



NALC

Number 25-10

Oct. 10, 2025

Bulletin

Executive Council, Rank-and-File Committee continue bargaining prep

In September and October, the NALC Executive Council met at NALC Headquarters in Washington, DC, primarily focused on preparations for the next round of collective bargaining. Negotiations with the Postal Service will officially begin in February 2026, as the current National Agreement is set to expire in May 2026.

“We’re really excited about the work that’s actually ongoing now,” NALC President Brian L. Renfro said in a Fight Like Hell podcast episode. “We’ve talked many times in years past, we don’t bargain in a bubble. The things that happen around us or have different varying levels of influence, but they all have an influence.”

Internal bargaining subcommittees are composed of Executive Council members and Headquarters staff. These subcommittees review information such as official bargaining positions adopted by NALC conventions and develop proposals for submission in the bargaining process.

“We have them go through a, frankly, pretty in-depth, lengthy process of reviewing all of the material on that topic,” Renfro said. “These materials include our official bargaining positions that come from NALC conventions, where branches and state associations have submitted resolutions, conventions have considered, debated them, and ultimately passed them. They review other unions’ collective bargaining agreements. They review things that we’ve submitted in years past that have not been achieved. And then ultimately, they discuss and, of course, bring their own experiences, the council members from their own areas of responsibility, the staff, of course, from the things that they deal with, and all of them interact with a lot of members all the time, combine all that together and get to the point of creating, drafting actual proposals.”

The following lists of subcommittees indicate what each Executive Council member has chosen to serve on, along with the related National Agreement articles.

Each subcommittee will meet weekly over the next several months. As their work progresses, additional information from members will be available for their consideration.

Rank-and-File Bargaining Committee

Additionally, in late September, the Rank-and-File Bargaining Committee met in person in the Washington, DC, area. This group of 30 letter carriers from across the country is divided into three committees: Branch Leaders, Contract Enforcers and Newer Members.

“The Rank-and-File Committee is a new idea for us, and it is designed to provide what I think is going to be a very useful piece of information from these members to give to those subcommittees as part of their work,” President Renfro said.

The committees are undergoing a review process similar to the one followed by the Executive Council and staff bargaining subcommittees. The Rank-and-File Bargaining Committee will provide valuable input on potential proposals from their various perspectives.

Above right is a list of each Rank-and-File Bargaining Committee member.

In addition to these committees, NALC will make surveys available to all members nationwide this fall.

“We are going to create more opportunities than we’ve ever had before for our members to be involved and give their input on certain topics and then put all of that together as we lead up to February of next year,” Renfro said.

NALC will continue to provide updates as the collective-bargaining preparation process progresses.



Above: The NALC Executive Council meets to prepare for collective bargaining.
Below: NALC President Brian L. Renfro (r) and Executive Vice President Paul Barner



Articles 4, 8 and 41

Assistant Secretary-Treasurer Mack Julion, Director of City Delivery Chris Jackson, Region 6 NBA David Mudd, Region 15 NBA Bruce Didriksen

- Article 4—Technological and Mechanization Changes
- Article 8—Hours of Work
- Article 41—Letter Carrier Craft

Articles 5, 15, 17 and 31

Director of Retired Members Dan Toth, Region 2 NBA Nick Vafiades, Region 5 NBA David Teegarden, Region 8 NBA Steve Lassan, Region 14 NBA Rick DiCecca, Trustee Charlie Heege

- Article 5—Prohibition of Unilateral Action
- Article 15—Grievance-Arbitration Procedure
- Article 17—Representation
- Article 31—Union-Management Cooperation

Articles 7, 12 and 26

Director of Life Insurance Jim Yates, Region 3 NBA Mike Caref, Region 11 NBA Mark Camilli, Region 12 NBA Brian Thompson, Trustee Larry Brown

- Article 7—Employee Classifications
- Article 12—Principles of Seniority, Posting, and Reassignments
- Article 26—Uniforms and Work Clothes

