

## Rolando testifies before House Oversight Committee

On Feb. 7, NALC President Fredric Rolando was among those called to testify before a House Oversight and Government Reform Committee hearing on H.R. 756, a major postal bill introduced just a few weeks after the beginning of the 115th Congress.

"There is broad agreement among all the major stakeholders that legislation is urgently required to strengthen the Postal Service," Rolando told the committee in his opening statement, adding that the postal legislation before the committee includes "the essential elements needed to stabilize and fortify the Postal Service for years to come."

Rolando testified for NALC as well as on behalf of the other three postal employee unions: the American Postal Workers Union, the National Rural Letter Carriers' Association and the National Postal Mail Handlers Union.

Rolando told the hearing that all four unions support moving the bill through the committee. "We pledge to work with all of you in our broad coalition of mailing industry partners to achieve postal reform this year," he said.

In the written testimony submitted to the committee, Rolando also expressed the unions' support for a second postal bill introduced just before the hearing: H.R. 760, the Postal Service Financial Improvement Act of 2017. H.R. 760 presses for adoption of one of NALC's longstanding proposals: the proper investment of the assets of the Postal Service Retirees Health Benefit Fund (PSRHF) to reduce the cost of pre-funding.

As the bills move through the legislative process and as more members in other committees enter the picture, letter carriers in NALC's activist network will be called upon to rally fellow members' support to ensure that our message gets heard and our priorities get included.

Read below for NALC's statement about the postal bills.



NALC President Fredric Rolando testified before a House Oversight and Government Reform Committee hearing on postal legislation.

### Postal reform update—

## A changed political landscape requires a new strategy

Congress returned to business in January to a transformed capital city. The country has a new president and one-party control of the federal government.

Fortunately, postal reform has strong bipartisan support and our goals have not changed. NALC's strategy, of course, will have to change to reflect the new landscape.

On Feb. 7, NALC President Fredric Rolando testified before the House Oversight and Government Reform Committee on postal reform legislation. The committee's leaders have introduced two bills: H.R. 756, the Postal Reform Act of 2017, and H.R. 760, The Postal Service Financial Improvement Act of 2017. Rolando's testimony provided suggested improvements to the bills, which may be marked up in the coming weeks. (A mark-up is a committee meeting where members can amend, delete or add provisions to bills under consideration.)

NALC also urged the committee to adopt the two bills because they contain all the essential elements to achieve our two core goals for postal reform:

1. a workable resolution of the crushing retiree health pre-funding burden, achieved by maximizing participation in the Medicare program and investing the Retiree Health Fund more sensibly; and
2. a partial restoration of the exigent rate increase that expired last year, to provide USPS with the revenues needed to stabilize its finances as the Postal Regulatory Commission conducts its 10-year review of the rate-setting system for market-dominant products.

The Oversight Committee's consideration of H.R. 756, which NALC hopes will be amended to include the provisions of H.R. 760, is just the first step in a very long process. Assuming the bill is approved by the committee, it will be referred to the Congressional Budget Office for a review of its impact on the federal budget ("scoring").

The legislation will also be sent to the two House committees that share jurisdiction over the Medicare program: the Ways and Means Committee for the bill provisions involving Medicare Parts A and B, and the Energy and Commerce Committee for the Medicare prescription drug provisions. Once all the committees have had their say, the bill would next go to the floor of the House for debate, amendments and a final vote. Meanwhile, a similar process would have to take place in the Senate before a measure can be sent to the White House for a signature.

At each stage of the process, NALC will assess the bills and measure our progress toward achieving our goals. At this early stage, NALC can support advancing H.R. 756 and H.R. 760 through the Oversight Committee. The goal is to work with NALC's coalition of postal management, postal unions and mailers to keep the process going and make improvements along the way.

The ultimate objective is to achieve the two core goals described above while protecting postal employees' jobs, our rights, our networks (including door delivery, Saturday delivery, etc.) and the interests of all annuitants from any unreasonable hardships caused by the bill's Medicare provisions.

## Election and holiday mail shape USPS Q1 profits

On Feb. 9, the Postal Service released its financial statement for the first quarter of Fiscal Year 2017, covering the months of October, November and December of 2016.

In a statement, NALC President Fredric Rolando called attention to the report's revelation that the agency had shown a \$522 million operating profit in that quarter, "demonstrating the strength of the postal turnaround," he said. "The Postal Service now has a total operating profit of \$3.7 billion since the start of Fiscal Year 2014.

"These results reflect ongoing trends," Rolando said: "stabilizing letter revenue as the economy gradually improves from the worst recession in 80 years and rising package revenue driven by online shopping."

As usual, any red ink referred to in media reports stems from pre-funding. "That multibillion annual charge actually disguises the operating profits USPS is earning," the president said, adding that pre-funding can be readily addressed if Congress acts on practical, targeted postal reform.

Rolando also noted that the quarter's operating profit would have been \$1.1 billion had it not been for last April's expiration of the exigent rate increase, the first annual stamp price rollback since 1919.

## Dowdy retires; Preston named new Region 13 NBA

NALC President Fredric Rolando has appointed Region 13 Regional Administrative Assistant (RAA) Vada Preston to serve as that region's national business agent (NBA), effective March 6. Preston replaces the retiring Tim Dowdy, a member of Virginia Beach, VA Branch 2819, who has served as Region 13's NBA since January of 2005.

"We thank Tim for his decades of dedicated service to NALC members and we wish him a happy retirement," Rolando said. Preston, a U.S. Air Force veteran, joined NALC as a member of Tidewater Virginia Branch 247 in 1986. He served his branch as a shop steward and vice president, and he was elected branch president in 2003.

Preston also has worked as a shop steward trainer, as a Dispute Resolution team member, as an arbitration advocate and as a local business agent.

In 2005, NALC President William Young appointed Preston to be an RAA for Region 13, which serves NALC members in Delaware, Maryland, Virginia, West Virginia and the District of Columbia.



Tim Dowdy



Vada Preston

## For bargaining, other news: Get the NALC Member App

For updates on bargaining and other contractual news, make sure you've downloaded the NALC Member App to your iPhone or Android smartphone. When news breaks, it'll be announced there first through push notification, before appearing on [nalc.org](http://nalc.org), in *The Postal Record* or here in the *NALC Bulletin*.

You can install the NALC Member App by going to your phone's app store and searching for "NALC Member App." Make sure you mark areas of interest so you can get push notifications tailored to you.

If a negotiated agreement is reached, all active NALC members will receive detailed information on the proposed agreement and an extended description will appear in *The Postal Record*.



## Making a difference, one Food Drive bag at a time

Millions of Americans live from one day to the next uncertain where their next meal will come from—a sad statistic that helps to reinforce the importance of our annual national Stamp Out Hunger® Food Drive, to be held this year on Saturday, May 13.

"Letter carriers see many of these folks along our routes each day," NALC President Fredric Rolando said. "Our food drive can make a positive difference in the lives of those who have been dealt difficult hands."

This year marks the 25th anniversary of the national drive, Rolando noted. "Our work and our success will be just as crucial this year as ever, since the problem of hunger in this country shows little sign of going away," he said.

Since the nation's largest single-day food drive began in 1993, letter carriers—ably assisted by untold thousands of family members, friends and other volunteers—have collected more than 1.5 billion pounds of non-perishable food left by customers' mailboxes and delivered to local food banks in more than 10,000 cities and towns in all 50 states, the District of Columbia, Puerto Rico, the Virgin Islands and Guam.

Last year, carriers collected more than 80 million pounds of food, well above the previous record of 77 million pounds.

Signing on as national food drive partners this year are the U.S. Postal Service, the National Rural Letter Carriers' Association, the United Food and Commercial Workers International Union (UFCW), United Way Worldwide, AFL-CIO, AARP Foundation, Valpak and Valassis.

Time is rapidly running out for branches to register. Branch presidents can now register quickly and efficiently by using the "Members Only" portal at [nalc.org](http://nalc.org). Once they're logged into the portal, they can simply select the "Food Drive" button. Enter information into all of the fields, then select "Complete registration." A notification will be provided to confirm registration.

Note that reminder postcards and promotional food drive bags are indeed postage-paid mail and should be handled as such. It's critical that they get delivered in a time-sensitive and official manner. It's also vital that local postal management be made aware of their responsibilities for the food drive, and having local postmasters and station managers commit to a set schedule for postcard and bag delivery is just as crucial.

New to the food drive this year is a one-stop online shop for ordering wearable and promotional food drive-related items: [stampouthungerstore.com](http://stampouthungerstore.com). Working with longtime NALC merchandising partner K&R Branding Solutions, a unionized firm located in Chantilly, VA, anyone—from letter carriers to postal customers to volunteers—can select from a wide variety of items that support and promote the food drive, in any quantity.

"Let's all work together to make sure this 25th anniversary food drive is our best yet," President Rolando said. "I thank all those who spend so much of their limited spare time on this crucial effort that helps those in our local communities."



An image from this year's Food Drive reminder postcard.

## Required OSHA Form 300A posting period underway

The Occupational Health and Safety Administration (OSHA) requires that many organizations, including the U.S. Postal Service, summarize and conspicuously post workplace injury and illness records for the 2016 calendar year beginning Feb. 1 and remain posted through April 30. The notice comports with Sec. 821.142 of the *Employee and Labor Relations Manual (ELM)*.

Safety activists should review the USPS posting to make sure that the local safety committee was provided with a copy of the corresponding Form 1769 to evaluate the cause of each injury and to assist with development of methods to prevent a similar injury. This is one of the responsibilities assigned to the Local Safety Committee in accordance with the *Handbook EL-809*.

## NALC Executive Council meets in DC



Members of the NALC Executive Council met at NALC Headquarters in January to discuss important issues facing letter carriers. Some of the items the council addressed were ongoing contract negotiations for a new collective-bargaining agreement, conversions of city carrier assistants, workers' compensation, organizing, the grievance/arbitration process and other contractual issues. The council also discussed key legislative items, including three House resolutions pertaining to maintaining six-day delivery, protecting door-to-door delivery and restoring postal service standards.

## No USPS hiring freeze

Three days after he was sworn in as the 45th president of the United States, President Donald Trump issued an executive order to all federal departments and agencies to freeze all hiring effective Jan. 22.

In a message sent to letter carriers via the NALC Member App for smartphones, President Rolando said that it was initially unclear whether the order applied, in whole or in part, to USPS, especially as it might relate to city carrier assistants receiving career appointments. NALC and the other postal employee unions, as well as the Postal Service, sought clarification on the freeze.

On Jan. 31, the acting directors of the Office of Management and Budget and the Office of Personnel Management issued a memorandum to provide some overall guidance, and the Postal Service was listed among the exempted federal agencies.

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Fredric V. Rolando, President

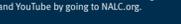
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## NALC, USPS reach tentative National Agreement

The National Association of Letter Carriers and the U.S. Postal Service have reached tentative agreement on a national labor contract, covering 213,000 active city letter carriers across America.

The tentative agreement includes provisions rewarding all letter carriers for their contributions to the Postal Service's extraordinary comeback following the Great Recession; narrowing the compensation gap between city carrier assistants (CCAs) and career letter carriers; creating a formal mechanism to address the problems that have undermined the workplace culture of the Postal Service for much of its history; and preserving the core achievements of our bargaining history, including regular general wage increases and cost-of-living adjustments (COLAs), protections against outsourcing and layoffs, as well as other contractual elements that define our standard of living.

NALC President Fredric V. Rolando issued the following statement after the NALC Executive Council unanimously recommended approval of the tentative settlement:

"I'd like to thank all the officers and staff who worked so hard to help reach this tentative National Agreement. Most importantly, I want to thank our members for their patience and steadfast solidarity during the long bargaining process—the strength and unity of our union has always been our most important asset in collective bargaining. Although we were fully prepared, if necessary, to fight for our interests in binding interest arbitration, I am very happy that our members will have a chance to make the final decision about this contract through the ratification process outlined in our union's constitution. The Executive Council unanimously recommends ratification of this contract."

The major features of the contract are summarized below. Full details about the tentative agreement, along with paycharts, other contractual changes and information about new and amended memorandum of understanding (MOUs), will be presented in the June issue of *The Postal Record*. They will also be distributed through the union's electronic platforms in the days to come.

All these communication channels will also be used to announce the members of the Ballot Committee (who will oversee the ratification vote); the timing and details of the ratification process; and the arrangements for the 2017 National Rap Session, a meeting that will be held in mid-June to educate branch leaders about the proposed contract so they can pass on information to their members before they cast ratification ballots.

### NATIONAL ASSOCIATION OF LETTER CARRIERS HIGHLIGHTS OF TENTATIVE AGREEMENT WITH THE U.S. POSTAL SERVICE 2016-2019 NATIONAL AGREEMENT

#### Term

The 2016 National Agreement will last 40 months, covering the period May 21, 2016, to Sept. 20, 2019.

#### General wage increases and pay upgrade

All letter carriers, career and non-career alike, will receive three wage increases as follows:

- 1.2 percent effective Nov. 26, 2016, paid retroactively.
- 1.3 percent effective Nov. 25, 2017.
- Effective Nov. 24, 2018, all Grade 1 letter carriers will be upgraded to Grade 2. This upgrade will result in an average wage increase of 2.1 percent for Grade 1 letter carriers across all current wage tables. Carrier technicians also will receive a pay increase of 2.1 percent effective Nov. 24, 2018.

CCAs will receive additional wage increases of 1 percent on these three dates for a total of: 2.2 percent on Nov. 26, 2016 (paid retroactively); 2.3 percent on Nov. 25, 2017; and an additional 1 percent increase at the time of the upgrade, Nov. 24, 2018. These additional increases will be paid in lieu of cost-of-living adjustments 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) and using the existing COLA formula and the July 2014 CPI as the base month. The first two COLAs will be paid retroactively and the remaining five will be paid in the future as follows:

- The first COLA will be \$21 annually effective Sept. 3, 2016, paid retroactively.
- The second COLA will be \$333 annually effective March 4, 2017, paid retroactively.
- The third COLA will be effective in September 2017.
- The fourth COLA will be effective in March 2018.
- The fifth COLA will be effective in September 2018.
- The sixth COLA will be effective in March 2019.
- The seventh COLA will be effective in September 2019.

The COLAs will be applied to the two pay tables for career city carriers in the same manner used in the 2011 National Agreement.

#### 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.

#### Step increases for city carrier assistants

The tentative agreement would establish step increases for CCAs. In addition to the wage increases described above, CCAs will receive a 50 cents per hour raise after 12 weeks of service and an additional 50 cents per hour increase after an additional 40 weeks of service. These step increases will be paid retroactively to Nov. 26, 2016, for CCAs with paid hours since Nov. 26, 2016. For example, CCAs with 52 weeks of service as of Nov. 26, 2016, will get a \$1 per hour raise, effective on that date and paid retroactively.

#### Step advancement for certain former transitional employees

Effective May 26, 2018, eligible former transitional employees (TEs) will be advanced in Table 2 of the letter carrier pay scale based on their length of service as TEs after Sept. 29, 2007. Such former TEs will be entitled to between one and four step increases as follows:

Length of creditable TE service	Number of additional steps
2 years but less than 3 years	1
3 years but less than 4 years	2
4 years but less than 5 years	3
5 or more years	4



For those eligible former TEs converted to career status prior to May 26, 2018, the step advancement will be effective on that date. For those converted thereafter, the step advancement will be effective upon conversion to career status. All employees eligible for step advancement will retain time-in-step credit.

#### Health insurance

In 2017, there is no change in the Postal Service's share of premium costs for career letter carriers' health insurance (76 percent of the weighted average Federal Employees Health Benefits Program (FEHBP) plan premium, capped at 79.25 percent of any given plan premium). Following the pattern of previous contracts, the Postal Service's share will decline by a total of 3 percent over the term of the tentative agreement. The share will decrease to 74 percent in 2018 and to 73 percent in 2019. The maximum employer contribution for any given plan will be 77.25 percent in 2018 and 76 percent in 2019. Over the course of the entire contract, the Postal Service's share for career letter carriers will remain higher than that paid by other federal agencies that participate in the FEHBP (72 percent of the average premium, capped at 75 percent for any given plan).

