared to the same period last year (a 2.4 percent rise), USPS reported an operating loss of \$889 million.

"This shows the need for policymakers to address two public policy issues—the stamp price rollback and the congressional mandate that USPS pre-fund future retiree health benefits decades into the future," President Rolando said in a statement.

In April 2016, the price of a stamp was rolled back by 2 cents, reducing postal revenue by \$2 billion a year, or \$500 million a quarter. Without that decrease, the \$1.192 billion operating loss year-to-date (first three quarters) would be an operating profit of \$308 million.

The Postal Regulatory Commission (PRC) is in the midst of a legally mandated review of the postage ratesetting system. At present, USPS is constrained in its ability to adjust rates by no more than the Consumer Price Index (CPI), but the CPI is an economy-wide measurement of consumer goods and services that doesn't fit a transportation and delivery provider. The PRC has the ability to correct this mismatch and relieve the resulting financial pressure.

"Meanwhile, Congress should address the pre-funding burden it imposed in 2006, which requires USPS alone among all public and private entities in the country—to pre-fund future retiree health care benefits at an annual cost of about \$5.8 billion," Rolando said. "It's important to note that this goes on the books as red ink whether or not it's actually paid in a given year."

Stewart promoted to HBP



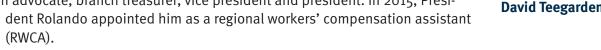
Central Iowa Merged Branch 352 member Stephanie Stewart has been named director of the Health Benefit Plan (HBP) following the retirement of Director Brian Hellman. NALC President Fredric Rolando appointed Stewart to complete Hellman's term after detailing her to the HBP.

Previously, Stewart was a regional administrative assistant (RAA) for Region 5 (Missouri, Iowa, Nebraska and Kansas). She began her letter carrier career in Des Moines, IA, in 1995. She served in numerous roles for the union, including as Branch

352 president and Iowa State Association vice president, before Rolando appointed her as RAA in 2015. Stewart graduated from Leadership Academy **Stephanie Stewart** Class 9 in May 2010.

Rolando appointed David Teegarden of Kansas City, MO Branch 30 as Region 5 RAA to fill the vacancy left by Stewart.

Teegarden began his postal career in 1989 as a part-time flexible (PTF). He has served as a steward, arbitration advocate, branch treasurer, vice president and president. In 2015, Presi-



To fill the RWCA vacancy left by Teegarden, President Rolando appointed Larrissa Parde of Lincoln, NE Branch 8.

Parde began her postal career as a PTF in 1999. She currently serves as president of her branch and president of the Nebraska State Association. She also has served as branch vice president, branch Office of Workers' Compensation Programs (OWCP) representative, state association director of education and letter carrier congressional liaison. Parde graduated from Leadership Academy Class 11.

NALC members continue push for House Resolution 993

In mid-July, a bipartisan group of 10 representatives introduced House Resolution 993, which calls on Congress to take all appropriate measures to ensure that the Postal Service remains an independent entity of the federal government and not be subject to privatization.

The introduction of the sense-of-the-House measure by Reps. Rodney Davis (R-IL) and Stephen Lynch (D-MA) came in response to the recent Office of Management and Budget (OMB) government reorganization and restructuring plan titled "Delivering Government Solutions in the 21st Century." The report, which takes direct aim at numerous agencies, calls for privatizing the Postal Service.

NALC members have contacted their representatives requesting they co-sponsor the resolution. As this Bulletin was going to press, 130 House members had co-sponsored the resolution, but 218 co-sponsors are needed to achieve a majority. To send a strong message to Congress and the administration that any attempt to privatize the Postal Service is dead on arrival, NALC is asking letter carriers and their friends and families to call their representatives and ask them to sign on to H. Res. 993. You can find more information about the resolution and about contacting your representative on the NALC Member App for smartphones or online at NALC's Government Affairs page.

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Sept. 1, 2018

The following salary and rate schedule is for all NALC-represented employees.

