Postal Service services face coverage policy

On Aug. 25, the Postal Service revised its policy on face coverings, covering the policy that was in place prior to its July changes. The policy requires all employees to wear face coverings in the following situations until further notice:

- In public-facing settings when there is a state or local face covering order or directive in place.
- In an employee's workplace or workplace residence when an employer determined it was necessary to cover or maintain social distancing in the workplace.

On Dec. 25, President Biden established the Safe Federal Workplace Task Force to oversee the implementation of COVID-19 workplace safety plans across the federal government. In late July, the task force updated its COVID-19 workplace guidance to include new guidelines, including all federal employees who are essential, who are eligible for the vaccine to get vaccinated. Under new guidelines, frontline federal employees and contractors must confirm that they have been vaccinated or are exempting from the requirement when applying for the new guidance.

The guidelines do not apply to all federal employees, including health care workers, law enforcement officers, and those working in-person. The new guidance is effective immediately.

We continue to have discussions with Postal Service representatives about incorporating elements of the Safe Federal Workplace Task Force guidance, which includes both vaccinated and non-vaccinated employees, as well as on ensuring that USPS policy provisions meet the standards of other federal and postal employees.

COVID-19-related MOUs and USPS directives to continue through the end of September

In late August, NALC and the Postal Service agreed once again to continue several pandemic-related recommendations for the 2021-2022 National Agreement. Four of the MOUs, which can be found in NALC’s Medicare Benefit Plan Handbook on the NALC website, were extended with the signing of M-01958. These MOUs are extended through Sept. 30.

The MOUs allow the Postal Service to employ TCAAs as operationally necessary for the purpose of replacing city letter carriers due to COVID-19.

Throughout the pandemic, letter carriers have needed to use leave to care for themselves and their families. To help letter carriers in need, a result of the pandemic, has been the creation of a paid leave program for employees who also faces the pandemic to allow the general public, the overall health of the Postal Service to employ TCAAs has been helped.

The most recent agreement also includes a provision to increase the employee’s health benefits participation rate the recognition that the American Rescue Plan Act, city carrier assistants may be paid up to 100 hours of paid emergency leave.

City Carrier (Grade 2)                      18.51      19.01
Carrier Technician**  20.42 20.93

City CarrierAssistant Schedule                  Hourly Rates  RSC Q4 (NALC)
Back pay and COLA update

Back pay is calculated for all pay intervals between Nov. 25, 2019 (the date of the first general wage increase in the agreement and Sep. 30, 2021) The back pay was implemented, an explanation at nalc.com/news/tips.

The following year, the first general wage increase (7.5%) will be calculated and paid by USPS as a retroactive change to employees. This change will be effective for the pay period ending Dec. 31, 2021.

The new waiting period from Step BB to Step AA is 52 weeks. CCAs who were in step CC on June 19, 2021, will maintain their time-in-step credit toward step AA and will receive their next step increase to step

For carrier city rates:
- 1.1 percent general wage increase and additional 1.0 percent increase, effective Nov. 23, 2019
- 1.1 percent general wage increase, effective Nov. 21, 2020
- $188 cost-of-living adjustment, effective Aug. 29, 2020
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