The bi-weekly impact of these Article 21 changes will depend on which plans carriers enroll in but will, in any case, represent a small fraction of the bi-weekly pay increases provided by Article 9 of the tentative agreement.

On health insurance for CCAs, the tentative contract maintains the Postal Service's bi-weekly contribution of \$125 toward self-only coverage in the USPS Non-career Health Plan, but it would significantly increase the Postal Service's contribution toward self-plus-one and self-and-family coverage in that plan (now set at the same \$125 bi-weekly contribution available for self-only coverage). In the initial year of CCA employment, the USPS will pay 65 percent of the premium costs. In the second year of CCA employment and beyond, the USPS share would rise to 75 percent of the total premium.

#### 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. In addition, prohibitions against contracting out city carrier work would be continued for the duration of the 2016-2019 contract, if the contract is ratified.

#### Joint Workplace Improvement Process

The tentative accord includes an MOU on improving workplace culture. The parties have agreed to establish a Joint Workplace Improvement Process to address a number of issues to provide safe, efficient work environments in which employees are treated with dignity and respect.

#### CCA complement and conversion to career status

Upon ratification, there would be a one-time conversion to career status for CCAs with relative standing date at least 30 months prior to the ratification date. The conversions would work as follows:

- In 200-workyear offices, eligible CCAs will be converted to full-time regular career status in their installation.
- In 125- and 100-workyear offices, eligible CCAs will be converted to part-time flexible career status in their installation, rather than waiting to convert to full-time career status as a CCA.

The parties have agreed to consider the possibility of another one-time conversion after one year.

Additionally, the parties have agreed to address situations where CCAs work in small offices with no clear path to a career opportunity.

There is no increase to the CCA employment caps in Article 7 of the Agreement or to the number of CCAs currently on the rolls. However, the Postal Service will maintain a percentage of the additional CCAs previously agreed to by the parties through a number of MOUs. These MOUs, which would continue in the tentative agreement, have provided additional career conversion opportunities for CCAs, about 47,000 to date. The vast majority of these CCAs did not have to serve probationary periods as career employees. The MOUs continue to include a weekly meeting to monitor appropriate staffing levels through career conversions and voluntary transfer requests.

#### CCA holidays

The following six days shall be considered holidays for CCAs: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. The amount of holiday pay a CCA will receive will be determined by the size of the office in which the CCA works.

#### CCA leave provisions in local agreements

The agreement requires the parties to negotiate choice and incidental leave provisions for CCAs during local implementation. It also establishes an alternate dispute resolution process for impasses related to CCA leave prior to arbitration.

#### Article 8 improvements

All overtime, regardless of whether such overtime was worked on a carrier's own route, will count toward equitability for overtime desired list (ODL) carriers. Additionally, management will be required to post equitability totals weekly, rather than quarterly.

An MOU is incorporated into the agreement to continue to allow the local parties the option of developing a process that allows employees who transfer from another installation or are converted to full time following the signup period to place their names on either the ODL or the work assignment list. Existing agreements pursuant to previous versions of this MOU will remain in effect.

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# Bulletin

## Contract ratification update

### National rap session: June 13-15

So that the tentative National Agreement can be fully discussed with branch and state leaders prior to the ratification voting, the 2017 National Conference—better known as a “rap session”—will be held June 14-15 at Harrah’s Resort in Atlantic City, NJ. National rap sessions for state and branch presidents/designees are authorized in non-convention years by the NALC Constitution under Article 3, Section 4 (b).

The rap session will be used to educate branch leaders about the proposed contract. It’s hoped that this will give all NALC members the opportunity to attend a branch meeting following the rap session to learn about the tentative agreement and to get questions answered prior to submitting ratification ballots.

The rap session itself will be held on the morning of Wednesday, June 14. Workshops will be conducted on Wednesday afternoon and repeated in the morning on Thursday, June 15. There will be two three-hour workshops held simultaneously on Wednesday afternoon, each covering various topics of interest and importance to branch and state leaders. Those same workshops will be repeated on Thursday morning so all attending the rap session will have a chance to hear all of the information covered.

Workshop registration will take place on the afternoon of Tuesday, June 13, with a reception in the evening. Additional registration will take place on the morning of June 14 prior to the rap session. The workshops on Thursday, June 15 will conclude by noon.

A limited number of rooms have been set aside for attendees at the Harrah’s Resort Atlantic City & Waterfront Conference Center. See details below, and visit [nalc.org](http://nalc.org) for the link to hotel and travel information.

## Rap session venue: Harrah’s Atlantic City



Harrah’s Resort Atlantic City & Waterfront Conference Center is a hotel and casino located at 777 Harrah’s Boulevard in the marina district of Atlantic City, NJ.

Harrah’s is pleased to offer a special rate of \$79 per room (single/double). Rates are also subject to \$2 tourism fee, \$3 New Jersey State occupancy fee and \$24 per night, per room Resort Fee, which includes free in-room internet access for two devices per room, per night and \$5 voucher toward self-parking in the garage.

A charge of \$20 will be added for each guest over double occupancy, with a maximum of four guests per room.

**Hotel reservation and cancellation policy:** All reservations and any changes needed to have been made by the cut-off date of *Saturday, June 3*. After this date, reservations will be accepted by the hotel based on availability and hotel rate.

To make reservations, call the hotel’s reservation department at 888-516-2215 and use the group code SH06NA7 or reference NALC 2017 Rap Session to receive the group rate. To make reservations online, use the following case-sensitive link: <https://aws.passkey.com/go/SH06NA7>

Rates cannot be changed at check-in or check-out for guests who fail to identify their affiliation with NALC at the time the reservation is made.

All reservations require first-night deposit, including taxes, at time of reservation. This will be charged immediately and is refundable up to 72 hours in advance of arrival date.

**Parking:** Self-parking: \$5. Valet: \$10. Rates subject to change.

#### Options for getting there:

- *By air:* Flight options include Atlantic City International Airport (ACY) and Philadelphia International Airport (PHL). Harrah’s is 60 miles from PHL, 15 minutes from ACY.
- *By Amtrak:* <https://www.amtrak.com>
- *By limo/shuttle* (Philadelphia to/from Atlantic City):
  - HalLogistics: <http://www.hallogistics.com>
  - ShuttleWizard: <https://shuttlewizard.com>
  - RapidRover: <http://www.rapidrover.com>

## 2017 National Conference Agenda

### Tuesday, June 13

#### Waterfront Conference Center, 2nd Level

Workshop registration, 3 p.m. to 6 p.m.

*Avalon Registration Desk*

Welcome reception, 6 p.m. to 8 p.m.

*Pool, Level 1*

### Wednesday, June 14

#### Waterfront Conference Center, 2nd Level

Continental breakfast, 7 a.m. to 7:45 a.m.

*Avalon Pre-Function Area*

Workshop registration, 7 a.m. to 8 a.m.

*Avalon Registration Desk*

Rap session, 8 a.m. to 12 noon

*Avalon Ballrooms*

Workshops, 2 p.m. to 5:30 p.m.

*Avalon Ballrooms*

### Thursday, June 15

#### Waterfront Conference Center, 2nd Level

Continental breakfast, 7 a.m. to 7:45 a.m.

*Avalon Pre-Function Area*

Workshops, 8 a.m. to 11:30 a.m.

*Avalon Ballrooms*

## Ratification process details

### Rolando appoints national Ballot Committee

Per Article 16 of the *NALC Constitution*, ratification shall be a mail referendum vote and the ballot shall be mailed only to regular members of the NALC as defined in Article 2, Section 1 (a), excluding non-letter carrier regular members as shown by the records of the national secretary-treasurer as of 90 days prior to the date that the proposed agreement is reached—which was May 12. Consistent with Article 2, Section 1 (a) of the NALC Constitution, retirees and Office of Workers’ Compensation Program (OWCP) departees shall have no voice or vote in any matter pertaining to the ratification of a national working agreement.

NALC President Fredric V. Rolando has appointed the Ballot Committee for the purpose of monitoring and observing the dispatch, receipt and tabulation of the ratification ballot for the tentative National Agreement reached between NALC and the U.S. Postal Service. The Ballot Committee is made up of 15 NALC members from branches in no fewer than 15 states. The members of the committee are:

- Region 1: Barbara Stickler, Garden Grove, CA Branch 1100
- Region 2: Phillip Rodriguez, Salt Lake City Branch 111
- Region 3: Mack Julion, Chicago Branch 11
- Region 4: Adam Fung, Aurora, CO Branch 5996
- Region 5: Rod Holub, Manhattan, KS Branch 1018
- Region 6: Robyn Williams, N. Oakland Co., MI Branch 320
- Region 7: Caitlin Hill, Minneapolis Branch 9
- Region 8: Antonia Shields, Birmingham, AL Branch 530
- Region 9: Anthony Ali, Central Florida Branch 1091
- Region 10: Vanessa Sanchez, San Antonio, TX Branch 421
- Region 11: John Oross, Dayton, OH Branch 182
- Region 12: Eryka Tolliver, Pittsburgh Branch 84
- Region 13: Delano Wilson, Bowie, MD Branch 2611
- Region 14: Christopher Henwood, Rutland, VT Branch 495
- Region 15: Joe De Rossi, Jamaica, NY Branch 562

The Ballot Committee will arrive in Washington, DC, on June 19 to monitor and observe the mailing of the ballots.

Per the *NALC Constitution*, voting will be to either accept or reject the tentative agreement. Instructions will be included in the ballot mailing, as well as a copy of the complete text of the tentative agreement. Ballots will be due back on a specified date, likely in late July.



# Bulletin

## NALC activists review contract

### Politics, legislation and training round out 2017 'rap session'

More than 1,200 letter carrier activists representing branches across the United States gathered in Atlantic City, NJ, in June to take part in NALC's 2017 National Conference. The *NALC Constitution* calls for the union to hold a national conference in non-convention, odd-numbered years.

NALC President Fredric Rolando scheduled the meeting—commonly called a “rap session”—shortly after the union reached a tentative 40-month national collective-bargaining agreement with the U.S. Postal Service—the culmination of 15 months' worth of negotiations between the two parties.

“I appreciate the members' patience throughout the process,” Rolando said at the start of the June 14 meeting, recognizing that nearly 15 months had passed between Feb. 19, 2016—the date that formal negotiations for a new contract were opened, three months before the expiration of the 2011-2016 National Agreement—and May 12, when the proposed pact was officially announced.

“As long as all of our demands remained on the [bargaining] table, we said we would continue to negotiate,” Rolando said. “We were very clear on what had to be included in any negotiated agreement with the Postal Service, and all our key priorities remained on the table over 15 months of talks, so the process kept going.”

After explaining the agreement's ratification process, Rolando said that the central focus of the conference was to provide branch leaders with a detailed explanation of the tentative agreement and the union's bargaining and legislative strategies so those leaders could share the information with their members.

“Today's discussion is for our members,” he said, asking that participants refrain from recording the conference. “It is not in the best interests of our members,” he explained, “to share our bargaining and legislative strategies with postal management, the media, politicians and the rest of the world through social media.”

Rolando expressed his hope that, between the general session and the workshops, leaders not only would get answers to all their questions, but also would understand the NALC's strategy behind every contract provision.

### A proposed pact

Introducing the subject of the tentative 2016-2019 agreement, Rolando noted that it rewards all letter carriers for their exceptional contributions to the U.S. Postal Service's comeback from the Great Recession, continues cost-of-living adjustment (COLA) provisions, maintains the ban on sub-contracting and preserves the existing no layoff protection.

In addition, he said, NALC successfully negotiated a formal mechanism to address long-standing problems with USPS' often-acrimonious workplace culture, and the union succeeded not only in narrowing the pay gap between city carrier assistants (CCAs) and career letter carriers, but also in partially compensating carriers for time served as transitional employees (TEs).



Four microphones were provided for conference attendees to ask questions throughout the session.

External factors made negotiations rocky at times, he said. For example, the April 2016 expiration of an emergency (or “exigent”) postage rate increase—just as contract negotiations were getting underway—complicated matters; the move rolled back the price of a first-class stamp by 2 cents, shaking up the already tenuous financial state of the operationally still-profitable Postal Service.

Other factors that influenced the talks included the arrival of Megan Brennan as the new postmaster general, the excessive rate of attrition among CCAs, the large number of vacancies on USPS' Board of Governors, the simmering debate over postal reform and the results of contract negotiations between the Postal Service and the other unions.

### Contract review

President Rolando then launched into an interactive summary of the proposed national agreement's key components, stopping frequently to answer questions from four floor microphones and repeating his admonition that no leader should leave Atlantic City without getting his or her questions answered.

He began with the agreement's workplace complement and health insurance provisions and then turned to provisions affecting pay, benefits and working conditions outlined in various articles and memorandums of understanding (MOUs).

Rolando noted that while the proposed contract would not allow the Postal Service to raise the Article 7 caps on the CCA complement, it would allow USPS to keep some of the additional CCAs mutually agreed to (3 percent of full-time regulars) pursuant to various MOUs negotiated in the prior contract.

“These same MOUs provided a mechanism and a timeline for the conversion of over 47,000 [to date] CCAs to career positions,” he said, “and most of them did not have to serve an Article 12 probation.”

The tentative agreement also decreases management's contributions for health care premiums for career letter carriers by 3 percent over 40 months, following a pattern found in NALC's previous negotiated and arbitrated contracts, as well as in the recently negotiated agreements of the other unions. However, Rolando pointed out that USPS would continue to pay more toward health care premiums than any other federal agency over the entire period of the agreement.

Turning to the much larger list of NALC's gains, Rolando then went through the provisions of Article 9 that would take effect if the contract were ratified:

- All letter carriers, career and non-career alike, would receive retroactive raises of 1.2 percent (effective Nov. 26, 2016).
- Career carriers would receive two retroactive COLAs: \$21 (Sept. 3, 2016) and \$333 (March 4, 2017) annually, applied to City Carrier Tables 1 and 2 in the same manner as the last contract.
- CCAs would receive an additional 1 percent retroactive to Nov. 26, 2016 (in lieu of COLAs).
- Applied retroactively to Nov. 26, 2016, CCAs with 12 weeks of service would get a step increase of 50 cents per hour and then another step increase of 50 cents per hour after an additional 40 weeks of service.
- Career letter carriers who retired after May 21, 2016, would be eligible for both back pay for hours worked after the effective dates of retroactive pay increases described above and for an annuity adjustment.
- Going forward, all career and non-career letter carriers would receive a general wage increase of 1.3 percent in November 2017.
- Also in November 2017, CCAs would receive an additional 1 percent wage increase (in lieu of COLAs).
- Career carriers would receive another COLA in September 2017, two COLAs in 2018 and two COLAs in 2019.
- In November 2018, all letter carriers, career and non-career alike, would receive a pay upgrade achieved through a consolidation of the letter carrier pay grades, meaning all career and non-career letter carriers will be moved to Grade 2, retaining their time-in-step credit and gaining a 2.1 percent raise in pay. (Those already in Grade 2 will also receive a 2.1 percent raise, preserving higher pay for carrier technicians.)
- Also in November 2018, at the time of the upgrade, CCAs would receive an additional increase of 1 percent annually (in lieu of COLAs).

Taking dozens of questions as he went on, Rolando then turned the discussion to a number of contract provisions affecting CCAs and former CCAs with prior TE service.

He went over the proposed contract's one-time conversion to career status for CCAs with at least 30 months of relative standing in offices with at least 100 workyears, defined as the combined bargaining units of NALC, the American Postal Workers Union (APWU) and the National Postal Mailhandlers Union (NPMHU). He also explained the MOU that addresses CCAs in smaller offices who have no clear path to career status.

