



Rap session to be held on Aug. 11 in Denver



NALC is making arrangements for the 2019 national conference, or “rap session,” set for Aug. 9-11 at the Hyatt Regency Denver at the Colorado Convention Center. The meeting will begin with registration and a reception the afternoon of Friday, Aug. 9, with workshops and training sessions on Saturday and the rap session on Sunday.

The national conference is held in years between NALC’s biennial conventions. Article 3, Section 4(b) of the *NALC Constitution* states: “The National President shall, once each year except in the year of the National Convention, call a national conference. This conference shall be voluntarily attended by only State and Branch Presidents or their designees, with their expenses to be borne by the State Association or Branch represented.”

The hotel rate is \$169 single/double. For reservations, go to hyatt.com/en-US/group-booking/DENCC/G-NALC or contact the hotel’s reservation department at 1-800-233-1234 until July 2. After this date, reservations will be accepted by the hotel based on availability and hotel rate. Go to nalc.org for updates.

Still time to register for the food drive

The deadline of March 8 is fast approaching for branches to register for this year’s annual Letter Carriers’ “Stamp Out Hunger” Food Drive on Saturday, May 11. With the 2019 drive only about two months away, time is running out.

Branch presidents can register quickly and efficiently by using the “Members Only” portal at nalc.org. Once they’ve 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.

Branch registration locks in a branch’s order for food drive reminder postcards, so it’s important for branches to register as soon as possible to ensure proper allocation of postcards.

Branches should also search for local sponsors of specially branded food drive bags. Such bags are a win-win, helping to significantly drive up totals of food collected and putting the sponsor’s name right next to the familiar and trusted Stamp Out Hunger logo, creating a positive association for both the sponsor and the Postal Service in customers’ minds.

Information about ordering bags can be found in the online food drive tool kit at nalc.org/food. Additionally, contact information for regional and state food drive coordinators is posted in the tool kit. If a food drive coordinator encounters any problems working with local managers on logistics, the branch president or the regional food drive coordinator can lend a hand.



Former Trustee Randall Keller dies

Former NALC Trustee Randall L. Keller died Feb. 6 following a long illness. He was 72.

Born and raised in Medford, MA, Keller entered the Marine Corps in 1964 after graduating from high school. He served in Vietnam as an infantry radioman and then at Camp Lejeune, NC, as an infantry instructor before his honorable discharge at the rank of sergeant in 1968.

Keller graduated from Boston State College in 1975 with a bachelor’s degree in philosophy with a minor in business administration. He began his career as a letter carrier in Reading, MA, in 1982, joining Massachusetts Northeast Merged Branch 25. He became an activist in the branch, he said, after “witnessing management’s disrespect and abuse of letter carriers.” Keller began as a steward, Mutual Benefit Association representative, Step 2 grievance designee and branch executive board member before being elected branch president in 1990—an office he held for 20 years.

Keller was first elected to the national board of trustees in 1998 at the 61st Biennial Convention in Las Vegas. He was re-elected four times and retired from the position in 2018 shortly before the end of his fifth term.

Keller is survived by two daughters and a son-in-law, Jennifer L. and Scott Bradish and Joy A. Keller of Haverhill; a son and daughter-in-law, Grant C. and April Keller; his fiancée, Mary E. Tinglov; two brothers, Douglas Keller and Scott Keller; two sisters, Laraine Cowan and Kristine Jannini; and three grandchildren, Riley Bradish, Ashley Bradish and Audrey Keller.

“Randy was an unwavering advocate for his fellow letter carriers, as well as a decorated veteran and beloved family man,” NALC President Fredric Rolando said. “We extend our sympathies to his family and will remember the role he played in making his union even stronger.”

Donations in his memory may be made to the Dana-Farber Cancer Institute, P.O. Box 849168, Boston, MA 02284.



Randall Keller

RAAs appointed in Region 9

President Rolando appointed Anthony Ali of Central Florida Branch 1091 and Dexter Lester of Winston-Salem, NC Branch 461 as regional administrative assistants in Region 9 (Florida, Georgia, North Carolina and South Carolina) beginning on Feb. 25.

