



# NALC Fact Sheet

Department of Legislative and Political Affairs — National Association of Letter Carriers, AFL-CIO  
100 Indiana Ave. NW — Washington, DC 20001-2144 — 202-393-4695 — [www.nalc.org](http://www.nalc.org) © NALC

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## About us: NALC and our members

The National Association of Letter Carriers (NALC) represents 285,000 active and retired letter carriers who live or work in virtually every community in the country. We serve as the exclusive collective-bargaining representative for the 195,000 active city letter carriers employed by the U.S. Postal Service (USPS) and champion the interests of some 90,000 retired members. NALC is also dedicated to ensuring that the constitutionally mandated Postal Service remains the most trusted and efficient provider of universal mail service in the world.

**We are hard workers:** Letter carriers are more productive than ever before. With delivery points increasing by about 1.8 million per year and the number of letter carriers lower than in years past, letter carriers must work hard and efficiently. In 2024, letter carriers delivered more than 376 million pieces of mail and packages each day to nearly 169 million delivery points nationwide. This means that USPS processes and delivers nearly half (44 percent) of the world's mail.

**We are veterans:** Letter carriers are dedicated citizens, many of whom have traded a military uniform for a letter carrier uniform. The Postal Service is one of the largest employers of veterans in America, along with other employers, including the Department of Defense, Lockheed Martin and IBM. Thirty percent of NALC members are veterans. These retired servicemen and women worked hard to protect this country, and they work just as hard to ensure the mail is safe and secure and delivered efficiently.

**We are diverse:** Letter carriers are as diverse as the communities we serve. Women comprise 35 percent of the letter carrier workforce; and Postal Service-wide, African Americans make up 29 percent; Latinos, 14 percent; Asian American/Pacific Islanders, 8 percent. The average age of letter carriers is 38, and the average job tenure of our members is about 10 years.

**We are community leaders:** Each year, countless letter carriers donate time and effort to innumerable causes, partnering with community allies to strengthen the neighborhoods we serve. Along with the Postal Service, NALC holds the annual "Stamp Out Hunger" Food Drive each May, the nation's largest single-day drive. Since the collection began in 1993, NALC has collected more than 1.9 billion pounds of food. In 1952, NALC became the first national sponsor of the Muscular Dystrophy Association and remains a top fundraiser for the organization.

**We are neighbors:** No one knows America's neighborhoods like letter carriers do because the Postal Service's unique delivery network relies on letter carriers' ability to reach every residential and commercial address six—and often seven—days a week. As a result, letter carriers are often first on the scene when something is wrong: coming to the rescue or spotting fires, injuries and thefts along their delivery routes. Often the only source of daily contact for homebound Americans, thousands of letter carriers participate in the Carrier Alert program, a voluntary community service effort to help monitor the well-being of elderly and disabled mail patrons.

Letter carriers are the trusted public face of the USPS, which is consistently ranked as one of the most popular federal agencies by the American people.

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## Protect Our Letter Carriers Act (H.R. 1065/ S. 463)

Since the inception of the nation's post office 250 years ago, letter carriers have delivered to every community on every street in the United States without being the targets of violence. In recent years, that has changed.

Between 2019 and 2023 (the most recent data available), the number of serious crimes against postal employees nearly doubled. In 2023, postal inspectors opened 1,367 cases—542 assaults, 628 robberies and 197 burglaries—against postal employees in almost 500 metropolitan areas. Tragically, five letter carriers have been murdered while dutifully doing their jobs since 2022.

An increase in robberies—which have increased an astonishing sevenfold—is the primary driver for the overall increase in severe crime cases over the period, according to U.S. Postal Inspection Service (USPIS) data. Due to the solitary nature of their work and the sensitive equipment they carry, city letter carriers are the target in 90 percent of these robberies. More than two-thirds of these attacks involve a firearm or other weapon. Unfortunately, nearly every day, we learn of other instances of letter carriers being assaulted, robbed, and even murdered while delivering mail and essentials.

The Protect Our Letter Carriers Act (POLCA) would devalue key infrastructure, deter these crimes through increased prosecution and sentencing guidelines, and keep letter carriers safe on the job. The nation's 180,000 city letter carriers deliver medications, checks, ballots, packages and other essential mail that Americans depend on. It is imperative that America's mail is protected and, most importantly, that the letter carriers who deliver it are, too.

### Secure and modernize postal infrastructure

POLCA would provide \$7 billion in funding for the Postal Service to secure its infrastructure, including the installation of high-security collection boxes as well as the replacement of items carried by letter carriers with more secure electronic versions. The funding would be appropriated over five years, \$1.4 billion annually in Fiscal Years 2026-2030.

A recent audit of USPIS data found that 52 percent of robberies of a letter carrier involved the theft of postal infrastructure items that

have become highly sought after on the black market in recent years. Similarly, the Postal Service has reported increased high-volume mail theft incidents from mail receptacles, including blue collection boxes.

In response, the Postal Service has begun reinforcing its infrastructure, including items carried by letter carriers on the job. The bill would provide the necessary funding to implement this updated technology nationwide. When key infrastructure is devalued and more secure, letter carriers will be safer on their routes.