The president then described the provisions in the contract intended to help former TEs. Those who are still CCAs, he said, would be eligible for advanced step placements upon conversion to career, while career carriers with substantial TE service after Sept. 29, 2007, would be eligible to receive up to four step increases in May 2018.

Next, Rolando highlighted huge gains made in the area of health insurance coverage for CCAs with spouses or families. In addition to the existing \$125 per pay period for self-only coverage in the USPS Non-Career Health Plan, he said, the proposed contract would provide a management contribution toward self-plus-one or family coverage of 65 percent in a CCA's first year of service and 75 percent in the second year of CCA service.

Another key advancement Rolando highlighted was the agreement's new Joint Workplace Improvement Process (JWIP). “After many years of trying,” he said, “we finally have included in this contract a memorandum of understanding with the Postal Service to create a formal process to deal with the dysfunctional workplace culture in far too many postal installations.”

Noting the long history of frustration on this front, Rolando vowed to commit the resources necessary to implement the MOU and, in any event, to achieve our goals in this area.

He concluded the detailed review of the tentative agreement with a discussion of all the key changes made to other articles and MOUs contained in the proposed contract.

If the agreement is accepted by the members, it will go into effect immediately. If the agreement is rejected, the parties may continue bargaining or refer the dispute to interest arbitration.

*The full proposed agreement and the ratification ballot were mailed to all NALC members who are eligible to vote on ratification, along with a six-page summary of the agreement. A separate summary of the tentative agreement was included in the June issue of The Postal Record.*

**Coming soon: Part 2, covering the rap session's discussion of postal reform and legislative challenges, along with balloting details.**



NALC President Fredric Rolando led attendees of the 2017 Rap Session through a summary of the proposed agreement.



# Branch Officers Training set for San Diego, Baltimore

NALC's Branch Officers Training sessions have been set for this fall in San Diego and Baltimore.

Branch Officers Training sessions consist of three and a half days of educational seminars tailored to assist branch presidents, vice presidents, treasurers, recording secretaries, financial secretaries and trustees in the performance of their duties.

The training covers the basics for financial officers: taxes; accounting systems and maintenance of proper controls; reporting to the Department of Labor; fiduciary duties under the Landrum-Griffin Act; bonding of branch officers and IRS reporting requirements.

Additional training topics include the *NALC Constitution* and branch bylaws; branch operations and identifying branch policies; running a branch meeting; maintaining accurate and complete meeting minutes; member notification requirements; record keeping; branch elections and branch dues and how to read a dues roster.

A complete overview of what the training entails was included in Secretary-Treasurer Nicole Rhine's November 2016 *Postal Record* article, available for review at [nalc.org](http://nalc.org).

One session of Branch Officers Training will take place Oct. 16-19 in San Diego. The registration deadline for this training session is Sept. 12. Room rate (single/double) is \$169 plus tax.

The other session will take place Oct. 30-Nov. 2 in Baltimore. Registration deadline for this training is Sept. 27. Room rate (single/double) is \$159 plus tax.

Use the registration form below to register. **Note: Please do not make airline reservations until you receive an acceptance letter.**

## Branch Officers Training registration form

Please register me for one of the following NALC Branch Officers Training seminars:

**Oct. 16-19 in San Diego**  
Registration deadline is Sept. 12. Room rate [single/double] is \$169 plus tax.\*

**Oct. 30-Nov. 2 in Baltimore**  
Registration deadline is Sept. 27. Room rate [single/double] is \$159 plus tax.\*

**If your chosen seminar is already full, check here if you'd like to be registered for the other one.**

PLEASE PRINT LEGIBLY

Name \_\_\_\_\_

(one registrant per form, please)

Branch or state position \_\_\_\_\_

Branch # \_\_\_\_\_ Branch city \_\_\_\_\_ State \_\_\_\_\_

Home address: \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Phone number (required) \_\_\_\_\_

Send to:

**Secretary-Treasurer Nicole Rhine**  
**National Association of Letter Carriers**  
100 Indiana Avenue NW  
Washington, DC 20001-2144  
FAX: 202-737-1540

**\* Please do not make airline reservations until you receive an acceptance letter.**

## Redesigned OSHA/NIOSH 'Heat Safety Tool' app for smartphones released

The National Institute for Occupational Safety and Health (NIOSH) and Occupational Safety and Health Administration (OSHA) have collaborated to update OSHA's original Heat Safety Tool app for smartphones.

The updated app, available for both Android and iPhone, provides a clearer user interface while still providing the same information to help keep employees safe when working outdoors in hot weather.

Extreme heat causes more deaths than any other weather-related hazard; each year more than 65,000 people seek medical treatment for extreme heat exposure.

Letter carriers who are exposed to hot and humid conditions can use the app to check the heat index and learn about the relevant protective measures.

The app displays the heat index in the user's location and shows the current risk level.

The app also forecasts the hourly heat index throughout the entire workday, giving employers information they can use to adjust the work environment as needed to protect workers. It provides tips for recognizing the signs of heat-related illness and for rendering first aid, plus links to more information and to NIOSH/OSHA contact information.

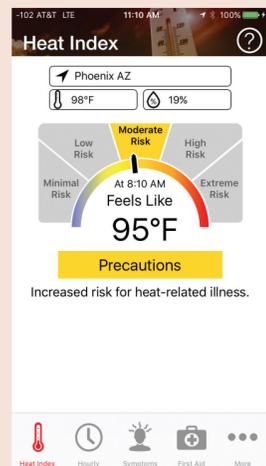
The app features:

- A visual indicator of the current heat index and associated risk levels specific to your current geographical location.
- Precautionary recommendations specific to heat index-associated risk levels.
- An interactive, hourly forecast of heat index values, risk level and recommendations for planning outdoor work activities in advance.
- Editable location, temperature and humidity controls for calculation of variable conditions.
- Signs and symptoms and first aid information for heat-related illnesses.

**Note:** If you have the original OSHA app on your phone, it will no longer function after Sept. 30.

To find links for downloading the updated app and to get more information on OSHA's efforts to help protect employees from the heat, visit the Safety & Health page at [nalc.org](http://nalc.org).

There, you'll also find a link to the NIOSH page in support of the app to learn more about it and to get answers to frequently asked questions, such as “What is a heat index?”, “When should I use the heat index?” and “Is monitoring the heat index enough to keep workers safe?”



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NALC

Number 17-05

June 29, 2017

# Bulletin

## 2017 National Conference, Part 2:

# Rolando discusses postal reform, legislative challenges and strategies



**NALC President Fredric Rolando led an interactive national rap session in Atlantic City, NJ, on June 14.**

The previous *NALC Bulletin* (No. 17-04, dated June 23) covered the portion of the June 14 National Conference in Atlantic City, NJ—aka “rap session”—that dealt with NALC President Fredric Rolando’s interactive discussion of the proposed 2016-2019 National Agreement between NALC and the U.S. Postal Service. In Part 2, we report on the final hour of the morning rap session, which the president began by noting that the 2016 elections gave the United States a one-party government controlling the House of Representatives, the Senate and the White House.

Among the consequences, he said, is the unfortunate resurgence of a number of anti-union and anti-postal proposals. He laid out in stark terms the all-out assault on federal and postal employees presented in President Donald Trump’s first budget proposal:

- up to 6.45 percent in pay cuts resulting from proposals to raise Federal Employees Retirement System (FERS) pension contributions.
- proposed elimination of FERS COLAs for current and future retirees and the proposed reduction in Civil Service Retirement System (CSRS) COLAs by 0.5 percent per year.
- plans to reduce FERS benefits for future retirees by eliminating the “Social Security supplement” for employees who retire before age 62 and by adopting a high-5 average salary base in the benefit formula (instead of the high-3 average under current law).
- renewed attacks on city carrier jobs in the form of proposals to reduce Saturday and door delivery.

“We face real risks,” Rolando said. “Our collective-bargaining agreements could be negated and our ability to collectively bargain could be taken away by Congress. I’m dead serious.”

We also have to be at the top of our game, legislatively, he said: “We need a steady stream of letter carriers contacting their members of Congress—visiting district field offices, making phone calls, sending letters and e-mails, and attending town hall meetings.”

The effort to organize and mobilize NALC members in this fight needs to be led by the state associations, he said, with the full support and activism of the union’s local branches.

“This is not just an exercise,” Rolando said. “This is a reality—scary stuff and very real, a consequence of an election that left us with no checks and balances in Washington.”

All federal workers could soon feel the implications as appointments get made to a variety of boards and commissions that have a direct effect on federal employees.

“That’s why our legislative network has to be working at an optimum level,” he said.

### Postal reform

“Not all legislative issues are purely partisan issues,” President Rolando said, turning to the largely bipartisan drive to enact postal reform and its focus on fixing “the pre-funding mess”—that is, the 2006 mandate that requires USPS to set aside billions a year to pay for its share of future health care premiums of retired employees—“a manufactured financial crisis that turned a long-term liability into a massive current obligation,” he said.

Enemies of USPS consistently use this so-called liability against us, he said, adding that the news media’s narrative sometimes refers to a “failing” or “broke” USPS that’s “on the verge of needing a taxpayer bailout”—even though the agency receives no taxpayer money, funding itself through the sale of postage and postal products and services.

To help combat this false message, NALC continues to work with stakeholders in the other postal unions, in the mailing industry and in USPS itself. This coalition’s attempts to forge a path toward finally solving the pre-funding problem seem to have gained some traction with H.R. 756, a postal reform bill introduced earlier in the House of Representatives this year.

There’s a lot of misinformation out there about NALC’s position on this bill, Rolando said. “We have the same positions we’ve always had,” he said, “but having a one-party government means we needed a new legislative strategy—and that includes pushing to move a solid-but-flawed H.R.756 out of the House Oversight Committee,” the committee with jurisdiction over USPS.

Some of the misleading information falsely equates NALC’s desire for the bill to move along in the legislative process with union approval of the bill as written, he said. There’s also misinformation about the bill’s Medicare integration piece.

If you sign on to Medicare at age 65, Rolando said, it becomes your primary medical insurance. “If you’re already enrolled in a private health plan—such as the NALC Health Benefit Plan—that can take care of whatever isn’t covered by Medicare,” he said.

“Medicare integration is not new,” Rolando said, noting that 85 percent of NALC retirees already enroll in Medicare Parts A (hospitalization) and B (medical expenses) at age 65. H.R. 756 calls for all postal retirees to do so.

“This proposal is designed to help fix the pre-funding problem,” Rolando said, “but our premise has always been that we’re not going to do so on the backs of our retirees.”

Many annuitants have good reasons for choosing not to enroll in Medicare at age 65, he said, and H.R. 756 provides for transitional subsidies and a waiver of the stiff late-enrollment penalty. But he outlined two additional provisions for current unenrolled seniors that must be included for NALC to support final passage: specifically for those who cannot benefit from Medicare Part B and those facing extreme financial hardship.

Rolando also highlighted another area of concern with H.R. 756: the unacceptable and unnecessary provisions on door delivery that would inflexibly prevent any new business and residential addresses from receiving door delivery. These provisions also would require the USPS to identify addresses that currently have door delivery but could be moved to some other delivery method, mandatorily for businesses and voluntarily for residences.

The Postal Service’s current practice for the conversion of door delivery involves a minimal and declining number of addresses, the president said, and the agency provides door delivery to new addresses in cases where that method makes the most sense. He explained that, for NALC to support H.R. 756, the law’s delivery provisions must not result in a trend of conversions beyond the current practice, allowing USPS to retain the flexibility to provide door delivery service when it makes financial or operational sense.

Other components of H.R. 756 include a partial restoration of the exigent rate increase equal to a one-cent raise in the price of a first-class stamp, and a requirement to accurately value the Postal Service’s pension accounts. Rolando noted that the union’s coalition of stakeholders hopes to merge H.R. 756 with a separate postal bill, H.R. 760, that calls for facilitating better investment of the Postal Service Retiree Health Benefit Fund (PSRHBF) to further reduce the burden of pre-funding.

# Balloting begins on proposed 2016-2019 NALC-USPS agreement



**NALC’s Ballot Committee monitored and observed as proposed agreements were mailed to voting members.**

Shortly after NALC’s recent 2017 National Conference in Atlantic City, NJ, every active letter carrier eligible to vote in the election to ratify the tentative 2016-2019 National Agreement between NALC and the U.S. Postal Service was mailed a copy of the proposed pact. Included in the mailing was 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 11:59 p.m. on July 29.**

The *NALC Constitution* provides that “membership acceptance or rejection of a proposed National Agreement shall be by majority of valid ballots returned by the voters.” If the agreement is accepted, it will go into effect immediately. If the agreement is rejected, then, under the Postal Reorganization Act, the parties may continue bargaining or, ultimately, refer the dispute to an interest arbitration board. Under the law, decisions of the arbitration board are conclusive and binding upon the parties.

**If any of the ballot materials described above are missing from your mailing, immediately call NALC Headquarters at 202-393-4695.** (Note that the phone number printed in the mailed ballot instructions is incorrect.) As reported in the June *Postal Record*, President Rolando has appointed a Ballot Committee to conduct the ratification vote. The committee arrived in Washington, DC, on June 19 to monitor and observe the mailing of the ballots.

### Legislative strategy

Rolando concluded his presentation on the union’s legislative strategy by reminding branch leaders that letter carriers have two factors in our favor: First, postal reform is not a partisan issue, and second, the political diversity of our members is a strength.

“We are part of a universal delivery service to every address in the U.S. that receives no taxpayer dollars and is among the least expensive in the world,” he said. “That’s a message that can appeal across the political spectrum.”

Working together, Rolando said, NALC members can pool resources to elect senators and representatives from both parties who support letter carriers and the Postal Service. That means downloading the NALC Member App to their smartphones, he said, to become part of our army of grassroots activists, as well as giving to our political action committee, the Letter Carrier Political Fund (LCPF)—essential, he said, since the union is prohibited from using dues for political activity.

“We’re very thankful for the thousands of members who already contribute to the Fund,” he said, “but we’re obviously not reaching enough of our members. We have to do more to educate them about the legislative risks we’ve discussed today—the budget and reform proposals that directly threaten our jobs and our standard of living.”

“If we all do our part to inform the membership,” Rolando said, “we can be certain that many more members will step up and contribute to our common defense.”

But money alone, Rolando said, is not enough. “Politicians respond most to voters and constituents back home,” he said. When letter carriers visit their elected representatives’ district offices, make phone calls, send letters and e-mails and show up at town halls, it sends them a message that we are voters and we care.

“In the coming battle over the 2018 budget and postal reform,” the president said, “this can make all the difference in the world.”

### Standing up for each other

Wrapping up the session shortly after noon, President Rolando urged the leaders to take full advantage of the workshops and training to be offered over that afternoon and the following day.

“Don’t leave here without getting all your questions answered,” he said. “Even more importantly, take what you learn here back home to your branches.”

Rolando thanked participants for coming and for their commitment to the NALC. In the battles ahead, he said, “It’s important to remember why we got involved in this union to begin with.”

For most of us, he said, it started very simply: “We witnessed a fellow letter carrier being treated unfairly, so we stepped up to defend that carrier.”

“That’s the strength of our great union,” he said. “No matter what our role is, we step up and defend each other.”

*The full proposed agreement and the ratification ballot were mailed to all NALC members who are eligible to vote on ratification, along with a six-page summary of the agreement. A separate summary of the tentative agreement was included in the June issue of The Postal Record.*

## Didn’t get a ballot?

The last of the ratification ballots for the tentative 2016-2019 National Agreement between NALC and USPS were mailed on June 26.

If you are eligible to vote on the proposed agreement and have not received a ballot by July 5, call NALC Headquarters at **202-393-4695** no later than 4:30 p.m. Eastern Time on July 14.

A replacement ballot will be mailed after your eligibility is verified.



