November 2022 wage increases

Effective Nov. 19, all career city carriers will receive a 1.3 percent general wage increase. City carrier assistants (CCAs) will receive a 2.3 percent general wage increase effective the same date. These are the fourth and final general wage increases of the 2019-2023 National Agreement.

In addition, a new top step will be added to Tables 1 and 2 on Nov. 19. The new career Step P will be $444 annually higher than Step O. Carriers with at least 46 weeks in Step O on Nov. 19 will advance to Step P. Those with fewer than 46 weeks will advance to Step P upon reaching 46 weeks in Step O. The updated pay chart is below.

The four general wage increases have added 8.8 percent to CCAs’ pay and 4.8 percent to career city carriers’ pay. When coupled with the six cost-of-living adjustments (COLAs) already received from this National Agreement, these increases have resulted in a total pay increase for each step in the career pay schedules of at least 14.8 percent. The severer wage increases of the 2019-2023 National Agreement.

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

<table>
<thead>
<tr>
<th>Step</th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
<th>F</th>
<th>G</th>
<th>H</th>
<th>I</th>
<th>J</th>
<th>K</th>
<th>L</th>
<th>M</th>
<th>N</th>
<th>O</th>
<th>P</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pay</td>
<td>$22.18</td>
<td>$23.05</td>
<td>$24.08</td>
<td>$25.11</td>
<td>$26.14</td>
<td>$27.17</td>
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<td>$33.35</td>
<td>$34.38</td>
<td>$35.41</td>
<td>$36.44</td>
<td>$37.47</td>
</tr>
</tbody>
</table>

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

City Carrier Pay Schedule: Effective Nov. 19, 2022

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

Branch Officers Training
set for Los Angeles

An NALC Branch Officers Training session has been set for Jan. 30-Feb. 2 in Los Angeles.

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; bookkeeping; and 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; maintaining accurate and complete meeting minutes; member notification requirements; record keeping, branch elections; and branch dues and how to read a dues roster.

The registration deadline for this training session is Dec. 22. Room rate (single/double) is $259 plus tax.

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Penalty overtime exclusion

As referenced in Article 8, Sections 4 and 5 of the USPS-NALC National Agreement, the December period (during which penalty overtime regulations are not applicable) consists of four consecutive service weeks. This year, the December period begins Pay Period 26-22, Week 1 (Dec. 3, 2022) and ends Pay Period 01-23, Week 2 (Dec. 30, 2022).

Mutual Benefit Association offers short-term disability insurance

In November 2021, the U.S. Letter Carriers Mutual Benefit Association (MBA) began selling its new short-term disability insurance—MBA Individual Disability Income (MBA IIDI). The MBA IIDD was not offered this type of insurance since the early 1990s.

As postal employees, city carriers are not provided with disability insurance from the federal government and are not covered by state-run plans. If a carrier is ill or injured and has exhausted all of their sick and annual leave, their only option is leave without pay. The MBA IIDI helps cover carriers when the unexpected happens. It helps ensure that they have the money they need and are able to continue living the lifestyle they’ve worked for if they become hurt or too sick to work.

An insert in the September/October edition of The Postal Record includes an application for the MBA IIDI and a business card. If you reside in the states of California, Florida or South Dakota, you have received an application specifically for use in your state. All other states use the same application. Unfortunately, the MBA sells our products only within the 50 states; they are unavailable in Guam, Puerto Rico or the Virgin Islands. You can also download the application from the MBA website, nalc.org/miba, or call the MBA’s office.

MBA IIDI is available for purchase by all active NALC members between the ages of 18 and 59. Spouses and family members are not eligible. The plan is guaranteed renewable to age 65. As long as the premium is paid on time, MBA cannot change any benefits or refuse to renew your policy. However, MBA reserves the right to change premiums.

Premiums will not be changed on an individual basis. Premiums will be based on the table of rates in effect for all people insured under the policy who have the same issue age and policy date and are in the same class as you. Any premium paid after age 65 for a period not covered by your policy will be returned. For the table of rates, please see the insert.

MBA IIDI is a 14-day elimination period, as compared to longer periods you will find with other disability products offered by other private insurers. Disability benefits start after the elimination period as defined in the policy. The elimination period begins the day your total disability starts.

For the purpose of determining the benefit period, MBA will treat a total disability as a recurrence of a prior disability: (a) it is due to the same or related cause applicable to the prior period of total disability and (b) it occurs within 180 days after the end of the prior total disability. If it is determined that your disability is a recurrence, your payments will be limited to the remaining balance of your purchased term. If your disability does not meet these criteria, it will be treated as a new disability and be payable for your full purchased term.

For more information about the MBA IIDI plan or any of the MBA products, please call the MBA office toll-free at 800-424-5184, Tuesdays and Thursdays, 8 a.m. to 3:30 p.m., or call 202-638-4318, Monday through Friday, 8 a.m. to 3:30 p.m. Eastern time. Also you may visit the website at nalc.org/miba.

MBA IDI does contain a pre-existing condition limitation. A pre-existing condition is defined as a condition for which symptoms existed that would cause an ordinary prudent person to seek diagnosis, care or treatment within a one-year period preceding the policy date, or for which medical advice or treatment was recommended or received by a physician within a two-year period preceding the policy date.

Branch Officers Training registration form

Please register me for the following NALC Branch Officers Training seminar: [ ] Jan.-30-Feb. 2 in Los Angeles

Registration deadline is Dec. 22. Room rate (single/double) is $259 plus tax.

PLEASE PRINT LEGIBLY

Name ____________________________
(please print legibly, please sign)

Branch or state position ____________________________

Branch # __________ Branch city ____________________________

Home address __________________________________________________________________________

City __________ State __________ ZIP __________

Phone number (required) ____________________________

Send to: Secretary-Treasurer Nicole Rhine National Association of Letter Carriers 100 Indiana Ave. NW...