### Increase prosecution rates

Alarming, while crimes against letter carriers have persisted, arrests and prosecution against the alleged perpetrators have not. Though the number of assaults and robberies against letter carriers has surged in recent years, the number of arrests and convictions for these crimes has markedly decreased, according to USPIS. Due to workload and other priorities, these cases often sit on district attorneys' desks, are not federally prosecuted, and the alleged assailants are not held accountable.

POLCA would require the attorney general to promptly appoint an assistant U.S. attorney in each judicial district to prioritize any case that involves an assault or crime against a letter carrier. Their principal responsibility in the district would be coordinating and supervising the investigation and prosecution of these alleged crimes.

### Harsher sentencing for robbery and assault of a letter carrier

Even though letter carriers who are victims of these crimes are federal employees in uniform on the job, under current law, the sentencing guidelines for those found guilty of these crimes are overly weak and permissive. In 2024, a San Francisco defendant was convicted of robbing a letter carrier at gunpoint and sentenced to only 30 days' imprisonment, while in Mississippi a defendant was sentenced to eight years.

This bill would standardize and strengthen sentencing guidelines for these crimes, ensuring that they are treated in the same manner as assaults on federal law enforcement officers.

**NALC supports the Protect Our Letter Carriers Act, which would modernize key infrastructure, deter these crimes through increased prosecution and sentencing guidelines, and keep letter carriers safe as they deliver essential mail and packages to every community in the country.**

**Sponsored by Reps. Brian Fitzpatrick (R-PA) and Greg Landsman (D-OH) and Sens. Kirsten Gillibrand (D-NY) and Josh Hawley (R-MO)**



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## Oppose postal privatization (H.Res. 70/S.Res. 147)

Nearly 376 million pieces of mail and packages are delivered to more than 168.6 million addresses at least six days a week by the U.S. Postal Service. USPS's universal service obligation allows communities large and small to benefit from the same level of service, regardless of location, wealth, or what is being delivered. It also allows USPS to partner with private shippers, which would be unable or unwilling to service much of the country.

With founding principles in the U.S. Constitution, the nation's post office will celebrate its 250th anniversary later this year. USPS is a self-sustaining, independent establishment of the federal government, does not receive taxpayer funding, and relies on revenue derived from the sale of postal services and products. Despite popular news coverage of a USPS financial crisis, 80 percent of its losses are due to factors outside its control and can be addressed by allowing USPS to continue with its current network modernization plans and by focusing on other legislative remedies that will ensure the Postal Service continues to provide its important public service far into the future.

**Postal privatization imperils far more than its supporters reveal. It is not the answer to the USPS's financial crisis and would not benefit the American public.**

### **The Postal Service is the core of the U.S. mailing industry**

With 640,000 employees, USPS is at the center of the \$1.92 trillion mailing industry that employs more than 7.9 million Americans (5 percent of all jobs nationwide).

USPS's universal network plays a crucial role in the function of private shippers such as FedEx and Amazon, which partner with USPS • because it provides unique last-mile delivery to every business and residential customer in the country six and, increasingly, seven days a week. This reliable, efficient service is too costly for private shippers to maintain alone, particularly for rural customers.

### **The Postal Service is a lifeline**

USPS's massive infrastructure guarantees that no matter where you are in the country—urban, suburban or rural—USPS will deliver to you. Every day, millions of Americans rely on this vast system for the delivery of prescription drugs, Social Security and pension checks, and essential goods.

In times of national crisis, USPS's infrastructure also provides a ready and robust means of communication and distribution. Most recently, during the COVID-19 pandemic, the Postal Service delivered critical health advisories, rapid tests and stimulus checks, and played a pivotal role in the safe and efficient operation of two national elections.

### **The Postal Service is secure**

Mail and packages carried by USPS are protected by more than 200 federal laws enforced by the U.S. Postal Inspection Service. Founded by Benjamin Franklin and established on Aug. 7, 1775, the Inspection Service is one of the nation's oldest federal law enforcement agencies.

The agency targets theft, disrupts drug traffickers, prevents crimes, uncovers fraud and scams, and keeps customers, employees and mail safe. The Inspection Service does this with approximately 2,400 employees, including 1,300 postal inspectors and 500 uniformed postal police officers all working to ensure America's confidence in the U.S. Mail.

### **The Postal Service is much more than a delivery service**

USPS letter carriers provide far more than the delivery of mail and packages. They are members of the community, the eyes and ears of their neighborhoods, and often the only source of daily contact for the elderly and disabled. They often serve as first responders for lost children and the victims of crimes, accidents and fires. They provide the first sense of normalcy after hurricanes, floods, and other natural disasters.

The Postal Service is also one of the nation's largest employers of U.S. military veterans and remains the most popular government entity in the United States, consistently ranked as one of the most trusted federal agencies by the American people.

### **International impacts of privatization harm the public**

International postal privatization and profit maximization efforts have resulted in disinvestment, lower service quality, and higher prices (despite more competition), as well as drastic cuts to both employment and wages across the entire delivery industry.