**More than 1,200 NALC activists attended the conference.**

Some of the misleading information falsely equates NALC’s desire for the bill to move along in the legislative process with union approval of the bill as written, he said. There’s also misinformation about the bill’s Medicare integration piece.

If you sign on to Medicare at age 65, Rolando said, it becomes your primary medical insurance. “If you’re already enrolled in a private health plan—such as the NALC Health Benefit Plan—that can take care of whatever isn’t covered by Medicare,” he said.

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## Training time



Gathering hundreds of letter carriers for a national conference presents a perfect opportunity for NALC to provide training and updates. Workshops were held in the afternoon of the June 14 rap session as well as on the following morning, with activists having opportunities to receive detailed briefings on such topics as proposed contract language regarding CCAs, safety and health concerns, the dispute resolution process, local negotiations, branch administration and NALC’s legislative agenda.

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## Ratification balloting update

Every active letter carrier eligible to vote in the election to ratify the tentative 2016-2019 National Agreement between NALC and the U.S. Postal Service was mailed a copy of the proposed agreement, 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 11:59 p.m. Eastern Time on July 29.

As previously reported, President Rolando appointed a Ballot Committee to conduct the ratification vote, pursuant to Article 16 of the *NALC Constitution*. The committee arrived in Washington, DC, on June 19, and monitored and observed the mailing of the ballots. The committee will return to Washington on July 30 to monitor and observe the receipt and tabulation of the ratification ballots.

The Ballot Committee is made up of 15 NALC members from branches in no fewer than 15 states. The members of the committee are:

- Region 1: Barbara Stickler, Garden Grove, CA Branch 1100
- Region 2: Phillip Rodriguez, Salt Lake City Branch 111
- Region 3: Mack Julion, Chicago Branch 11
- Region 4: Adam Fung, Aurora, CO Branch 5996
- Region 5: Rod Holub, Manhattan, KS Branch 1018
- Region 6: Robyn Williams, N. Oakland Co., MI Branch 320
- Region 7: Caitlin Hill, Minneapolis Branch 9
- Region 8: Antonia Shields, Birmingham, AL Branch 530
- Region 9: Anthony Ali, Central Florida Branch 1091
- Region 10: Vanessa Sanchez, San Antonio, TX Branch 421
- Region 11: John Oross, Dayton, OH Branch 182
- Region 12: Eryka Tolliver, Pittsburgh Branch 84
- Region 13: Delano Wilson, Bowie, MD Branch 2611
- Region 14: Christopher Henwood, Rutland, VT Branch 495
- Region 15: Joe De Rossi, Jamaica, NY Branch 562

NALC members in good standing who wish to observe the tabulation of the ballots should check [nalc.org](http://nalc.org) after the ballot committee arrives for details on the hours and the location where the receipt and tabulation will take place.

Caveat: Two NALC members—Thomas Houff of Richmond, VA Branch 496 and David Noble of Washington, DC Branch 142—have filed a lawsuit against NALC in federal court in Washington, DC. Houff and Noble have asked the court to issue a preliminary injunction that would defer the counting of ballots. The court has scheduled a hearing on the motion for July 28. Further developments in this matter will be reported as soon as possible.

### ***75 million pounds!***

## Impressive results for 2017 Food Drive

On July 12, NALC President Fredric Rolando announced that the grand total from this year's 25th annual national Letter Carriers' Stamp Out Hunger® Food Drive was 75 million pounds. Combined with last year's record of 80.1 million pounds, that makes a two-year total of 155 million pounds—the highest back-to-back total in the drive's history.

"It's an honor to be able to help people in need by leading an effort that brings out the best in so many Americans," Rolando said.

In the quarter-century since it began, the annual food drive has collected almost 1.6 billion pounds of food.

A number of NALC branches reported their local collection totals for the Saturday, May 13, drive after the July edition of *The Postal Record* went to press. Those branches will be listed in the August magazine.

## Rolando appoints RAAs, RWCA's and HQ staff

National Association of Letter Carriers President Fredric Rolando has announced a series of appointments:

- The president has appointed Cincinnati Branch 43 Vice President Doug Lape to NALC Headquarters as assistant to the president for city delivery, effective Aug. 7. Lape, a Marine Corps Reserve veteran, also has served Branch 43 as a shop steward and Formal A representative. He is a 2017 graduate of the NALC Leadership Academy.
- Rolando has appointed Long Island Merged, NY Branch 6000's Jim Yates as an assistant to the president for collective bargaining, research and communications. Yates first came to NALC Headquarters in 2013 when Rolando appointed him as a field administrative assistant. In 2014, Yates was appointed assistant to the president for contract administration.
- Las Vegas Branch 2502's Jeff Frazee has been appointed by Rolando to be a regional administrative assistant (RAA) for NALC Region 1, effective July 10. Frazee has held a number of roles within Branch 2502, including Formal Step A representative, shop steward and arbitration advocate.
- Rolando has appointed Philadelphia Branch 157's Leo Zachwieja to be an RAA for NALC Region 12. Before his appointment as RAA (effective July 17), Zachwieja was the regional workers' compensation assistant (RWCA) for NALC Regions 12, 13 and the New Jersey portion of Region 15. He has held numerous positions within Branch 157, including chief steward/treasurer and trustee, and he is a 2011 Leadership Academy graduate.
- Hagerstown, MD Branch 443's Tonya Detrick has been appointed by Rolando as an RWCA to replace Zachwieja. Detrick has served as Branch 443's president, vice president and secretary, and as the director of education for the Maryland/DC State Association of Letter Carriers. She was president of the state association from 2009 until her appointment as RWCA, effective July 17.

In other news, Region 1 RWCA Jeff Fultz has retired effective July 14. Fultz, a member of South Central Indiana Branch 828, was appointed as an RWCA in 2014. Before that, he was an RAA for NALC Region 6 since 2005. He served Branch 828 in a number of capacities, including as an arbitration advocate and as a local business agent.

**National Association  
of Letter Carriers**

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## Contract approved!

# Letter carriers ratify 2016-2019 NALC/USPS agreement 16-to-1

The voting membership of the National Association of Letter Carriers overwhelmingly ratified a new 40-month contract with the U.S. Postal Service, approving the 2016-2019 National Agreement by a 16-to-1 ratio. The new contract covers the term from May 21, 2016, to Sept. 20, 2019.

The vote for ratification was 78,935 to accept the agreement versus 4,732 to reject it, as reported by Joseph DeRossi of Jamaica, NY Branch 562, chairman of a special 15-member Ballot Committee that supervised the tabulation by Mosaic printers of Cheverly, MD, and certified the results on Aug. 7. A total of 189,226 members eligible to vote in accordance with the *NALC Constitution* were mailed ballots beginning on June 20.

The settlement, reached by negotiators on May 12, had been unanimously endorsed by the NALC Executive Council.

The contract includes provisions rewarding all letter carriers for their contributions to the Postal Service's extraordinary comeback following the Great Recession; narrowing the compensation gap between city carrier assistants (CCAs) and career letter carriers; creating a formal mechanism to address the problems that have undermined the workplace culture of the Postal Service for much of its history; and preserving the core achievements of our bargaining history, including regular general wage increases and cost-of-living adjustments (COLAs), protections against outsourcing and layoffs, as well as other contractual elements that define our standard of living.

The contract features pay raises of 1.2 percent and 1.3 percent in its first two years and a pay upgrade worth about 2.1 percent in the third year for all career and CCA letter carriers, an additional 1 percent in each of the three years for CCA letter carriers, and seven COLAs for career letter carriers. (A pay chart will appear in the September *Postal Record* and will be posted soon to [nalc.org](http://nalc.org).)

It also contains multiple improvements in the pay and benefits for CCAs; a pay scale advancement for most transitional employees (TEs) who were on the

rolls as of Jan. 10, 2013, and are now, or when they become, career letter carriers; and a new memorandum of understanding (MOU) aimed at improving the Postal Service's often troubled workplace culture. Many other provisions of the previous National Agreement were amended and many new MOUs were reached as well.

President Fredric Rolando's message at right contains details on the next steps in the implementation of the new contract. As more information on implementation becomes available, NALC will publish it in *The Postal Record*, in a future *NALC Bulletin* and on [nalc.org](http://nalc.org).

A few of the more immediate changes brought about by the agreement are detailed below.

### Back pay

A full back-pay calculation for all letter carriers (career and non-career) covering all paid hours since the expiration of the 2011-2016 contract will be made as soon as practicable. These back-pay calculations will include the 1.2 percent Nov. 26, 2016, general wage increase for all letter carriers, the additional 1.0 percent increase for CCAs on that date, the September 2016 and March 2017 COLAs for career letter carriers and the new CCA step increases.

It will take some time for the Postal Service to complete more than 213,000 back-pay calculations, so it is not yet known in which pay period back pay will be issued. Information about back pay will be released as soon as possible.

### CCA special conversions

There will be a one-time conversion to career status for qualifying CCAs with a relative standing of at least 30 months prior to Aug. 7. The conversions will be completed by Sept. 30 and work as follows:

- In 200-workyear offices, eligible CCAs will be converted to full-time regular career status in their installations.
- In 125- and 100-workyear offices, eligible CCAs will be converted to part-time flexible (PTF) career status in their installations, rather than waiting to convert to full-time career status as CCAs.

CCAs converted pursuant to this provision will not have to serve a probationary period provided they have successfully completed one 360-day term as a CCA.

The parties have agreed to consider the possibility of another one-time conversion after one year. Additionally, the parties have agreed to address situations where CCAs work in small offices (e.g., offices with less than 100 work-years of employment) and have no clear path to a career opportunity.

### Local negotiations

The local negotiation period under Article 30 will begin on Oct. 16 and continue for 30 days, concluding on Nov. 14. There are 22 items that can be negotiated, including local vacation planning and other annual leave rules, the holiday schedule pecking order and whether non-scheduled days will be on a fixed or rotating basis, among others. (The Contract Talk article in the September *Postal Record* will have more on this.)

NALC's Contract Administration Unit has updated the local negotiations guide for this round of local negotiations and each national business agent has sent a copy of the guide to every branch in their region. Additional information has been mailed to each branch and uploaded to the "members only" section of the NALC website for branch presidents.

This round of local negotiations will be unique because of changes in the MOU regarding CCA annual leave. The updated MOU requires that CCAs be included in an LMOU's provisions regarding annual leave selections. (NALC Vice President Lew Drass' column in the September *Postal Record* will have more on this.)

"It is essential that every branch use the local negotiating period to ensure that every LMOU includes provisions permitting CCAs to be granted annual leave selections during the choice vacation period and for incidental leave," President Rolando said.

## Revised MBA life insurance products



The Mutual Benefit Association (MBA) is revising its life insurance products offered to Letter Carriers and their family members.

These revised products include MBA Whole Life, MBA Whole Life Paid-Up in 20 Years, MBA Whole Life Paid-Up at Age 65, Independence (Single Premium) Whole Life and MBA 10 Year Renewable and Convertible Term Life

The new products will be available effective Sept. 1. For applications and brochures, contact your branch president or branch MBA representative, or call the MBA office at 202-638-4318.

Please discard any old MBA life insurance applications and brochures.

## A special message from President Rolando Post-ratification: Our work begins



negotiated provisions as we simultaneously plan for the next round of bargaining.

### These days, it seems, Americans don't agree on much of anything.

The country appears deeply divided politically, culturally and economically. So as NALC members, sometimes it feels as if we are a rare island of unity, even though we are demographically and politically just as diverse as the customers we serve.

That unity was evident with the overwhelming ratification of the 2016-2019 National Agreement between NALC and the U.S. Postal Service. In early August, the Ballot Committee announced that the new contract had been ratified by a ratio of 16-to-1. That is an amazing endorsement of our collective-bargaining agreement. On behalf of the 28 members of the union's Executive Council, I thank the tens of thousands of letter carriers who voted in the ratification ballot for your strong support for the new contract. With 15 months of bargaining and the ratification process behind us, we can now begin the work of implementing the

**Our immediate task is to work with management to implement the economic terms of the agreement.** That includes confirming the date that the negotiated pay raises will be included in paychecks, as well as the date that letter carriers can expect to see the back pay calculated retroactive to the effective dates of the increases. The new pay rates and the back pay calculations will include: the 1.2 percent general increase retroactive to Nov. 26, 2016, for both career and CCA letter carriers; cost-of-living adjustments (COLAs) for career letter carriers retroactive to September 2016 and March 2017 (\$21 and \$333 annually); an additional 1 percent general increase for CCA letter carriers retroactive to Nov. 26, 2016; and the step increases for CCAs effective Nov. 26, 2016—\$0.50 per hour when you reach(ed) 12 weeks of service as a CCA, and another \$0.50 per hour after 40 more weeks of service as a CCA.

Recently retired letter carriers also will be eligible for back pay for hours worked after the effective dates of the retroactive wage increases but before their retirement dates. In addition, such retirees will also have their annuities adjusted by the Office of Personnel Management to reflect their slightly higher end-of-career earnings. Our Retirement Department at headquarters stands ready to assist any members who have questions or concerns about that process.

The new contract will provide five additional COLA increases over the term of the agreement for career employees. Another general increase this November will include a 1.3 percent increase for career employees and a 2.3 percent increase for CCAs, and a pay upgrade in November 2018 will be worth approximately 2.1 percent for all letter carriers, with CCAs receiving an additional 1 percent (3.1 percent).

Once the Postal Service provides NALC the new workyear reports, which will determine the offices that qualify as 200-, 125- and 100-workyear offices, we will monitor implementation of the MOU to convert eligible CCAs to career status—either as part-time flexibles (125- and 100-workyear offices) or as full-time regulars (200-workyear offices). Those eligible are CCAs with at least 30 months of relative standing as of the date of ratification (Aug. 7, 2017). These conversions to career must be effective no later than 60 days from the ratification date of Aug. 7, 2017. As provided by the new contract, we will also continue discussions with postal management regarding CCA conversions to career in offices with fewer than 100 workyears, where there is no clear path to a career opportunity.

**Other provisions to monitor include one to ensure that when CCAs with eligible TE time are converted to career, they are placed in a career step that exceeds their increased CCA pay rates.** Additionally, upon ratification, former CCAs with eligible TE time who are currently in Step A of the career Table 2 pay scale will automatically be upgraded to Step B. (Eligible TE time includes periods of service as a transitional employee after Sept. 29, 2007.)

We will soon send letters to our CCA members to explain the new provisions regarding their options for health benefits coverage (including a special open season to elect or change coverage), as well as the increased USPS contribution to their premiums. Under the new contract, CCAs with "self plus one" or family health insurance coverage will receive more than the flat \$125 per pay period currently provided. Instead, those with "self plus one" or family coverage who are enrolled in the Postal Service's Non-career Health plan will receive a USPS contribution of 65 percent of the total premium during their initial year of CCA employment, rising to 75 percent after the initial year of CCA employment.

The NALC Contract Administration Unit is working with our national business agents regarding training and materials for local branches on the local memorandum of understanding (LMOU) implementation process. The 30-day local implementation period will begin on Oct. 16, giving branches the opportunity to make improvements to their LMOUs, including ensuring that provisions are added to grant CCAs the opportunity to make annual leave selections during the choice vacation period and for incidental leave.

We are also preparing to engage management in implementation of the Joint Workplace Improvement Process MOU. This process commits NALC and USPS to create and enhance a culture in every workplace that improves relationships between management and city letter carriers for the purpose of providing a safe, efficient work environment in which all employees are treated with dignity and respect. NALC will commit the resources necessary to accomplish the intent of this MOU by working with management through the agreed-upon process or, if necessary, through other unilateral means should the joint process prove inadequate.

Additionally, we are in the process of developing the agendas for the task forces on various contractual provisions and MOUs adopted by the new contract. These include task forces and working groups on Article 8, Article 12, joint route inspections, the CCA uniform process, city delivery, arbitration, the dispute resolution process, safety, staffing and voluntary transfers, among others.

