NALC Bulletin
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Collective-bargaining update



On Nov. 20, NALC released a video of President-elect James D. Henry to update members on the collective-bargaining process. He informed members that President Brian L. Renfroe had granted him bargaining authority to handle negotiations prior to the installation of new officers on Dec. 12.

He said that the NALC Executive Council had met to discuss the Postal Service's best offer:

- A two-year extension that included a 1.4 percent general wage for the first year and a 1.5 percent wage increase for the second year.
- Additional improvements to Article 8.

After reviewing the offer, the Executive Council voted to reject the proposal.

"I felt it was inadequate and came up short of what our members deserve," Henry said. "We will only accept and send out a contract for ratification that we believe provides a living wage for all letter carriers. I'm focused on making sure letter carriers are the industry leaders in wages, benefits and working conditions. That was not reflected in this offer. It was not an offer worthy of our labor. We need and deserve more, and that's what we're going to fight for."

President-elect Henry has scheduled a meeting with the Postal Service on Dec. 21 to start personally handling the bargaining process. That meeting will be to continue negotiating with the Postal Service while simultaneously pursuing interest arbitration and selecting a neutral arbitrator, he said.

"As we take over the bargaining process, we ask for your patience as we get rolling. We know you've been working under an expired contract for six months. We have no intention of dragging anything out, but that does mean we need time to pursue all our options to ensure the path we go down will provide the best results for our members," Henry said.

He continued: "We won't accept the first thing they hand us. If that means taking a little extra time at the negotiating table or pursuing interest arbitration, we'll do so if that's what we determine will bring the best results."

"Know this—we are fighting for you," he said. "You are central in every decision we're making. And we're going to do everything possible to make sure letter carriers come out on top."

National-level grievance filed over DRP MOU

Pursuant to Article 15, Section 3.F of the *National Agreement,* NALC has initiated a new national-level interpretive dispute.

This dispute arises from the Postal Service's failure and refusal to comply with the Memorandum of Understanding Re: Article 15—Dispute Resolution Process—Step B Procedures (DRP MOU). Specifically, there is currently a backlog of several tens of thousands of cases pending at Step B, a backlog that prevents the Step B teams from resolving cases promptly. Despite NALC's repeated requests that the Postal Service activate backup teams and otherwise comply with the requirements of the DRP MOU, the Postal Service has continually failed and refused to do so.

The interpretative issue to be decided is whether USPS has violated the DRP MOU by refusing to engage in the interactive process required by the DRP MOU, repeatedly failing to activate backup Step B teams and otherwise take the steps required by the DRP MOU, and, as a result, relying on its failure to comply with the DRP MOU as grounds to unilaterally declare the grievances untimely and refuse to consider or process them further.

NALC has requested to meet with USPS to discuss these issues pursuant to the process in Article 15.3.F of the *National Agreement.* Further updates will be provided as they become available.

NALC condemns brutal attack on carriers, demands urgent action against rising violence

In October, a Detroit, MI, letter carrier was assaulted by a group of men while delivering mail. The men punched, kicked, and discharged a firearm during the assault, causing a serious head laceration to the carrier. The incident, which has resulted in federal charges against four men, is another disturbing example of the growing violence facing letter carriers on the job.

"Letter carriers should not have to fear for their safety while doing their job. This horrific attack, and others that we learn of nearly every day, are alarming and unacceptable. Letter carriers should be able to do their work without the threat of danger or being subjected to violence," NALC President Brian L. Renfroe said. "We stand with our injured brother and all our members who have been affected by such violence, and call for accountability for those responsible."

The need for stronger and more consistent sentencing was highlighted in October when a federal judge sentenced Kevin McCaa to 38 years in prison for the 2022 murder of Milwaukee, WI Branch 2 member **Aundre Cross.** The court determined that Cross was targeted while on the job, and the crime was premeditated.

Wisconsin State Association of Letter Carriers President **Scott Van Derven** spoke at the sentencing hearing. Branch 2 President **Rob Kosier** and the Milwaukee Area Labor Council AFL-CIO wrote sentencing recommendations to the judge requesting the harshest punishment possible.

"Thirty-eight years is not enough for the premeditated murder of a letter carrier who was simply doing his job," Renfroe said. "Brother Cross should be alive today. His murder spurred our fight for the bipartisan Protect Our Letter Carriers Act (POLCA), and this case is another reminder of why Congress must act."

Perpetrators of crimes against letter carriers do not face strong and consistent consequences. POLCA aims to bring uniformity to how these crimes are prioritized, prosecuted and sentenced.

As this magazine was going to print and the 119th Congress was coming to a close, POLCA had a bipartisan majority of co-sponsors in the House. When the 120th Congress convenes next year, the bill will need to be reintroduced in both chambers. NALC will work with the bill's bipartisan co-leads on reintroduction while continuing to advocate for stronger protections, effective preventive measures and stringent accountability, including maximum sentences for those who target letter carriers.

Combined Federal Campaign on for 2026

Despite reports that the Office of Personnel Management (OPM) might discontinue it, the Combined Federal Campaign (CFC) will accept charitable donations from postal and federal employees this holiday cycle. The open enrollment period runs from Dec. 1 until Feb. 19, 2027, so now is the time to make your contribution.

CFC is the world's largest and most successful annual workplace charity campaign, raising tens of millions of dollars a year on average for more than 4,400 participating charities. Since its inception in 1961, the CFC has raised $9 billion for charities and people in need. Federal and postal employees participate in the CFC by choosing from a list of charities to support through automatic deductions from their paychecks.

The Trump administration had signaled since last year that it might cancel the donation drive, but a loud campaign by nonprofit organizations urged OPM to continue running it for the 2026 donation cycle. It remains to be seen if the administration will support it in future years.

"For letter carriers, there's no busier period than the holidays, but it's also the time when we focus most on the needs of others," NALC President Brian L. Renfroe said. "Please try to find a moment to pledge to give a little, each pay period, to the charities you support."

New this year, letter carriers and other federal employees will explore participating charities by accessing the campaign through MyTASC, an online benefits and donation platform administered by the Total Administrative Services Corporation (TASC).

All active letter carriers can participate in the CFC through payroll deduction. During enrollment, you can elect a pledge funded from your payroll or allotment. After enrollment, you may add funds to your account as needed when you are inspired to give; those additional funds can be added through credit and debit cards. During the pledge process in MyTASC, you can search participating charities and allocate your donation to one or more organizations. Retirees can pledge using their annuity/retirement pay or a credit card. You can also elect to continue your pledge election across campaign years. Pledging volunteer hours is currently unavailable.

One such charity you can choose is NALC's official charity since 1952—the Muscular Dystrophy Association (MDA). MDA is the world's leading nonprofit 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 any of these diseases.

For more information, go to tasconline.com/clients/givecfc.

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