

# 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.

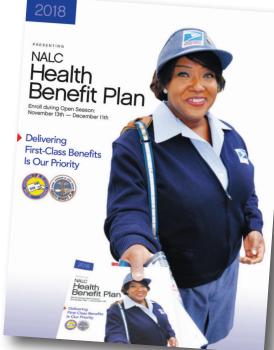
Additionally, USPS notified NALC that it would be holding employees who previously received the two-step promotion pay increase in place in their current step for an additional 92 weeks less any time served since their last step increase.

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

"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. Sign ing 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.

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.

NALC Health Benefit Plan during Open Season:

**Open Season:** Nov. 13-Dec. 11 Active letter carriers have four ways to enroll in the Go to 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 retireefehb.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 nalchbp.org. All benefits are subject to the definitions, limitations and exclusions set forth in the official brochure.

# **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

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 biweekly 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/ showsomelovecfc.

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 you 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.
- 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.
- **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

Visit 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
- Hilton Garden Inn Detroit Downtown\*—8 blocks; \$179 single/double Holiday Inn Express & Suites Detroit Downtown\*—3 blocks; \$155 single/double

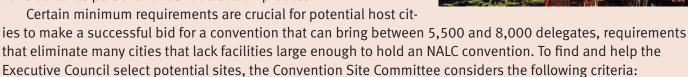
The Henry, Autograph Collection (Dearborn)—12 miles; \$169 single/double

- 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.



- 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,

## 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

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

•	tter carrier increases		City carrier assistant increases							
July 2016 Nov. 26, 2016 Jan. 2017 July 2017 Nov. 25, 2017	Type of Increase COLA General wage increase COLA COLA General wage increase	Amount \$21 1.2% \$333 \$270 1.3%	Nov. 26, 2016 Nov. 25, 2017 Nov. 24, 2018	Type of Increase Amou General wage increase 2.2 General wage increase 2.3 Upgrade/Pay Schedule 3.1 Consolidation**						
Jan. 2018 July 2018 Nov. 24, 2018	COLA COLA Upgrade/Pay Schedule	TBD TBD 2.1%	** All Grade 1 and Gra	ade 2 CCAs will receive an average in	crease of 3.1%					
Jan. 2019 July 2019	Consolidation* COLA COLA	TBD TBD								

\* All career Grade 1 and Grade 2 letter carriers will receive an average increase of 2.1%

	1: City Ca														RSC Q (	NALC
This s	chedule	applies	to all ca	ırriers w	ith a ca	reer ap	-		-		2, 2013	•				
							Basic	Annual	Salarie	S						Mos
CC																Prev
Grade	Α	В	C	D	Ε	F	G	Н	1	J	K	L	M	N	0	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
					Pa	rt-Time Fl	exible En	ployees -	Hourly B	asic Rate	S					
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	
					Full-Time	e/Part-Tir	ne Regul	ar Emplo	vees - Ho	urly Basi	c Rates					
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	
						Step Inc	rease Wa	iting Per	iods (In \	Neeks)			-			
Steps (I	From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	-	I-K	K-L	L-M	M-N	N-O	YRS
Grades		96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4

G	rades 1 - 2	9	96 9	6 4	4 44	44	44	44	44	44	34	34	26	26	24	12.4
	Table 2: City Carrier Schedule RSC Q7 (NALC)															
Т	his schedul	le applie	es to all	carriers	with a c	areer a	ppointn	nent dat	e on or	after Jaı	n. 12, 2	013.				
	Basic Annual Salaries													Most		
C	C															Prev.
G	rade A	В	C	D	Ε	F	G	Н	- 1	J	K	L	M	N	0	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	1,705
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	1,740
	Part-Time Flexible Employees - Hourly Basic Rates															
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	
					Full-Tin	ne/Part-T	ime Regu	lar Emplo	yees - Ho	ourly Bas	ic Rates					
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	
	Percent Step O															
1	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%	
2	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%	
						Step In	icrease W	aiting Pe	riods (In	Weeks)						
C.	tone (From To)	) A D	B C	CD	DE	E E	E C	C H	ш 1	1.1	I V	I/ I	1 1/4	IA NA	NΛ	VDC

Table 3: City Carrie	Assistant S	chedule	Hourly	/ Rates				RSC Q4 (NALC)
This schedule applie	s to CCA Hires	with no	previous TE service.		This schedule app after Sept. 29, 200			
Grade	CC	BB	AA		Grade	CC	BB	AA
1	16.78	17.28	17.78		1	18.18	18.68	19.18
2	17.13	17.63	18.13		2	18.54	19.04	19.54
Steps (From-To)	CC-B	В	BB-AA		Steps (From-To)	CC-B	В	BB-AA
Grade 1 - 2	12		40		Grade 1 - 2	12		40

**National Association** of Letter Carriers 100 Indiana Ave. NW Washington, DC 20001-2144

202-393-4695 | www.nalc.org

Grades 1 - 2

Fredric V. Rolando, President

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