And, of course, we have begun updating the *Joint Contract Administration Manual (JCAM)*. The *JCAM* is a jointly drafted manual designed to help NALC branches and local postal managers faithfully implement the terms of our contract by fully explaining its provisions and the parties' intent when they were adopted.

As we move into 2018, we will monitor the scheduled May 2018 advancement in the career pay scale of eligible former transitional employees based on their time served pursuant to the Step Credit MOU. We will also seek to resolve any implementation issues surrounding the November 2018 pay grade upgrade.

**Even as we undertake the challenges of implementing this agreement through September of 2019, we** also will begin preparing for the next round of formal negotiations, which will officially begin in June of 2019. Of course, collective bargaining does not have a beginning and an end. It's an ongoing process that involves long-term strategizing and detailed planning. In the run-up to formal bargaining sessions, there are months of comprehensive preparation and research for both bargaining and possible interest arbitration. In addition, as the parties implement the existing contract, we are empowered to negotiate contract clarifications, update memorandums and resolve disputes when there are contrary interpretations of the National Agreement. So whether it is enforcing our existing contract or negotiating new terms, our bargaining rights give us the ability to project and exercise our collective voice as NALC members.

There is no secret to our success as a union. Our strength comes from our unity. We are an open shop union, by law—membership is entirely voluntary. So when more than 92 percent of active letter carriers choose to join NALC, our message to postal management (and to Congress) cannot be any clearer: We are united and we are strong. That gives our collective voice power and authority.

While I am very proud of the skills and hard work of my fellow officers and the extraordinary staff of letter carriers and professionals we've assembled in Washington and across the country, I know that the real source of our strength is you. That is the genius of collective bargaining—together we are stronger than we would be on our own. For that we should all be proud.

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**2016-2019 National Agreement:**

# Wage increase update

On Aug. 19, career letter carriers began earning the first two cost-of-living adjustments (COLAs) payable under the new contract that were effective Sept. 3, 2016, and March 4, 2017, as well as the 1.2 percent general wage increase that was effective Nov. 26, 2016. These increases will be reflected in the Sept. 8, 2017, paychecks. Back pay on these increases will be calculated from their effective date through Aug. 18, 2017.

Career letter carriers will begin earning the third COLA payable under the new contract, effective on Sept. 2, 2017. This will be reflected in the Sept. 22, 2017, paychecks. Back pay is not applicable for this increase as it will begin being earned on its effective date.

The U.S. Postal Service has informed NALC that due to the complexity of implementing the new pay scale for city carrier assistants, CCAs will begin earning their pay increases on Sept. 16, 2017. The increases will be reflected in the Oct. 6, 2017, paychecks.

The new CCA pay rates will include the 2.2 percent general wage increase that was effective Nov. 26, 2016, as well as the two step increases that were also effective on that date (\$0.50 per hour for those CCAs with 12 weeks of service and an additional \$0.50 per hour for those CCAs with 52 weeks of service). CCAs will be placed in their appropriate step based on their weeks of service. Back pay on these increases will be calculated from Nov. 26, 2016, through Sept. 15, 2017.

The Postal Service has indicated that it will take some time to calculate the back pay for the more than 210,000 letter carriers, but that all back pay will be processed and paid as soon as practicable.

These new pay rates can be seen at right in the new letter carrier pay schedule, which is also available for download from [nalc.org](http://nalc.org) and for review on the free NALC Member App for Apple and Android smartphones.

## USPS releases financial report for Fiscal Year 2017's 3rd quarter

The Postal Service released on Aug. 10 a report on its financial results for the third quarter of Fiscal Year 2017, covering April 1 through June 30.

"Today's financial report shows the underlying business strength of the U.S. Postal Service," NALC President Fredric Rolando said in a statement following the release, "while also indicating the need to address external matters beyond USPS control."

The quarterly report showed a USPS operating loss of \$587 million, which puts the agency in the red by \$55 million three-quarters through the 2017 fiscal year.

"These figures reflect the impact of last year's rollback in stamp prices," Rolando said. Without that two-cent reduction in stamp prices, this most recent quarter's revenue would be \$500 million higher and the year-to-date revenue would be \$1.5 billion higher.

"The figures would be on a par with those of the past three years, which had a combined operating profit of \$3.2 billion," the president said.

The April 2016 rollback in stamp prices was the first since 1919, and made little financial sense, Rolando said because the Postal Service already has the industrial world's lowest rates.

"The rollback reduces revenue at USPS which gets no taxpayer money by \$2 billion a year," he said.

The president noted that the Postal Regulatory Commission (PRC) is in the midst of a legally mandated review of the postage rate-setting system, and that it intends to issue a report later this fall.

"USPS is constricted in its ability to adjust postage rates by more than the Consumer Price Index (CPI)," Rolando said, "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."

Rolando also renewed NALC's calls for Congress to address the pre-funding burden it imposed in 2006, which requires USPS alone among all public and private entities to pre-fund future retiree health care benefits decades into the future. This produces an onerous annual burden of billions of dollars.

"Addressing these external financial burdens would allow USPS which is based in the Constitution and which enjoys broad public and political support to continue providing Americans and their businesses with the industrial world's most affordable delivery network," the president said.

News media coverage following the report's release was robust. A generally balanced and thorough report by the Associated Press was widely run by a number of prominent news outlets, such as ABC News and *The Philadelphia Inquirer*. Stories about the report also appeared in *USA Today*, *Washington Examiner*, *Federal News Radio* and *FedSmith.com*. President Rolando and NALC were prominently quoted.

## Union Plus scholarships awarded to two NALC members' children



Two children of NALC members have won scholarships from the AFL-CIO-sponsored Union Plus program.

Alyssa Menko of Kulpmont, PA, whose father, David Menko, is a member of Harrisburg, PA Branch 500, was awarded a \$750 scholarship. Union Plus awarded David Tegtmeier of Las Vegas \$1,000; his father, David Tegtmeier, is a member of Las Vegas Branch 2502.

Menko will begin college this fall with a dual major in communications and English at West Chester University in Pennsylvania. While in high school, she earned 24 college credits through dual-enrollment classes at nearby Luzerne County Community College and Bloomsburg University. She is a National Honor Society member.

In 2013, Menko's mother sustained permanent nerve damage due to complications from back surgery. "My mom's condition has required ongoing assistance, which my father has been able to provide because of NALC's strong backing of the Family Medical Leave Act," she said. "It's comforting to know that unions are still actively protecting, securing and uniting their members today."

Tegtmeier will begin college this fall as a chemical engineering major. He reached the top Boy Scout rank of Eagle Scout in 2014 and volunteered during each summer of high school as a lifeguard at a local scout camp. He is a National Honor Society member and recipient of the President's Volunteer Service Award. Tegtmeier's grandparents were union members, and his mother, Kathleen, is a member of the International Brotherhood of Teamsters.

"Unions have provided for my family with a lifetime of employment and a means to support a family in an environment I proudly call home," he said. "Unions provide stability to the community by producing a strong workforce with an unshakable work ethic."

These scholarships were among the \$150,000 in assistance that Union Plus awarded this year to 106 students representing 31 unions. Now in its 26th year, the scholarship program bases its awards on outstanding academic achievement, personal character, financial need and commitment to the values of organized labor. The program is offered through the Union Plus Education Foundation.

Union Plus has awarded more than \$4.2 million in educational funding to more than 2,800 union members, spouses and dependent children. Union Plus Scholarship awards are granted to students attending a two-year college, a four-year college, graduate school or a recognized technical or trade school. The selection process is very competitive, and this year more than 5,100 applications were received from 65 unions. Visit [unionplus.org](http://unionplus.org) for scholarship applications.

In addition to the scholarship program, Union Plus provides a wide range of money-saving programs and services for union members and families.

## Contract ratification Letter Carrier Pay Schedule City Carrier Wage Schedule

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

- This pay chart includes the following increases for career carriers:
  - Sept. 3, 2016: COLA of \$21 annually (paid beginning Aug. 19, 2017, reflected in paychecks Sept. 8, 2017)—back pay will be calculated from Sept. 3, 2016, through Aug. 18, 2017.
  - Nov. 26, 2016: 1.2 percent general wage increase (paid beginning Aug. 19, 2017, reflected in paychecks Sept. 8, 2017)—back pay will be calculated from Nov. 26, 2016, through Aug. 18, 2017.
  - March 4, 2017: COLA of \$333 annually (paid beginning Aug. 19, 2017, reflected in paychecks Sept. 8, 2017)—back pay will be calculated from March 4, 2017, through Aug. 18, 2017.
  - Sept. 2, 2017: COLA of \$270 annually (paid beginning Sept. 2, 2017, reflected in paychecks Sept. 22, 2017)—back pay not applicable.
- The next increase, effective Nov. 25, 2017, reflected in paychecks Dec. 15, 2017, will be as follows:
  - 1.3 percent general wage increase
- Back pay adjustments referenced above will be calculated and paid by USPS as soon as practicable.

**Table 1: City Carrier Schedule**  
 This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013

CC Grade	RSC Q (NALC)															Most PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
<b>Full-Time Regular Employees - Basic Annual Salaries</b>																
1	48,406	52,337	53,863	56,785	57,188	57,593	57,988	58,390	58,794	59,191	59,594	59,995	60,398	60,803	61,201	403
2	50,415	54,597	54,693	57,686	58,120	58,557	58,986	59,417	59,855	60,277	60,715	61,151	61,580	62,022	62,454	438
<b>Part-Time Flexible Employees - Hourly Basic Rates</b>																
1	24.20	26.17	26.93	28.39	28.59	28.80	28.99	29.20	29.40	29.60	29.80	30.00	30.20	30.40	30.60	
2	25.21	27.30	27.35	28.84	29.06	29.28	29.49	29.71	29.93	30.14	30.36	30.58	30.79	31.01	31.23	
<b>Full-Time/Part-Time Regular Employees - Hourly Basic Rates</b>																
1	23.27	25.16	25.90	27.30	27.49	27.69	27.88	28.07	28.27	28.46	28.65	28.84	29.04	29.23	29.42	
2	24.24	26.25	26.29	27.73	27.94	28.15	28.36	28.57	28.78	28.98	29.19	29.40	29.61	29.82	30.03	
<b>Step Increase Waiting Periods (in weeks)</b>																
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.	
Grades 1 - 2	96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4	

**Table 2: City Carrier Schedule**  
 This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013

CC Grade	RSC Q7 (NALC)															Most PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
<b>Full-Time Regular Employees - Basic Annual Salaries</b>																
1	37,640	39,321	41,005	42,687	44,372	46,054	47,737	49,419	51,104	52,785	54,468	56,152	57,836	59,519	61,201	1,682
2	38,410	40,126	41,845	43,561	45,279	46,996	48,714	50,432	52,150	53,867	55,585	57,301	59,019	60,736	62,454	1,718
<b>Part-Time Flexible Employees - Hourly Basic Rates</b>																
1	18.82	19.66	20.50	21.34	22.19	23.03	23.87	24.71	25.55	26.39	27.23	28.08	28.92	29.76	30.60	
2	19.21	20.06	20.92	21.78	22.64	23.50	24.36	25.22	26.08	26.93	27.79	28.65	29.51	30.37	31.23	
<b>Full-Time/Part-Time Regular Employees - Hourly Basic Rates</b>																
1	18.10	18.90	19.71	20.52	21.33	22.14	22.95	23.76	24.57	25.38	26.19	27.00	27.81	28.61	29.42	
2	18.47	19.29	20.12	20.94	21.77	22.59	23.42	24.25	25.07	25.90	26.72	27.55	28.37	29.20	30.03	
<b>Percent Step O</b>																
	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%	
<b>Step Increase Waiting Periods (in weeks)</b>																
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.	
Grades 1 - 2	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4	

**City Carrier Assistant Schedule**  
 Hourly Rates RSC Q4 (NALC)

CCA Grade	Hourly Rates		
	CC	BB	AA
<b>Applies to CCA hires with no previous TE service.</b>			
1	16.41	16.91	17.41
2	16.75	17.25	17.75
<b>Applies to CCA hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.</b>			
1	17.78	18.28	18.78
2	18.13	18.63	19.13
<b>Step Progression Criteria:</b>			
Step CC until 12 weeks of service as a CCA			
Step BB following 12 weeks of service until 52 weeks of service as a CCA			
Step AA after 52 weeks of service as a CCA			

The Postal Service has informed the NALC that due to the complexity of implementing a new pay scale, including step increases, that the new pay rates for city carrier assistants will go into effect Sept. 16, 2017.

- This pay chart includes the following increases for city carrier assistants:
  - Nov. 26, 2016: 2.2 percent general wage increase (paid beginning Sept. 16, 2017, reflected in paychecks Oct. 6, 2017)—back pay will be calculated from Nov. 26, 2016, through Sept. 15, 2017.
  - Nov. 26, 2016: CCA step increases of \$0.50 per hour when you reach 12 weeks of service as a CCA, another \$0.50 per hour increase after 40 more weeks of service as a CCA (paid beginning Sept. 16, 2017, reflected in paychecks Oct. 6, 2017)—back pay will be calculated from Nov. 26, 2016 through Sept. 15, 2017.
- The next increase, effective Nov. 25, 2017, reflected in paychecks Dec. 15, 2017, will be as follows:
  - 2.3 percent general wage increase
- Back pay adjustments referenced above will be calculated and paid by USPS as soon as practicable.

## CVS Health donates money to Food Drive

CVS Health has stepped up to make generous monetary contributions to two food agencies as part of the 2017 Letter Carriers' "Stamp Out Hunger"® Food Drive.

In Clearwater, FL, CVS Health donated \$10,000 to Religious Community Services Mission food pantry in the name of Clearwater Branch 2008 member Brian Mueller. Mueller was the Food Drive coordinator at the Cleveland Street station in Clearwater and was killed in a traffic crash while riding his motorcycle home after working on this year's May 13 drive. Brian's wife and children, letter carriers from the Cleveland Street station and Postal Service managers were on hand for the special check presentation in August.

CVS Health donated another \$10,000 to the Food Bank of Northern Nevada. This donation was in recognition of the hard work of members of Reno, NV Branch 709 at the Philatelic Society's Ameristamp Expo in Reno in March. The event highlighted the unveiling of a Family Circus-themed Food Drive stamp. Volunteer uniformed letter carriers and NALC retirees were on hand in Reno to promote the food drive and honor the drive's 25th anniversary.



A number of Florida NALC members were on hand for the presentation of a check from CVS Health to Clearwater, FL's Religious Community Services Mission food pantry.

## Senate committee holds hearing on Hatch Act

On July 19, the Senate Homeland Security and Government Affairs Committee conducted a hearing that examined NALC's political program and questioned the Postal Service's decades-long policy of approving leave without pay (LWOP) for letter carriers to participate in political activity, most recently in 2016 campaigns.

Committee Chairman Ron Johnson (R-WI) called for the hearing to investigate whether granting such leave requests in some way violated the Hatch Act, a 1939 law (amended in 1993) that forbids all federal employees from engaging in certain political activities.

The hearing determined that, in fact, no letter carrier or other postal employee had violated the Hatch Act. However, the Office of Special Counsel (OSC), which protects federal employees and applicants from prohibited personnel practices, concluded that USPS' approval of LWOP for political activism as "union leave" constituted an "institutional violation" of the Hatch Act, a conclusion that NALC's lawyers and others have questioned.

Postmaster General Megan Brennan, who was among those called to testify before the committee, said that the Postal Service would adhere to the recommendations of the OSC and the USPS Office of the Inspector General.

Although NALC was not invited to testify before the committee, the union is continuing to monitor further proceedings on this matter and will continue to legally and contractually protect the ability of letter carriers to exercise their political rights.

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## New contract's pay increases and adjustments update



NALC President Fredric Rolando and USPS Postmaster General Megan Brennan (seated) ceremonially signed the ratified 2016-2019 National Agreement at USPS headquarters on Sept. 6. Joining them (from l): NALC Executive Vice President Brian Renfro, USPS Vice President of Labor Relations Doug Tulino and USPS Chief Human Resources Officer Jeffrey Williamson.