Articles 13, 14 and 35

Director of Safety and Health Manny Peralta, Region 7 NBA Patrick Johnson, Region 10 NBA Shawn Boyd

- Article 13—Assignment of Ill or Injured Regular Workforce Employees
- Article 14—Safety and Health
- Article 35—Employee Assistance Program

Articles 10, 11, 16, and Appendix B

Director of Health Benefits Stephanie Stewart, Region 4 NBA Dan Versluis, Region 9 NBA Eddie Davidson

- Article 10—Leave
- Article 11—Holidays
- Article 16—Discipline Procedure
- Appendix B—Section I of the 2013 Das Award

Miscellaneous

Secretary-Treasurer Nicole Rhine, Region 13 NBA Vada Preston, Trustee Sandy Laemmel

- Article 1—Union Recognition
- Article 2—Non-Discrimination and Civil Rights
- Article 20—Parking
- Article 22—Bulletin Boards
- Article 23—Rights of Union Officials to Enter Postal Installations
- Article 24—Employees on Leave with Regard to Union Business
- Article 25—Higher-level Assignments
- Article 27—Employee Claims
- Article 28—Employer Claims
- Article 29—Limitation on Revocation of Driving Privileges
- Article 30—Local Implementation
- Article 33—Promotions
- Article 36—Credit Unions and Travel
- Article 42—Energy Shortages



Rank-and-File Bargaining Committee Branch leaders

- Valerie Castillo - Salem, OR Branch 347
- James Collins II - Knoxville, TN Branch 419
- Anthony DeMatteo Jr. - New Haven, CT Branch 19
- Elise Foster - Chicago, IL Branch 11
- Sean Geackel - Bux-Mont, PA Branch 920
- Eric Lomax - Jamaica, NY Branch 562
- Blake Rockers - Lawrence, KS Branch 104
- Leigh Smith - Decatur, GA Branch 2225
- John Syacsure III - South Macomb, MI Branch 4374
- Marta Witten - Findlay, OH Branch 143

Contract enforcers

- Doug Blevens - Jonesboro, AR Branch 1131
- Lakeysan Bryant - Greenwood, MS Branch 1080
- Thomas Filipone - Philadelphia, PA Branch 157
- James Giese - Stockton, CA Branch 213
- Yvette Kinard - New York, NY Branch 36
- Juan Munoz - Corpus Christi, TX Branch 1259
- Matthew Parkin - Pocatello, ID Branch 927
- Eric Porter - Sheboygan, WI Branch 102
- Michael Ridgely - Silver Spring, MD Branch 2611
- Zed Waltz - Lexington, KY Branch 361

Newer members

- Lamanda Bradshaw - Modesto, CA Branch 1291
- Paden Christian - Huntington, WV Branch 359
- Kelsey Crosbie - Columbus, OH Branch 78
- Daniel Henderson - Emerald Coast, FL Branch 4559
- Selina Garcia - Alamogordo, NM Branch 3994
- Linda Johnson - Duluth, MN Branch 114
- Veronica Ramirez - Arlington Heights, IL Branch 2810
- Casey Ritchie - Oklahoma City, OK Branch 458
- Morgan Smelter - Topeka, KS Branch 10
- Vincent Smith - Worcester, MA Branch 12

Federal government shutdown continues

A government shutdown has been in effect since Oct. 1. Ahead of the Sept. 30 deadline, the House passed a Republican-supported continuing resolution to fund the government through Nov. 21, but the measure failed in the Senate, where 60 votes are needed.

The standoff stems from Democrats’ desire for a measure that extends Affordable Care Act tax credits, which lower health insurance costs for millions of Americans. At press time, while Republicans had yet to indicate they would consider negotiating on the extensions, the Senate continued voting on the House-passed continuing resolution. But the 60-vote threshold had yet to be reached.

Regardless of how or when the shutdown ends, it is clear that government funding battles will continue to dominate the legislative work of Congress in the months ahead.

Amid the government shutdown, the White House instructed federal agencies to prepare for mass reductions in force through mass firings. Whether permissible or not, it is evident that the administration intends to move ahead with these plans.

