

The Reciprocal Agreement



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Although it has been announced a number of times, we still have branch representatives who do not know of or understand the Reciprocal Agreement. Each branch president and secretary-treasurer should ensure that their local union representatives responsible for signing up new members are aware of the agreement and how it works.

The Reciprocal Agreement applies to all members of the NALC, the National Rural Letter Carriers' Association (NRLCA), the American Postal Workers Union (APWU) and the National Postal Mail Handlers Union (NPMHU). Each union's procedures are slightly different, so representatives should refer to the handbook.

The Reciprocal Agreement is important, as it provides a process that, if acted upon immediately, reduces the number of simultaneous payments to two unions. For example, if a clerk who belongs to the APWU transfers to the letter carrier craft and wishes to join the NALC, the branch representative should send to the Membership Department a completed Form 1187 *either* marked with a notation saying "Transferred from the APWU" *or* accompanied by a cover letter advising the NALC that the new member is transferring from the APWU.

Upon receipt of the notation on the Form 1187 (newer 1187s have a box to check off) and/or the letter, the NALC Membership Department will notify the APWU that the member belongs to NALC and wishes to cancel dues

withholding to APWU. In some cases, this can take two or more pay periods. The member may then make copies of paycheck stubs to send to the Membership Department for review and possible reimbursement of the APWU dues.

Keep in mind that the Reciprocal Agreement applies *only when the member is joining another union*. If a member transfers crafts but does not join another union, he or she must wait until the window period of the anniversary date to cancel his or her NALC membership. City carrier assistants may also cancel within 10 days after starting another term of non-career employment.

One other point: Not every letter carrier moving into another postal craft should terminate his or her NALC membership. If a NALC member changes crafts but still wishes to retain enrollment in the NALC Health Benefit Plan, he or she must continue membership in the NALC.

For more information, please see the Reciprocal Agreement handbook, which was mailed to every branch. The booklet also may be found on the NALC website.

Below you will find a chart detailing current annual state dues for both active and retired members of the NALC.

2014 State Dues Chart

STATE	ANNUAL ACTIVE	ANNUAL RETIRED	STATE	ANNUAL ACTIVE	ANNUAL RETIRED
Alabama	\$15.36	\$4.00	Montana	\$39.00	
Alaska	No state dues		Nebraska	\$32.50	\$4.80
Arizona	\$10.18		Nevada	\$38.68	
Arkansas	\$18.00		New Hampshire	\$18.00	
California	\$10.40	\$0.50	New Jersey	\$9.60	\$1.00
Colorado	\$9.10		New Mexico	\$39.78	
Connecticut	\$6.00		New York	\$3.60	\$3.60
Delaware	\$19.50		North Carolina	\$25.74	\$2.00
DC	\$10.00	\$5.00	North Dakota	\$30.16	\$5.00
Florida	\$3.90	\$3.90	Ohio	\$7.80	\$1.20
Georgia	\$15.92	\$2.50	Oklahoma	\$6.60	\$3.00
Guam	No state dues		Oregon	\$25.95	\$2.40
Hawaii	\$28.26		Pennsylvania	\$8.84	\$0.50
Idaho	\$30.00		Puerto Rico	\$3.60	\$3.60
Illinois	\$29.90		Rhode Island	\$2.00	
Indiana	\$13.50		South Carolina	\$37.70	\$1.00
Iowa	\$37.36		South Dakota	\$45.03	
Kansas	\$8.20	\$7.85	Tennessee	\$10.00	\$2.00
Kentucky	\$9.32		Texas	\$10.40	
Louisiana	\$15.00		Utah	\$34.58	\$1.00
Maine	\$39.00		Vermont	\$40.50	
Maryland	\$10.00	\$5.00	Virginia	\$8.00	\$6.00
Massachusetts	\$1.25	\$1.25	Virgin Islands	No state dues	
Michigan	\$11.06		Washington	\$27.82	\$7.20
Minnesota	\$17.51		West Virginia	\$60.00	\$24.00
Mississippi	\$41.52		Wisconsin	\$15.26	\$1.20
Missouri	\$16.00		Wyoming	\$52.00	