### City carrier assistants:

- Effective Sept. 16 (Oct. 6 paycheck), wage rates reflected the Nov. 26, 2016, CCA step increases in table three. In the new pay scale, CCAs receive a 50 cents per hour increase after 12 weeks of service and an additional 50 cents per hour increase after 52 weeks of service.
- Effective Sept. 16 (Oct. 6 paycheck), wage rates reflected the Nov. 26, 2016, 2.2 percent wage increase for CCAs.

### MOU Re: Conversion of CCA with Creditable TE Service

- On Aug. 19 and going forward, any CCA who was employed as a transitional employee (TE) after Sept. 29, 2007, and is converted to a career city carrier position will be converted into the lowest Table Two step that is higher than the employee's current CCA pay rate.
- Also on Aug. 19, any career city carrier in Step A of Table Two with prior credible service as a TE after Sept. 29, 2007, will advance to Step B of Table Two.

### MOU Re: CCA Conversions to Career Status

- On Sept. 30, CCAs with 30 months of relative standing prior to Aug. 7, 2017, in 200-workyear offices were scheduled to be converted to full-time regular career status.
- Also on Sept. 30, CCAs with 30 months of relative standing prior to Aug. 7, 2017, in 100- and 125-workyear offices were scheduled to be converted to part-time flexible career status.

### CCA health benefits

- Between Sept. 4 and Oct. 19, 2017, there is a special enrollment period for CCAs to take advantage of new health benefits detailed in the new agreement. The Postal Service will make a bi-weekly contribution equal to 65 percent of the total premium for any CCA employee who wishes to participate in the USPS Non-career Health Care Plan (USPS Plan) for either "self plus one" or family coverage during a CCA's initial year of employment.
- After a CCA's first year of employment, the Postal Service will make a bi-weekly contribution equal to 75 percent of the total premium for either "self plus one" or family coverage. CCAs who enroll during this special enrollment period will have their new benefits take effect Oct. 28, 2017.

### CCA holidays

- Effective with the new agreement, CCAs are entitled to receive holiday pay for six holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

### Uniforms

- Letter carriers with anniversary dates after May 21, 2017, will receive a 5 percent increase in eligible employees' uniform allowances. This will likely be implemented in October with applicable retroactive adjustments.

### Back pay

- Applicable back pay and other adjustments relative to the effective dates of the various increases/benefits will be processed and paid as soon as practicable. Preliminary information from the Postal Service indicates that career back pay/adjustments will likely be included in a regular paycheck sometime in December, while CCA back pay/adjustments will likely be included in a regular paycheck sometime in late January/early February. The delay is anticipated due to the necessary programming involved in the new CCA wage structure.

On Sept. 6, NALC President Fredric Rolando and U.S. Postal Service Postmaster General Megan Brennan signed the ratified 2016-2019 National Agreement between NALC and USPS. The signing was ceremonial, as the provisions of the contract had already gone into effect with the ratification date of Aug. 7, when the results of the vote on the proposed agreement were announced.

However, because of the many calculations to determine the full extent of the increase in pay and back pay for each letter carrier covered by the new agreement, as well as the many improvements for city carrier assistants (CCAs), some of the provisions of the new agreement could not be made effective immediately. Below is a look at which pay rate and CCA provisions have become effective since the announcement of the ratification.

### New pay rates

#### Career employees:

- Effective Aug. 19 (Sept. 8 paycheck), career employees' wage rates reflected the addition of the September 2016 cost-of-living adjustment (COLA); the Nov. 26, 2016, 1.2 percent general wage increase; and the March 2017 COLA.
- Effective Sept. 2 (Sept. 22 paycheck), career employees' wage rates reflected the addition of the September 2017 COLA.

## Harmful cuts still possible following budget, debt ceiling extension

Earlier this month, just days after returning to Washington, DC, following their summer recess, members of Congress immediately got to work on legislation to deal with three urgent issues.

On Sept. 8, President Donald Trump signed the package, H.R. 601, after it passed the House of Representatives by a vote of 316 to 90 and the Senate by 80 to 17. The bill makes available more than \$15 billion for Hurricane Harvey disaster aid. (Congress is still weighing its response to Hurricanes Irma, José and Maria.)

H.R. 601 also raised the debt ceiling—the legal cap on how much money the federal government can borrow to fund its budget deficits and meet debt obligations—as needed through Dec. 8. Had this deal not been achieved, it could have led to a federal government shutdown—though in such situations, the self-sustaining Postal Service stays open for business and letter carriers remain on the job.

Finally, the deal also keeps the government funded by extending Fiscal Year 2017 spending levels through Dec. 8. This three-month deal, however, does not mean that letter carriers have no cause for concern.

"All letter carriers must remain on high alert," NALC President Fredric Rolando said, "because Congress now has more time to think about and approve spending cuts that could seriously harm letter carriers' pay, benefits and working conditions."

Earlier this year, House leaders had hoped to combine the 12 separate spending bills that make up the federal budget into one "omnibus" budget measure. But by the end of July, the best the House could manage was passage of a four-bill, security-related "minibus," leaving eight spending measures that still need to be worked out by Dec. 8.

Some of the most harmful budget provisions still under consideration include:

- Raising federal employees' pension contributions by up to 6.45 percent of pay over the next six years, costing active letter carriers up to \$3,600 per year.
- Eliminating cost-of-living adjustments (COLAs) for current and future retirees under the Federal Employees Retirement System (FERS).
- Reducing COLAs for Civil Service Retirement System (CSRS) annuitants by 0.5 percent each year.
- Reducing CSRS and FERS pension benefits for new retirees by basing annuities on employees' highest average pay over five years (high-5) instead of over three years (high-3).
- Eliminating the annuity supplement that covers the gap for employees who retire under FERS before they qualify for Social Security benefits at age 62.
- Slashing the rate of interest paid on assets invested in the Thrift Savings Plan Government Securities Fund (G Fund), costing active and retired letter carriers a total of \$32 billion over 10 years.
- Making \$46 billion in revenue changes and vaguely defined cuts to the Postal Service, most likely through reducing the frequency of delivery (eliminating Saturday delivery) and scaling back door delivery.
- Making the financially independent USPS part of the federal budget—moving it from an "off-budget" status to an "on-budget" status—and potentially opening the agency to across-the-board spending cuts (sequestration) and service disruptions should the federal government shut down during budget conflicts.

"These budget threats remain very real," Rolando said. "Slashing the incomes of active and retired letter carriers and gutting the vital services and networks of the Postal Service is completely unacceptable."

The president urged all NALC members to visit the "Budget Battle 2017" page at [nalc.org](http://nalc.org) to learn more.

## Carriers encouraged to give through CFC

As federal employees, letter carriers can make charitable donations through the world's largest annual workplace giving program, the Combined Federal Campaign (CFC), through deductions from our paychecks.

"Letter carriers are known for taking care of our communities," NALC President Fredric Rolando said. "The CFC is a convenient way for letter carriers to support their favorite charities."

Pledges made by donors during the campaign season support eligible non-profit organizations chosen by the donor.

This year, CFC is making it easier for all federal employees to donate online and giving federal retirees an easy option for donating through deductions from their annuities.

**To facilitate these changes, the campaign dates have been moved to later than past years. Federal and postal employees may designate the organizations they want to support from Oct. 2 through Jan. 12.**

Carriers can choose the charity or group of charities they want to support from a list of more than 2,000 eligible charities, and an amount they choose will be deducted from their paychecks each pay period and automatically sent to each charity.

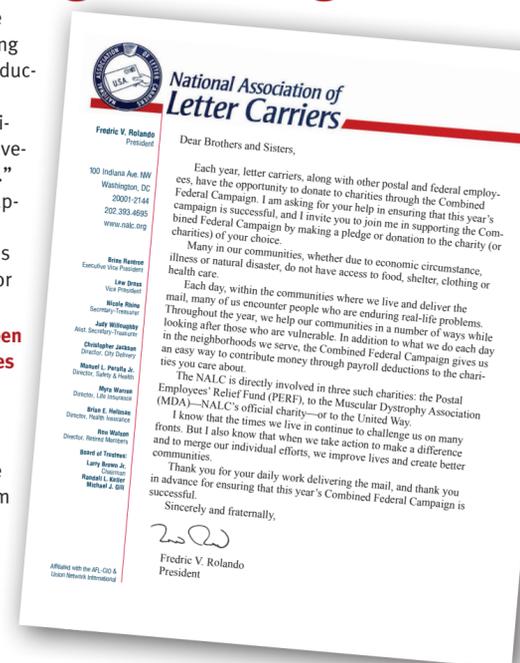
"The combined effort of letter carriers and other federal employees makes a huge difference to the charities that support our communities each year," Rolando said.

All letter carriers can participate in the CFC. In a letter, Rolando asked NALC members to contribute through the CFC in addition to the other ways they support the community.

"Each day, within the communities where we live and deliver the mail, many of us encounter people who are enduring real-life problems," Rolando wrote. "Throughout the year, we help our communities in a number of ways while looking after those who are vulnerable. In addition to what we do each day in the neighborhoods we serve, the Combined Federal Campaign gives us an easy way to contribute money through payroll deductions to the charities you care about."

NALC is directly involved in three such charities:

- The Postal Employees' Relief Fund (PERF)** provides financial support to postal employees whose homes are damaged or destroyed by natural disasters, such as Hurricanes Harvey, Irma and Maria. The charity is run by the four postal employee unions and three management organizations, whose members support PERF through voluntary donations. PERF grants money to homeowners and renters alike to help with deductibles and out-of-pocket expenses that insurance claims don't cover, and to assist with replacement of lost property and temporary housing. Information and applications for PERF assistance can be found at [postalrelief.com](http://postalrelief.com).
- The Muscular Dystrophy Association (MDA)** is NALC's only official charity. It is the world's leading non-profit health organization sponsoring research into the causes of, and effective treatments for, neuromuscular diseases. MDA research grants support about 150 research projects worldwide, as well as camps and activities for children who have one of these diseases. For more information, go to [mdausa.org](http://mdausa.org).
- United Way Worldwide** is the leadership and support organization for the network of nearly 1,800 community-based United Ways in 40 countries and territories. The United Way's focus is creating community-based and community-led solutions that strengthen the cornerstones for a good quality of life: education, financial stability and health. For more information, go to [unitedway.org](http://unitedway.org).



## Postal reform bills update

For now, the Postal Reform Act (H.R. 756) and the Postal Service Financial Improvement Act (H.R. 760) remain in legislative limbo pending additional action in the House of Representatives.

The bipartisan-backed bills were introduced in January, then marked-up and voted out of the Oversight Committee in March. H.R. 760 was a clean bill that simply awaits action on the House floor. Meanwhile, before H.R. 756 can receive full House consideration, portions of it must be reviewed by the House Energy and Commerce Committee (which needs to weigh in on the measure's Medicare Part D provisions) and by the House Ways and Means Committee (which has to consider the bill's Medicare Parts A and B language).

Those two committees must either waive jurisdiction or schedule hearings or mark-up sessions to discuss the relevant provisions. NALC hopes that the committee process will address flaws in the bill that have prevented us from fully endorsing it. But with issues such as health care, tax reform and the budget taking up most of these committees' attention, postal reform occupies a low place on their priority lists.

Meanwhile, the Postal Regulatory Commission (PRC), USPS' independent regulatory body, is finishing up its mandatory review of the current postage rate-setting system. The PRC regularly reviews postal rates, but in this special 10-year review of the way postage rates are set—called for under the terms of the 2006 Postal Reorganization and Enhancement Act—it's conceivable that the commission could change the system the Postal Service uses to adjust the price of postage, moving away from an inflexible cap based on the Consumer Price Index. This would allow USPS to pay for the costly pre-funding mandate as well as to help offset the revenue losses stemming from the April 2016 expiration of the exigent rate increase.

"The decisions made by Congress and the PRC this fall will go a long way toward defining the future of the Postal Service," President Rolando said, "which is why NALC and its members must be fully informed about what goes on in Washington."

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# NALC's Health Benefit Plan: Packaged to deliver

## NALC honors Letter Carrier Heroes of the Year



NALC's 2017 National Heroes of the Year (from l): Garden Grove, CA Branch 1100's Daniel Ochoa; Grand Rapids, MI Branch 56's Evelyn Woodward; Springfield, IL Branch 80 Secretary Donald Van Etten; Connecticut Merged Branch 20's Clinton Parker; Charleston, WV Branch 531's Holly Allen; Johnstown, PA Branch 451's Matthew Lamb; Springfield Branch 80 President Jon Calloway; Minneapolis Branch 9's Deb Ochetti and Dayton, OH Branch 182's Donte Cotton.

"Letter carriers regard what they do as more than a job—to them it's a career in public service. They take their work seriously as they provide Americans with the most affordable and efficient postal services anywhere," NALC President Fredric Rolando said as he welcomed a large audience to the 2017 NALC Heroes of the Year Awards luncheon. "But their commitment to the people and neighborhoods they serve doesn't stop there. Every day, letter carriers help people who need help—and sometimes they do so at great personal risk."

"They do these things not because they are supermen or superwomen," Rolando said, "but because they know the neighborhoods they serve, and they know when something's not the way it should be. Because they've watched the families grow and the children grow up over the years, and they care about their well-being and safety."

The Heroes event was held on Oct. 4 in Washington, DC. The annual ceremony highlighted the special acts of courage and compassion performed by eight NALC members, as well as an entire NALC branch, to improve lives—or save lives—along their routes:

- **Matthew Lamb** of Johnstown, PA Branch 451, repelled by heat and smoke from a burning house before going to the back yard and telling the 20-year-old man trapped inside to jump out the window into his waiting arms, is the National Hero of the Year.
- **Clinton Parker** of Connecticut Merged Branch 20, a 30-year Army veteran named Eastern Hero of the Year, counseled a fellow veteran suffering from PTSD to yield his weapon, which he'd already fired.
- Letter carriers from **Springfield, IL Branch 80**, who held a fundraiser that enabled the family of a 12-year-old girl with muscular dystrophy to buy a van that could accommodate the girl's wheelchair, received the Branch Service Award.
- **Donte Cotton** of Dayton, OH Branch 182, who crawled through broken glass to extricate a baby girl from a car that had flipped onto its roof, received the Central Hero Award.
- **Daniel Ochoa** of Garden Grove, CA Branch 1100, a Marine Reservist, who saw smoke coming from a customer's house, spotted a propane tank near the fire, and doused the flames, is the Western Hero of the Year.
- Grand Rapids, MI Branch 56 letter carriers **James McKay** and **Evelyn Woodward**, who provided CPR to a postal clerk who fell face-first on the lobby floor, was convulsing in a pool of blood and then stopped breathing, are the Unit Citation recipients.
- **Holly Allen** of Charleston, WV Branch 531, recipient of the Carrier Alert Award, was concerned when he hadn't seen an elderly customer for a while, investigated and found the woman injured on her kitchen floor, even as natural gas was spreading through the house.
- **Deb Ochetti** of Minneapolis Branch 9, who donated bone marrow to save the life of a stranger she had never met, is the Humanitarian of the Year.

Luncheon attendees included the union's resident national officers, U.S. Postal Service executives—including Postmaster General Megan Brennan—representatives from other unions and organizations, and reporters. Rolando told the crowd that if the past were any indication, the heroes would downplay their accomplishments while asserting that any of their colleagues would have done the same thing in the same circumstance.

"That even applies to how we typically learn in the first place that something occurred," he said. "The one place we rarely learn it is from the letter carriers themselves. On the contrary, after doing something exceptional and even putting themselves in danger to save someone on the route, letters carriers usually brush themselves off and simply resume their routes, delivering the mail. Rather than seeking credit, they simply move forward—doing their job with the same professionalism as before."