While the Postal Service is not currently part of this directive, this sets an extremely dangerous precedent for all federal employees, including postal employees.

Fighting for the Federal Retirement Fairness Act

Many newer letter carriers began their careers at the Postal Service in non-career positions, such as city carrier assistants (CCAs), casuals or transitional employees (TEs), before transitioning to career positions. Currently, the time spent in non-career positions is not creditable toward these letter carriers’ retirements under the Federal Employees Retirement System (FERS).

Transitioning to a full-career workforce is a top priority at the bargaining table, and in recent years, NALC has negotiated multiple memorandums of understanding with the Postal Service to implement an all-career model in hundreds of installations across the country. While this remains a topic in bargaining, allowing those who have time that is not currently credited toward their retirement to buy back that time, making it creditable, is also a top priority, and it must be addressed legislatively.

The Federal Retirement Fairness Act (H.R. 1522) would modify what is considered creditable time under FERS, allowing certain federal employees, including affected letter carriers, to make catch-up retirement contributions. The House bill was authored by the late Rep. Gerry Connolly (D-VA) as well as Reps. Nikki Budzinski (D-IL), David Valadao (R-CA) and Don Bacon (R-NE). At press time, the bill had 105 co-sponsors.

More than 132,000 letter carriers started in non-career positions, and 65 percent of letter carriers would benefit from this bill.

“The Federal Retirement Fairness Act is a top legislative priority for us,” NALC President Brian L. Renfro said.

“These letter carriers put in the same hours and the same hard work. It’s not fair that that time doesn’t count toward their retirement, and we’ll keep fighting like hell until it does,” he said.

Much of NALC’s work on this bill is focused on education. Many lawmakers and their staffs are unfamiliar with this issue. They do not know how widespread the issue is at the Postal Service or how many letter carriers are affected. Our efforts have been on raising awareness on both sides of the aisle to get lawmakers to support this commonsense bill.

Unfortunately, we are dealing with a Congress that does not accomplish much legislative work. While it is unlikely that we will see this legislation pass this Congress, that does not mean our efforts will slow down. Every co-sponsor added, and every call, letter, email or meeting regarding this bill is a step in the right direction.

While movement in Congress is slow, NALC will not sit back. We will continue to actively fight for this bill every day.

NALC members can visit nalc.org/action to ask your representative to co-sponsor H.R. 1522 and all of our priority legislation.

Annual leave carryover increased to 520 hours for leave year 2026 Sell back amount increased to 80 hours

The NALC and the Postal Service have agreed to a memorandum of understanding Re: Monetization of Annual Leave (M-02013) in which career employees covered under the NALC agreement may sell back up to 80 hours of annual leave prior to the beginning of the leave year. To qualify for annual leave monetization, employees must meet two criteria: they must be at the maximum annual leave carryover limit at the start of the leave year and must have used fewer than 75 hours of sick leave in the previous leave year.

In addition, the national parties have agreed to a MOU Re: Annual Leave Carryover for Leave Year 2026 (M-02014) which increases the maximum allowable annual leave carryover amounts outlined in the *Employee and Labor Relations Manual (ELM)*. For leave year 2026, regular work force career employees covered by the USPS-NALC National Agreement may carry over 520 hours of accumulated annual leave from leave year 2025 to leave year 2026. The Memorandum, which does not change the provisions in the ELM for payment of accumulated leave, will expire with the conclusion of the 2026 Leave Year.

Both MOUs can be found in the NALC’s Material Reference System (MRS) at nalc.org/mrs.

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NALC Bulletin is published semi-regularly by the National Association of Letter Carriers. Postage paid at Washington, DC, and at additional mailing offices.

POSTMASTER: Send address changes to Membership Department, NALC, 100 Indiana Ave. NW, Washington, DC 20001-2144.

CHANGE OF ADDRESS? Contact the Membership Department.

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Circulations: 10,000. Union-printed using soy-based inks.

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