After serving in the Army for 10 years, Ali began his career as a city carrier in 2000 and joined Branch 1091. His service for the branch included steward, MDA coordinator, veterans committee chairman and chairman of the board of trustees. Additionally, Ali served on the Florida State Association executive board as a District 3 chair and vice president. Ali also served as the primary union representative for the Suncoast District Dispute Resolution Team and as a facilitator for Step B training and is an arbitration advocate. He graduated from the Leadership Academy in 2012.

Lester began his letter carrier career in 1998. He joined Branch 461 and served his fellow members as a steward, trustee and food drive coordinator. In 2007, he became branch director of workers’ compensation and attended NALC OWCP training sessions. Lester was elected president of his branch in 2016.

Ali and Lester will serve Region 9 from its new office in Marietta, GA.



Dexter Lester



Anthony Ali

Letter Carrier Pay Schedule City Carrier Wage Schedule: Effective March 8, 2019

The following salary and rate schedule is for all NALC-represented employees. (At press time, these pay rates provided by USPS remain unaudited.)

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	\$520
July 2018	COLA	\$645
Nov. 24, 2018	Upgrade/Pay Schedule Consolidation*	2.1%
Jan. 2019	COLA	\$0
July 2019	COLA	TBD

* All Career Grade 1 and Grade 2 letter carriers received an average increase of 2.1%.

NOTE: This pay schedule reflects consolidation of grade 1 into Grade 2 on Nov. 24, 2018. The remaining grade is called City Carrier.

NOTE: Carrier Technicians receive additional compensation equivalent to 2.1% of the employee’s applicable hourly rate for all paid hours.

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

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 received 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															RSC Q (NALC)
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	52,220	56,455	56,553	59,584	60,024	60,466	60,901	61,337	61,781	62,208	62,652	63,094	63,528	63,976	64,413	444
Carrier Technician**	53,317	57,641	57,741	60,835	61,285	61,736	62,180	62,625	63,078	63,514	63,968	64,419	64,862	65,319	65,766	451
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	26.11	28.23	28.28	29.79	30.01	30.23	30.45	30.67	30.89	31.10	31.33	31.55	31.76	31.99	32.21	
Carrier Technician**	26.66	28.82	28.87	30.42	30.64	30.87	31.09	31.31	31.54	31.76	31.98	32.21	32.43	32.66	32.88	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	25.11	27.14	27.19	28.65	28.86	29.07	29.28	29.49	29.70	29.91	30.12	30.33	30.54	30.76	30.97	
Carrier Technician**	25.63	27.71	27.76	29.25	29.46	29.68	29.89	30.11	30.33	30.54	30.75	30.97	31.18	31.40	31.62	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.	
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4	

** Carrier Technicians receive an additional 2.1%

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															RSC Q7 (NALC)
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	39,615	41,384	43,157	44,928	46,700	48,470	50,243	52,014	53,786	55,557	57,329	59,099	60,871	62,641	64,413	1,772
Carrier Technician**	40,447	42,253	44,063	45,871	47,681	49,488	51,298	53,106	54,916	56,724	58,533	60,340	62,149	63,956	65,766	1,810
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	19.81	20.69	21.58	22.46	23.35	24.24	25.12	26.01	26.89	27.78	28.66	29.55	30.44	31.32	32.21	
Carrier Technician**	20.22	21.13	22.03	22.94	23.84	24.74	25.65	26.55	27.46	28.36	29.27	30.17	31.07	31.98	32.88	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	19.05	19.90	20.75	21.60	22.45	23.30	24.16	25.01	25.86	26.71	27.56	28.41	29.26	30.12	30.97	
Carrier Technician**	19.45	20.31	21.18	22.05	22.92	23.79	24.66	25.53	26.40	27.27	28.14	29.01	29.88	30.75	31.62	
Percent Step O																
	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%	
Step Increase Waiting Periods (In Weeks)																
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.	
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4	

** Carrier Technicians receive an additional 2.1%

Table 3: City Carrier Assistant Schedule

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

	CC	BB	AA
City Carrier (Grade 2)	17.29	17.79	18.29
Carrier Technician (add 2.1%)	17.65	18.15	18.65
Steps (From-To) in weeks	CC-BB 12	BB-AA 40	

Hourly Rates

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

	CC	BB	AA
City Carrier (Grade 2)	18.72	19.22	19.72
Carrier Technician (add 2.1%)	19.11	19.61	20.11
Steps (From-To) in weeks	CC-BB 12	BB-AA 40	