Rolando also mentioned that nearly a quarter of letter carriers are military veterans who are wearing their second uniform, a proportion that was reflected—and then some—among this year's honorees with the full breadth of the military represented—the Army, Navy, Air Force and Marines, as well as the Reserves and the National Guard.

"Protecting and saving others is second nature for them," Rolando said. "The same willingness to help also applies to letter carriers as a whole, whether or not they're military veterans. That's because serving residents and improving communities is part of our character as letter carriers."

He then recounted each hero's actions to the audience. The full stories can be found in the November issue of *The Postal Record*.

The NALC president presented each honoree with an award certificate and a special lapel pin that the carrier can wear to highlight the distinction.

This year's honorees were selected by a panel of independent judges from more than 100 nominees, whose stories of heroism and community service were published over the course of a year in *The Postal Record*, as has been done since 1974.

The 2017 Heroes of the Year judges were Richard Bowers, chief of the Fairfax County, VA, Department of Fire and Rescue; Christopher Godfrey, chairman and chief judge of the Employees' Compensation Appeals Board at the U.S. Department of Labor; and Kelly Temple, director of labor engagement at United Way Worldwide.

All three read through the nominees' stories found in *The Postal Record* from July 2016 through June 2017, then met at NALC Headquarters to discuss them. The judges considered the merits of their choices over the course of a few hours before carefully choosing the honorees. Jenessa Wagner, who writes the "Proud to Serve" heroic carrier stories for *The Postal Record*, and Assistant to the President Geneva Kubal, who organizes the event, sat in on the proceedings to record the judges' picks and reasons for their choices.

News media coverage of the ceremony and honorees was extensive, with stories running in a number of outlets across the country—from Minneapolis' *Star-Tribune* and the Pittsburgh *Post-Gazette* to Illinois' *State Journal-Register* and Michigan's *Grand Rapids Press*. Dayton, OH's WHIO-TV, Charleston, WV's WOWK-TV and Waterbury, CT's WTNH-TV also covered the event. Visit [nalc.org/heroes](http://nalc.org/heroes) to find links to these and many other stories.

### At AFL-CIO's 2017 convention in St. Louis—

## NALC embraces pledge to 'Join. Fight. Win.'

The 28th Constitutional Convention of the AFL-CIO convened in St. Louis Oct. 22-25 and representatives from NALC were there in force. Six of the seven delegates elected in 2016 at NALC's Los Angeles convention were on hand: Providence, RI Branch 15's Ingrid Armada; Medford, OR Branch 1433's Denise Brooks; New Orleans Branch 124's Lloyd Doucet; Chicago Branch 11's Elise Foster; Los Angeles Branch 24's Anita Guzik; and New York Branch 36's Charles Heege. (York, PA Branch 509's Stephen Hanna could not attend.)

In addition, NALC also was represented by President Fredric Rolando and Secretary-Treasurer Nicole Rhine, who are AFL-CIO delegates by virtue of their offices. There also were several other NALC members at the convention, serving as delegates for state and local labor bodies.

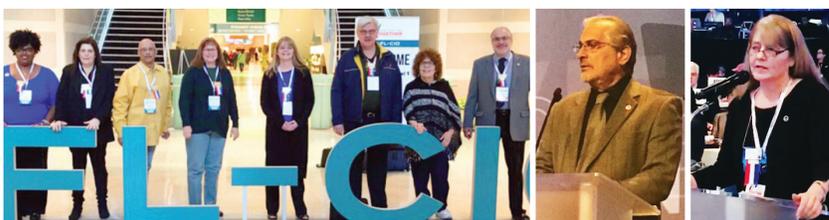
President Rolando appeared on stage on multiple occasions as a member of the Resolutions Committee, moving for the adoption of resolutions on fighting the privatization of the Department of Veterans Affairs, promoting the rights of immigrant workers and defending voting rights in America. He also appeared as the co-chairman of the AFL-CIO executive council's finance committee on the convention's final day.

The convention discussed and debated many of the most pressing issues faced by the nation's labor movement, and it adopted the federation's plans to promote a "Workers' Bill of Rights" across the United States. Delegates also overcame significant divisions and reached consensus on key public policies, including the means for achieving universal health care coverage and for addressing climate change while protecting existing energy-sector jobs.

Two resolutions promoted by NALC and the American Postal Workers Union (APWU) also were adopted at the convention—one to promote voting by mail, which was folded into a voting rights resolution, and another to advance the concept of postal banking in America. Secretary-Treasurer Rhine addressed the convention on the vote-by-mail issue. (See a video of her appearance posted at [nalc.org](http://nalc.org).)

NALC delegates attended a variety of seminars and training workshops, including those on common-sense economics, on organizing unions to be advocates for veterans, on recruiting union members to run for public office, and many others.

The current executive leaders of the AFL-CIO—President Richard Trumka, Secretary-Treasurer Liz Shuler and Executive Vice President Tefere Gebre—were re-elected at the convention. President Rolando also was re-elected as a vice president of the federation.



From l: NALC's delegation to the AFL-CIO's 2017 convention in St. Louis; NALC President Fredric Rolando delivers a report; NALC Secretary-Treasurer Nicole Rhine speaks in favor of a convention resolution on voting by mail.

Just as letter carriers deliver reliable service our customers can depend on, the NALC Health Benefit Plan delivers first-class benefits to keep you and your family healthy at a reasonable cost.

It's packaged to deliver.

And every year, the Plan gets better by keeping up with the latest medical advances and working to lower your costs.

The NALC Health Benefit Plan was created by letter carriers, for letter carriers, in 1950. The Plan's director, Brian Hellman, is a member of New York City Branch 36 and has been a letter carrier since 1982. By working for you, not for profit, the Plan keeps your health at the top of its list of priorities.

**Open Season for choosing a health plan through the Federal Employee Health Benefits (FEHB) Program is Nov. 13 through Dec. 11.**

Whether you are starting your career, have a few years under your belt carrying the mail or have retired, please take a few minutes to look at the special NALC Health Benefit Plan insert in the November issue of *The Postal Record*.

"We're proud of the role the NALC Health Benefit Plan has played in keeping letter carriers and their families healthy," NALC President Fredric Rolando said. "Please take the time to consider how the Plan can be there for you."

The Plan offers a comprehensive High Option health benefit package, a fee-for-service plan with a preferred provider (PPO) network that offers generous benefits with low out-of-pocket costs. In partnership with Cigna, the Plan offers access to more than 2.6 million doctors and specialists and thousands of medical facilities. Chances are your doctor is already part of the network, but to make sure, call the PPO Locator line at 877-220-NALC (6252).

The High Option Plan pays for a wide variety of preventive care treatments and tests for adults and children at 100 percent when you use a PPO provider. Prescription medication is also covered under the High Option Plan at reasonable rates. And if Medicare is your primary payor, the High Option Plan also offers great benefits. Signing up for the NALC Health Benefit Plan in addition to your Medicare Parts A and B coverage is a good way to assure that you won't be surprised by unexpected costs. The Plan pays for most out-of-pocket medical costs that Medicare doesn't—deductibles, co-payments and

co-insurance charges—for doctor visits, procedures and hospitalization. It also gives Medicare recipients access to lower out-of-pocket costs for prescription drugs.

With the Health Benefit Plan, you also get access to a wealth of programs to help you maintain or improve your health. The Plan is always working to improve by keeping up with the latest medical advances and recommendations by health professionals. For 2018, the Plan has added to its list of preventive benefits to help keep you and your family at your best, included coverage of tuberculosis screening, low-dose aspirin to prevent colorectal cancer and cardiovascular disease, and 3-D mammograms that can better detect breast cancer.

The Plan will also cover breast-feeding support and counseling to help newborns and new mothers alike, and wigs for hair loss caused by cancer treatment.

These are just a few of the improvements the Plan has made to keep you and your family at your best. For a list of more benefits and changes, and to compare the NALC Health Benefit Plan with other plans, go to [opm.gov/fehbcompare](http://opm.gov/fehbcompare).

These great benefits come at reasonable rates. In 2018, the active career letter carrier's share of the High Option premium will be \$72.42 bi-weekly for "Self Only," \$157.36 bi-weekly for "Self and Family" and \$173.42 bi-weekly for "Self Plus One." For retired carriers, the rates are \$170.71 per month for "Self Only," \$374.68 per month for "Self and Family" and \$405.30 per month for "Self Plus One." Different rates and benefits apply to the Value Option Plan and CDHP and to other types of employees; see the Plan's official brochure for details.

- Active letter carriers have four ways to enroll in the NALC Health Benefit Plan during Open Season:
- Go to [liteblue.usps.gov](http://liteblue.usps.gov). You must have your employee ID number (it's the eight-digit number printed on your earnings statement just above the words "employee ID"). You will also need your USPS PIN (it's the same one you use to access PostalEASE).
  - The Blue Page (Intranet) at work.
  - Employee Self-Service Kiosks located at some USPS facilities.
  - PostalEASE by telephone. Call 877-4PS-EASE (877-477-3273) and enter Option 1.

Annuitants and retirees can enroll by calling Employee Express at 800-332-9798, by going to OPM's Open Season website at [retirefehb.opm.gov](http://retirefehb.opm.gov), or by submitting a Standard 2809 to your retirement office.

If you submit your change by mail, the address is: OPM, Open Season Processing Center, P.O. Box 5000, Lawrence, KS 66046-0500.

The information in this article is just a summary of some of the features of the NALC Health Benefit Plan. Detailed information on the Plan can be found in the official 2018 brochure (RI 71-009) at [nalcbbp.org](http://nalcbbp.org). All benefits are subject to the definitions, limitations and exclusions set forth in the official brochure.

"During this Open Season, I urge letter carriers to look closely at the NALC Health Benefit Plan and its many benefits," Rolando said. "I think you'll find that it's right for you and your family."

## CCA health benefits

This Open Season is another opportunity for city carrier assistants (CCAs) to enroll in or change their health benefit coverage if they did not take advantage of the special enrollment period that was offered to them. That enrollment period, which ended on Oct. 19, was offered as a result of the additional USPS contributions toward CCA health benefit premiums negotiated in the 2016-2019 National Agreement between NALC and USPS, ratified by the members on Aug. 7.

Under the 2016 agreement, CCAs who choose "Self Plus One" or "Self and Family" coverage in the USPS Non-Career Health Benefit Plan will receive a contribution equal to 65 percent of the total premium during their first year of employment as CCAs and 75 percent of the total premium after their first year of employment as CCAs. This increased benefit, negotiated by NALC, will save CCAs hundreds of dollars in health benefit premiums.

CCAs who elect "Self Only" coverage in the USPS Non-Career Health Benefit Plan will continue to receive bi-weekly USPS contributions of \$125 toward their premiums. National Agreement Appendix B states:

*The Postal Service will make a bi-weekly contribution to the total premium for any CCA employee who wishes to participate in the USPS Noncareer Health Care Plan (USPS Plan) self-only option equal to the greater of (a) \$125, or (b) the minimum required by the Patient Protection and Affordable Care Act, and applicable regulations.*

*The Postal Service will make a biweekly contribution equal to 65 percent of the total premium of any CCA employee who wishes to participate in the USPS non-career Health Plan (USPS Plan) for either self plus one coverage or family coverage during the CCA's initial year of CCA employment. After a CCA's first year of employment, the Postal Service will make a bi-weekly contribution equal to 75 percent of the total premium for either self plus one or family coverage.*

The few CCAs who had been receiving a USPS contribution toward one of NALC's consumer-driven plans should consider changing to the USPS Non-Career Health Benefit Plan, as CCAs are no longer eligible to receive any USPS contribution toward coverage in one of NALC's consumer-driven plans.

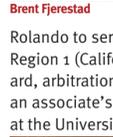
CCAs may enroll in, or change their enrollment to, the U.S. Postal Service Non-Career Health Benefit Plan during the upcoming Open Season, Nov. 13-Dec. 11.

## Rolando announces regional appointments



Brent Fjrestad

NALC President Fredric Rolando has appointed Sioux Falls, SD Branch 491 letter carrier **Brent Fjrestad** as one of NALC's legislative and political organizers. Fjrestad, a graduate of 2010's Leadership Academy Class 10, has served his branch in a number of capacities, including vice president, trustee and shop steward. At the time of his appointment, Fjrestad was president of the South Dakota State Association of Letter Carriers, an office he had held since 2009. He is a graduate of South Dakota State University and attained the rank of staff sergeant with the South Dakota Air National Guard. His appointment was effective Sept. 18.



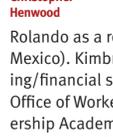
Tami Seastrand

San Diego Branch 70 letter carrier **Tami Seastrand** has been appointed by Rolando to serve as a regional workers' compensation assistant (RWCA) for NALC members in Region 1 (California, Hawaii, Nevada and Guam). Seastrand has served Branch 70 as a shop steward, arbitration advocate, Step B representative and certified grievance representative. She holds an associate's degree in mechanical engineering, and in 2008 she completed a paralegal program at the University of California, San Diego. Her appointment was effective Sept. 25.



Christopher Henwood

Rolando has appointed Rutland, VT Branch 495 letter carrier **Christopher Henwood** to serve as an RWCA out of NALC Headquarters in Washington, DC. Henwood has served his branch as a shop steward, Formal Step A representative and vice president. At the time of his appointment, he was president of the Vermont State Association of Letter Carriers, where he had also served previously as secretary and director of education. Henwood, a graduate of 2015's Leadership Academy Class 19, holds a degree in electrical engineering from the University of Vermont. His appointment was effective Oct. 9.



Karrie Kimbrell

San Antonio, TX Branch 421 letter carrier **Karrie Kimbrell** has been appointed by Rolando as a regional administrative assistant (RAA) for NALC members in Region 10 (Texas and New Mexico). Kimbrell has served the letter carriers of Austin, TX Branch 181 as a shop steward, recording/financial secretary and vice president. From 2015 until her appointment as RAA, she was an Office of Workers' Compensation representative for Branch 421. Kimbrell, a graduate of 2008's Leadership Academy Class 6, has served Texas letter carriers as a Formal Step A representative and as an instructor at Region 10 schools. She received dispute resolution team (DRT) certification in 2010; a year later, she was appointed primary DRT facilitator for the Postal Service's Rio Grande District. Since 2016, Kimbrell has served as a national DRT facilitator. Her appointment is effective Nov. 6.

### National Association of Letter Carriers

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## NALC challenges change to promotion pay provisions

Many letter carriers currently receiving promotion pay after being promoted to a Grade 2 assignment recently received PS Forms 50 notifying them of additional waiting time added before reaching their next step increase. This is a result of a recent revision to the *Employee and Labor Relations Manual (ELM)*. NALC has challenged this revision.

Pursuant to Article 19 of the National Agreement, USPS notified NALC of proposed revisions to *ELM* Section 422.2, City Carrier Schedule. The revision eliminates the requirement that two times the most prevalent step be added to a Table 2 Grade 1 letter carrier's salary when promoted to a Grade 2 assignment. If this pay rate fell between two steps, the carrier would then receive the higher step. This calculation resulted in Table 2 Grade 1 letter carriers receiving a two-step increase when assigned to a Grade 2 assignment.

Additionally, USPS notified NALC that it would be holding employees who previously received the two-step promotion pay increase in place in their current step for an additional 92 weeks less any time served since their last step increase.

The *ELM* revision and the "hold in place" were effective on Oct. 14.

NALC has filed a national class-action grievance (Q16N-4Q-C-17638188) on the issues and appealed it to arbitration. Any local grievances should be held in abeyance pending resolution of the national grievance. Branch officers, representatives and members with any questions should contact their national's business agent's office.

### NALC's Health Benefit Plan:

# Delivering first-class benefits is a priority



Open Season for choosing a health plan through the Federal Employee Health Benefits (FEHB) Program ends on Monday, Dec. 11.

