

National Agreement implementation



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The 2019 National Agreement was ratified by eligible NALC members on March 8. Since then, a number of changes included in the Agreement have been implemented or are in the process of being implemented.

We began negotiations in early 2019, a few months prior to the May 20, 2019, expiration of the 2016 National Agreement. The parties were unable to reach agreement by the expiration date, so we moved to the next step of mediation, during which we continued to negotiate. At the conclusion of the 60-day mediation period, we did not have an agreement, so impasse was declared and the parties moved to the final step—interest arbitration.

The parties jointly selected neutral arbitrator Dennis Nolan to chair the three-person arbitration panel. Hearings were originally scheduled to begin in the spring of 2020, but were canceled due to the COVID-19 pandemic. The parties agreed to conduct hearings virtually, and the first week of hearings took place in the summer of 2020. Even while engaging in the interest-arbitration process, we continued to negotiate. As we neared the end of the interest-arbitration process, we reached tentative agreement with the Postal Service on a new collective-bargaining agreement late in 2020. The interest-arbitration proceedings were then put on hold pending a ratification vote. After mail balloting among eligible NALC members, the tentative agreement was overwhelmingly ratified in March.

After ratification, the process of implementing the terms of the new agreement began—starting with implementing the wage increases that were included. On April 10, wage increases dating back to the first general wage increase from November 2019 were implemented. All pay rates were current as of April 10. On the Aug. 20 paychecks, eligible letter carriers received retroactive pay.

Back pay was calculated for all paid hours between Nov. 23, 2019 (the date of the first general wage increase in the Agreement), and April 9, 2021 (the day before new pay rates were implemented). The following pay increases were included in the retroactive pay from the effective date indicated for each:

For career city carriers:

- 1.1 percent general wage increase, effective Nov. 23, 2019
- \$166 cost-of-living adjustment (COLA), effective Feb. 29, 2020
- \$188 COLA, effective Aug. 29, 2020
- 1.1 percent general wage increase, effective Nov. 21, 2020
- \$416 COLA, effective Feb. 27, 2021

Please note that the cost-of-living increases referenced

above are paid proportionally to city carriers in Table 2 in accordance with Article 9.3.E of the National Agreement.

For city carrier assistants (CCAs):

- 1.1 percent general wage increase and additional 1.0 percent increase effective Nov. 23, 2019
- 1.1 percent general wage increase and additional 1.0 percent increase effective Nov. 21, 2020

CCAs receive the additional 1.0 percent increases referenced above in lieu of COLAs, pursuant to Article 9.7 of the National Agreement.

Retired and separated employees who worked during the back pay period were paid by check mailed to their last work location.

Retroactive pay adjustments for now-retired letter carriers may result in adjustments to annuities. The Office of Personnel Management (OPM) will make any necessary annuity adjustments. We do not currently have an estimated time for when OPM will make such adjustments. When we have further updates, they will be posted on the NALC website.

The fourth regular COLA under the 2019 National Agreement was calculated to be \$1,934 annually for letter carriers in Table 1 and at Step O of Table 2. Cost-of-living increases are paid proportionally to city carriers in Table 2 in accordance with Article 9.3.E of the National Agreement. This adjustment was effective Aug. 28 and was reflected in paychecks dated Sept. 17. CCAs will receive additional 1.0 percent increases, effective Nov. 20, 2021, and Nov. 19, 2022, in lieu of cost-of-living adjustments, pursuant to Article 9.7 of the National Agreement.

Future wage increases under the 2019 Agreement will take place as follows:

- Nov. 20, 2021—1.3 percent general wage increase for all city letter carriers, plus an additional 1.0 percent for CCAs in lieu of COLAs
- COLA in the second full pay period after the release of the January 2022 consumer price index (CPI)
- COLA in the second full pay period after the release of the July 2022 CPI
- Nov. 19, 2022—1.3 percent general wage increase for all city letter carriers, plus an additional 1.0 percent for CCAs in lieu of COLA
- COLA in the second full pay period after the release of the January 2023 CPI

Additionally, effective Nov. 19, 2022, a Step P that is \$444 more than Step O of the basic salary schedule in Tables 1 and 2 will be added to both tables. The waiting period in Step O to reach Step P of the basic salary schedule in Tables 1 and 2 will be 46 weeks. Employees with at least 46 weeks in Step O of the basic salary schedule in Tables 1 and 2 on Nov. 19, 2022, will advance to Step P in the salary schedule, and employees with less than 46 weeks will advance upon reaching 46 weeks.