Privately owned post offices only operate in areas deemed lucrative, resulting in large sections of unserved rural, sub-urban, and even low-income urban areas. For example, the privatization of the Italian, Danish, Norwegian and Finnish postal systems has led to slower delivery times, reductions in the frequency of delivery to as few as three days a week, and, in some cases, the discontinuation of delivery to rural residents. These service reductions would be foolish when more and more people rely on delivery for purchased goods and the frequency of delivery is increasing in the United States.

Stamp prices have increased significantly in countries with privatized postal systems. For example, since 2010, stamp prices have more than doubled in Italy and more than tripled in the UK, while the price of a stamp has only increased 66 percent in the United States. In fact, according to an analysis by the USPS OIG, USPS stamp prices are the most affordable in the world, when compared to 30 other countries with postal systems relatively comparable to the USPS.

**Privatizing the Postal Service would have far-reaching negative consequences nationwide, including:**

- Jeopardizing the jobs of 640,000 postal employees, more than 73,000 of whom are military veterans, and affecting the 7.9 million Americans in the mailing industry.
- Endangering the security of the nation's mail system, threatening the safe delivery of prescription drugs, money and election mail.
- Slashing service quality and hiking prices beyond affordability.
- Potentially ceasing delivery for America's rural and low-income communities, negatively affecting nearly all 50 states in some form, but especially large, less-populous regions.

**NALC opposes postal privatization in all forms and supports H.Res. 70/S.Res 147, which calls on Congress to ensure that the Postal Service remains an independent establishment and not subject to privatization.**

**Sponsored by Reps. Stephen Lynch (D-MA) and Nick LaLota (R-NY)**

**Sens. Gary Peters (D-MI), Dan Sullivan (R-AK), Lisa Murkowski (R-AK), Susan Collins (R-ME), Thom Tillis (R-NC) and Maggie Hassan (D-NH)**



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## **Federal Retirement Fairness Act (H.R. 1522)**

Many federal employees, including Postal Service employees, begin their public service in non-career positions before transitioning to career status. These employees, including many letter carriers, do not receive retirement credit for their time spent in these positions. Because years employed as a non-career employee are not creditable under the Federal Employees Retirement System (FERS), employees who started in non-career positions and transition to career status must work longer to reach the required years of employment to receive full retirement benefits.

More than 65 percent of the current letter carrier craft began their USPS careers as casuals, transitional employees (TEs) or city carrier assistants (CCAs), all of which are non-career positions. Commonly, previous CCAs spent two-plus years in this position before converting to career status. Previous casuals and TEs often worked in non-career positions much longer.

More than 132,000 letter carriers who started in non-career positions, in most cases doing the exact same work as career employees, have time that is currently not creditable toward their retirement and would benefit from this bill.

The Federal Retirement Fairness Act would modify what is considered creditable federal civilian service under FERS. This bill would allow these employees to make catch-up retirement contributions for time spent as non-career employees after Dec. 31, 1988, making such time creditable service under the FERS, and for other purposes.

This legislation would allow letter carriers and other affected employees the opportunity to purchase retirement credit for the time they spent in these non-career positions, providing greater retirement security.

**NALC supports this bill, which would benefit more than 65 percent of current letter carriers by allowing them to make catch-up retirement contributions for time spent as non-career employees, making it creditable service under FERS.**

**Sponsored by Reps. Gerry Connolly (D-VA), Nikki Budzinski (D-IL), David Valadao (R-CA), and Don Bacon (R-NE)**





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## **USPS Shipping Equity Act (H.R. 3011)**

Under current law, the Postal Service is prohibited from shipping alcoholic beverages. The USPS Shipping Equity Act would change that, allowing the Postal Service to ship beer, wine, and other alcoholic beverages directly from licensed producers and retailers to legal customers.

### **Missed revenue opportunity**

The bill would generate an estimated \$190 million annually in new revenue for the Postal Service. Due to this Prohibition-era ban, USPS is missing out on tens of millions in revenue, while private shippers, like UPS and FedEx, are the only option for wineries, breweries and other producers to have goods delivered directly to consumers. This bill would level the playing field and allow the Postal Service to compete in an existing and profitable marketplace.

### **Universal service and consumer choice**

While USPS delivers to every address in the nation six and sometimes seven days a week, private carriers do not.

The current ban on alcoholic beverage shipments limits affordable access to these products for many Americans, especially in rural areas. This bill would fix that, providing equal access to competitively priced alcoholic shipments for customers and shippers. As the Postal Service reconfigures its network to meet the public's changing expectations, it is time for the Postal Service to be a shipping option for alcoholic beverages.

### **Regulations and state law**

The bill would give USPS two years to develop regulations and processes to ensure that the agency is prepared to safely deliver these goods to adult consumers with appropriate identification checks. The legislation does not supersede any state or local laws, rather it works in conjunction with them without inhibiting state or local authority in regulating alcoholic beverages. It also does not make any changes to federal excise tax collection.

**NALC supports the USPS Shipping Equity Act (H.R. 3011), which would generate revenue for the Postal Service, meet the growing expectations of customers, expand USPS's service opportunities, and support small businesses and consumers nationwide.**

**Sponsored by Rep. Dan Newhouse (R-WA)**