Career city letter carrier increases

Grades 1 - 2

Grades 1 - 2

96

current city to the										
Date	Type of Increase	Amount								
July 2016	COLA	\$21								
Nov. 26, 2016	General wage increase	1.2%								
Jan. 2017	COLA	\$333								
July 2017	COLA	\$270								
Nov. 25, 2017	General wage increase	1.3%								
Jan. 2018	COLA	\$520								
July 2018	COLA	\$645								
Nov. 24, 2018	Upgrade/Pay Schedule	2.1%								
	Consolidation*									
Jan. 2019	COLA	TBD								
July 2019	COLA	TBD								
* All C C		:								

Type of Increase Date Nov. 26, 2016 General wage increase Nov. 25, 2017 General wage increase Nov. 24, 2018 Upgrade/Pay Schedule

34

44

34

26

City carrier assistant increases

** All Grade 1 and Grade 2 CCAs will receive an average increase of 3.1%.

Amount

2.2%

2.3%

3.1%

24 12.4

Note that the full COLAs will be added to the salaries of all steps in Table 1 and Step O of Table 2, with proportionate application of the COLA to Steps A-N of Table 2.

RSC Q (NALC) Table 1: City Carrier Schedule This school is applied to all services with a server appointment data prior to law 12, 2013

CC						Basic A	Annual	Salari	ies							Most Prev.
Grade	Α	В	С	D	Ε	F	G	Н	1	J	K	L	М	N	0	STEP
1	50,185	54,166	55,712	58,671	59,080	59,490	59,890	60,297	60,706	61,108	61,517	61,923	62,331	62,741	63,144	409
2	52,220	56,455	56,553	59,584	60,024	60,466	60,901	61,337	61,781	62,208	62,652	63,094	63,528	63,976	64,413	444
Part-Time Flexible Employees - Hourly Basic Rates																
1	25.09	27.08	27.86	29.34	29.54	29.75	29.95	30.15	30.35	30.55	30.76	30.96	31.17	31.37	31.57	
2	26.11	28.23	28.28	29.79	30.01	30.23	30.45	30.67	30.89	31.10	31.33	31.55	31.76	31.99	32.21	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
1	24.13	26.04	26.78	28.21	28.40	28.60	28.79	28.99	29.19	29.38	29.58	29.77	29.97	30.16	30.36	
2	25.11	27.14	27.19	28.65	28.86	29.07	29.28	29.49	29.70	29.91	30.12	30.33	30.54	30.76	30.97	
						Step Inc	rease Wa	iting Per	iods (In \	Weeks)						
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.

RSC 07 (NALC) **Table 2: City Carrier Schedule**

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This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.

						Basic	Annua	l Salar	ies							Most
CC																PREV.
Grade	e A	В	C	D	Ε	F	G	Н	- 1	J	K	L	M	N	0	STEP
1	38,836	40,569	42,306	44,043	45,781	47,516	49,253	50,988	52,727	54,461	56,198	57,935	59,672	61,409	63,144	1,737
2	39,615	41,384	43,157	44,928	46,700	48,470	50,243	52,014	53,786	55,557	57,329	59,099	60,871	62,641	64,413	1,772
	Part-Time Flexible Employees - Hourly Basic Rates															
1	19.42	20.28	21.15	22.02	22.89	23.76	24.63	25.49	26.36	27.23	28.10	28.97	29.84	30.70	31.57	
2	19.81	20.69	21.58	22.46	23.35	24.24	25.12	26.01	26.89	27.78	28.66	29.55	30.44	31.32	32.21	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
1	18.67	19.50	20.34	21.17	22.01	22.84	23.68	24.51	25.35	26.18	27.02	27.85	28.69	29.52	30.36	
2	19.05	19.90	20.75	21.60	22.45	23.30	24.16	25.01	25.86	26.71	27.56	28.41	29.26	30.12	30.97	
Percent Step O																
1	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%	
2	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%	
Step Increase Waiting Periods (In Weeks)																
Steps	(From-To) A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-0	YRS.

Table 3: City Carrier Assistant Schedule

This schedule applies to CCA Hires with no previous TE service.

Grade 17.28 17.63 CC-BB Steps (From-To)

Hourly Rates

RSC Q4 (NALC) This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

CC 18.18 BB 18.68 19.04 CC-BB BB-AA Steps (From-To)

National Association of Letter Carriers

Fredric V. Rolando, President





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