Whether you are starting your career, have a few years under your belt carrying the mail or have retired, please take a few minutes to look at the special NALC Health Benefit Plan insert in the November issue of *The Postal Record*.

"We're proud of the role the NALC Health Benefit Plan has played in keeping letter carriers and their families healthy," NALC President Fredric Rolando said. "Please take the time to consider how the Plan can be there for you."

The Plan offers a comprehensive High Option health benefit package, a fee-for-service plan with a preferred provider (PPO) network that offers generous benefits with low out-of-pocket costs. In partnership with Cigna, the Plan offers access to more than 2.6 million doctors and specialists and thousands of medical facilities. Chances are your doctor is already part of the network, but to make sure, call the PPO Locator line at 877-220-NALC (6252).

The High Option Plan pays for a wide variety of preventive care treatments and tests for adults and children at 100 percent when you use a PPO provider. Prescription medication is also covered under the High Option Plan at reasonable rates. And if Medicare is your primary payor, the High Option Plan also offers great benefits. Signing up for the NALC Health Benefit Plan in addition to your Medicare Parts A and B coverage is a good way to assure that you won't be surprised by unexpected costs. The Plan pays for most out-of-pocket medical costs that Medicare doesn't—deductibles, co-payments and co-insurance charges—for doctor visits, procedures and hospitalization. It also gives Medicare recipients access to lower out-of-pocket costs for prescription drugs.

With the Health Benefit Plan, you also get access to a wealth of programs to help you maintain or improve your health. The Plan is always working to improve by keeping up with the latest medical advances and recommendations by health professionals. For a list of the Plan's benefits, changes and improvements for 2018, and to compare the NALC Health Benefit Plan with other plans, go to [opm.gov/fehbcompare](http://opm.gov/fehbcompare).

These great benefits come at reasonable rates. In 2018, the active career letter carrier's share of the High Option premium will be \$72.42 bi-weekly for "Self Only," \$157.36 bi-weekly for "Self and Family" and \$173.42 bi-weekly for "Self Plus One." For retired carriers, the rates are \$170.71 per month for "Self Only," \$374.68 per month for "Self and Family" and \$405.30 per month for "Self Plus One." Different rates and benefits apply to the Value Option Plan and CDHP and to other types of employees; see the Plan's official brochure for details.

Active letter carriers have four ways to enroll in the NALC Health Benefit Plan during Open Season:

- Go to [liteblue.usps.gov](http://liteblue.usps.gov). You must have your employee ID number (it's the eight-digit number printed on your earnings statement just above the words "employee ID"). You will also need your USPS PIN (it's the same one you use to access PostalEASE).
- The Blue Page (Intranet) at work.
- Employee Self-Service Kiosks located at some USPS facilities.
- PostalEASE by telephone. Call 877-4PS-EASE (877-477-3273) and enter Option 1.

Annuitants and retirees can enroll by calling Employee Express at 800-332-9798, by going to OPM's Open Season website at [retireefebh.opm.gov](http://retireefebh.opm.gov), or by submitting a Standard 2809 to your retirement office.

If you submit your change by mail, the address is: OPM, Open Season Processing Center, P.O. Box 5000, Lawrence, KS 66046-0500.

The information in this article is just a summary of some of the features of the NALC Health Benefit Plan. Detailed information on the Plan can be found in the official 2018 brochure (RI 71-009) at [nalcbp.org](http://nalcbp.org). All benefits are subject to the definitions, limitations and exclusions set forth in the official brochure.

## Open Season: Nov. 13-Dec. 11

# CCA health benefits

This Open Season is another opportunity for city carrier assistants (CCAs) to enroll in or change their health benefit coverage if they did not take advantage of the earlier special enrollment period that ended on Oct. 19. Appendix B of the 2016-2019 National Agreement between NALC and USPS states:

The Postal Service will make a bi-weekly contribution to the total premium for any CCA employee who wishes to participate in the USPS Noncareer Health Care Plan (USPS Plan) self-only option equal to the greater of (a) \$125, or (b) the minimum required by the Patient Protection and Affordable Care Act, and applicable regulations.

The Postal Service will make a biweekly contribution equal to 65 percent of the total premium of any CCA employee who wishes to participate in the USPS non-career Health Plan (USPS Plan) for either self plus one coverage or family coverage during the CCA's initial year of CCA employment.

After a CCA's first year of employment, the Postal Service will make a bi-weekly contribution equal to 75 percent of the total premium for either self plus one or family coverage.

This increased benefit, negotiated by NALC, will save CCAs hundreds of dollars in health benefit premiums. CCAs who elect "Self Only" coverage in the USPS Non-Career Health Benefit Plan will continue to receive bi-weekly USPS contributions of \$125 toward their premiums.

The few CCAs who had been receiving a USPS contribution toward one of NALC's consumer-driven plans should consider changing to the USPS Non-Career Health Benefit Plan, as CCAs are no longer eligible to receive any USPS contribution toward coverage in one of NALC's consumer-driven plans.

CCAs may enroll in, or change their enrollment to, the U.S. Postal Service Non-Career Health Benefit Plan during Open Season, which ends on Dec. 11.

## Carriers encouraged to give through CFC



As federal employees, letter carriers can make charitable donations through the world's largest annual workplace giving program, the Combined Federal Campaign (CFC), through deductions from our paychecks. Pledges made by donors during the campaign season support eligible non-profit organizations chosen by the donor.

CFC has made it easier for all federal employees to donate online and has given federal retirees an easy option for donating through deductions from their annuities. Register an account at [opm.gov/showslovecfc](http://opm.gov/showslovecfc).

Federal and postal employees may designate the organizations they want to support now through Jan. 12. Choose the charity or group of charities you want to support from a list of more than 2,000 eligible charities, and an amount you choose will be deducted from your paycheck each pay period and automatically sent to each charity.

NALC is directly involved in three charities:

- **The Postal Employees' Relief Fund** (PERF, CFC No. 10268) is run by the four postal employee unions and three management organizations, whose members support PERF through voluntary donations. PERF grants money to homeowners and renters to help with deductibles and out-of-pocket expenses that insurance claims don't cover, and to assist with replacement of lost property and temporary housing. Visit [postalrelief.com](http://postalrelief.com).
- **The Muscular Dystrophy Association** (MDA, CFC No. 10561), NALC's only official charity, is the world's leading non-profit health organization sponsoring research into the causes of, and effective treatments for, neuromuscular diseases. MDA research grants support research projects worldwide, as well as camps and activities for children who have one of these diseases. Visit [mdausa.org](http://mdausa.org).
- **United Way Worldwide** (CFC No. 11188) is the leadership and support organization for the network of nearly 1,800 community-based United Ways in 40 countries and territories. The United Way's focus is creating community-based and community-led solutions that strengthen the cornerstones for a good quality of life. Visit [unitedway.org](http://unitedway.org).

Visit [nalc.org/cfc](http://nalc.org/cfc) to find links to USPS-specific information about CFC.

# 2018 Convention room rates set

NALC has made special arrangements with Detroit-area hotels to accommodate letter carrier delegates attending the 2018 convention there July 16-20. Most NALC-block hotels are within 1.7 miles of the Cobo Center, though some are located in Dearborn, about 13 miles away. Room rates are shown below. Room rates have been set so branches can begin budgeting for the convention. **Please do not contact the hotels. All room reservations will be made through NALC's official housing company.** (Note: \* denotes a union hotel.)

- Aloft Detroit at The David Whitney—6 blocks; \$189 single/double
- Atheneum Suite Hotel—8 blocks; \$185 single/double
- Courtyard by Marriott Detroit Downtown\*—3 blocks; \$175 single/double
- Dearborn Inn, A Marriott Hotel—13 miles; \$164 single/double
- Detroit Foundation Hotel—across the street; \$179 single/double
- Detroit Marriott at the Renaissance Center\* (Headquarters)—3 blocks; \$189 single/double
- DoubleTree by Hilton Detroit/Dearborn—14 miles; \$149 single/double
- DoubleTree Suites by Hilton Detroit Downtown—2 blocks; \$160 single/double
- Greektown Casino Hotel\*—10 blocks; \$149 single/double
- Hampton Inn by Hilton Detroit Dearborn—13 miles; \$179 single/double
- The Henry, Autograph Collection (Dearborn)—12 miles; \$169 single/double
- Hilton Garden Inn Detroit Downtown\*—8 blocks; \$179 single/double
- Holiday Inn Express & Suites Detroit Downtown\*—3 blocks; \$155 single/double
- Hotel St. Regis—4 miles; \$159 single/double
- MGM Grand Detroit\*—5 blocks; \$188 single/double
- Motorcity Casino Hotel\*—20 blocks; \$169 single/double
- Trumbull and Porter, An Ascend Hotel Collection—13 blocks; \$179 single/double
- The Westin Book Cadillac Detroit\*—3 blocks; \$189 single/double

## NALC selects convention venues for 2020, 2022

The NALC Executive Council has announced the sites and dates for the next two national conventions following the one in Detroit next year. The council voted to hold the 72nd national convention in Honolulu Aug. 17-21, 2020, and the 73rd convention in Chicago Aug. 8-12, 2022.

Following an announcement seeking bids from branches that wished to host a national convention, only the branches from those two cities—Honolulu Branch 860 and Chicago Branch 11—submitted offers to host future conventions. However, several other cities were considered as part of the council's search process.

Certain minimum requirements are crucial for potential host cities to make a successful bid for a convention that can bring between 5,500 and 8,000 delegates, requirements that eliminate many cities that lack facilities large enough to hold an NALC convention. To find and help the Executive Council select potential sites, the Convention Site Committee considers the following criteria:

- The convention facilities must have theater seating for approximately 8,000 delegates, as well as space for registration, voting, committee functions, workshops and more.
- NALC requires at least 3,500 hotel rooms, with preference given to unionized hotels.
- All of these must be available during NALC's constitutionally mandated convention window, between the Fourth of July and the third full week of August.

After eliminating many cities because they could not meet the requirements mentioned above, the Convention Site Committee visited five cities up for consideration for the two conventions. The committee recommended that 2020's be in the western part of the country and that 2022's be in the eastern part of the country.

As a result, the Convention Site Committee provided site reports for the 2020 convention from Honolulu and Las Vegas. As part of its report to the Executive Council, the Convention Site Committee explained that the city of Honolulu had made a very competitive bid, offering its convention center facilities to NALC for free, offering financial assistance to help pay for the shuttles between hotels and guaranteeing the hotel rates without any percentage increase—something few other cities do. That deal, along with the branch's request to host the convention and the long period of time since the convention was last held in Honolulu—it will have been 16 years since the 2004 convention there—were enough to convince the Executive Council to host the convention there.

The Convention Site Committee also provided site reports for the 2022 convention for Chicago, Minneapolis and Boston. For many years, Chicago has submitted bids to host NALC conventions, but in the past, the bids have not been as attractive as those offered by other cities. Most notably, the bids have required large costs for renting the convention center facilities and have offered less desirable facilities. For this latest round of bidding, the city greatly reduced the costs while offering the use of its newest facilities. The Executive Council took into account the competitive economic bid put forward by Chicago, the branch's request to host the convention and the 22 years it will have been since the last convention in Chicago in 2000, and voted to host the convention there.

Accordingly, the two branches that offered to host future conventions—Honolulu Branch 860 and Chicago Branch 11—were the ones selected by the NALC Executive Council to host the 2020 and 2022 conventions, respectively.



# Seeking host branches for 2024, 2026 conventions

Branches interested in hosting the 2024 or 2026 Biennial NALC Conventions should notify Secretary-Treasurer Nicole Rhine in writing by Jan. 15, 2018.

To host the convention, a city should have at least 3,500 hotel rooms within a reasonable distance from the convention facility. The convention center must seat 8,000 delegates on one level and have appropriate meeting room space for workshops and offices. In choosing a host branch, the availability of unionized facilities is a top consideration.

In keeping with the *NALC Constitution*, cities that hosted the two immediately prior conventions are ineligible to host again.

Letters of interest should be directed to: Secretary-Treasurer Nicole Rhine, NALC Headquarters, 100 Indiana Ave. NW, Washington, DC 20001-2144. The NALC Executive Council chooses convention sites after hearing reports from the Convention Site Committee.

# Letter Carrier Pay Schedule

## City Carrier Wage Schedule: Effective Nov. 25, 2017

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

### Career city letter carrier increases

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	TBD
July 2018	COLA	TBD
Nov. 24, 2018	Upgrade/Pay Schedule Consolidation*	2.1%
Jan. 2019	COLA	TBD
July 2019	COLA	TBD

### City carrier assistant increases

Date	Type of Increase	Amount
Nov. 26, 2016	General wage increase	2.2%
Nov. 25, 2017	General wage increase	2.3%
Nov. 24, 2018	Upgrade/Pay Schedule Consolidation**	3.1%

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

Table 1: City Carrier Schedule

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013. Basic Annual Salaries

CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	Most Prev. Step
1	49,020	53,001	54,547	57,506	57,915	58,325	58,725	59,132	59,541	59,943	60,352	60,758	61,166	61,576	61,979	409
2	51,055	55,290	55,388	58,419	58,859	59,301	59,736	60,172	60,616	61,043	61,487	61,929	62,363	62,811	63,248	442
<b>Part-Time Flexible Employees - Hourly Basic Rates</b>																
1	24.51	26.50	27.27	28.75	28.96	29.16	29.36	29.57	29.77	29.97	30.18	30.38	30.58	30.79	30.99	
2	25.53	27.65	27.69	29.21	29.43	29.65	29.87	30.09	30.31	30.52	30.74	30.96	31.18	31.41	31.62	
<b>Full-Time/Part-Time Regular Employees - Hourly Basic Rates</b>																
1	23.57	25.48	26.22	27.65	27.84	28.04	28.23	28.43	28.63	28.82	29.02	29.21	29.41	29.60	29.80	
2	24.55	26.58	26.63	28.09	28.30	28.51	28.72	28.93	29.14	29.35	29.56	29.77	29.98	30.20	30.41	
<b>Step Increase Waiting Periods (in Weeks)</b>																
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.	
Grades 1 - 2	96	96	44	44	44	44	44	44	44	44	34	34	26	26	24	12.4

Table 2: City Carrier Schedule

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

CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	Most Prev. Step
1	38,119	39,821	41,526	43,230	44,936	46,640	48,344	50,047	51,754	53,456	55,161	56,866	58,571	60,276	61,979	425
2	38,898	40,636	42,377	44,115	45,855	47,594	49,334	51,073	52,813	54,552	56,292	58,030	59,770	61,508	63,248	440
<b>Part-Time Flexible Employees - Hourly Basic Rates</b>																
1	19.06	19.91	20.76	21.62	22.47	23.32	24.17	25.02	25.88	26.73	27.58	28.43	29.29	30.14	30.99	
2	19.45	20.32	21.19	22.06	22.93	23.80	24.67	25.54	26.41	27.28	28.15	29.02	29.89	30.75	31.62	
<b>Full-Time/Part-Time Regular Employees - Hourly Basic Rates</b>																
1	18.33	19.14	19.96	20.78	21.60	22.42	23.24	24.06	24.88	25.70	26.52	27.34	28.16	28.98	29.80	
2	18.70	19.54	20.37	21.21	22.05	22.88	23.72	24.55	25.39	26.23	27.06	27.90	28.74	29.57	30.41	
<b>Percent Step 0</b>																
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%	
<b>Step Increase Waiting Periods (in Weeks)</b>																
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.	
Grades 1 - 2	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4

Table 3: City Carrier Assistant Schedule

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

Grade	CC	BB	AA
1	16.78	17.28	17.78
2	17.13	17.63	18.13
Steps (From-To)	CC-BB	BB-AA	
Grade 1 - 2	12	40	

Table 4: City Carrier Assistant Schedule

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

Grade	CC	BB	AA
1	18.18	18.68	19.18
2	18.54	19.04	19.54
Steps (From-To)	CC-BB	BB-AA	
Grade 1 - 2	12	40	

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