

Letter carriers get 1.5% increase in November; CCAs get additional 1%

NALC election update

The election of national officers for the NALC continued as this issue was being prepared. Ballots had been mailed out on Sept. 29 and 30 and were due to be received by 9 a.m. on Oct. 20. Ballots will be counted by members of the Election Committee during the week of Oct. 20. Results were to be posted on nalc.org and reported in the *NALC Bulletin* once the ballots were counted.

All city letter carriers will see a general wage increase of 1.5 percent in their paychecks this month as the second of three general wage increases in the current National Agreement takes effect on Nov. 15. City carrier assistants will receive a second general wage increase of 1 percent this month, the fourth of six CCA increases in the National Agreement.

In accordance with the 2011-2016 National Agreement, which was finalized by arbitrator Shyam Das, the first general wage increase of 1 percent became effective for all city letter carriers on Nov. 16, 2013. In addition to the second general increase of 1.5 percent this year, a third general wage increase of 1 percent for all carriers will go into effect in November of next year.

All general wage increases are calculated from the pay rate at the start

of the contract, so the wage increase percentage is multiplied by the pay rate at that point (before any cost-of-living adjustments or wage increases are included) and added to the current pay rates.

Because city carrier assistants (CCAs) do not receive COLAs based on inflation, they receive three general wage increases over the course of the National Agreement in addition to the general wage increases all carriers receive. These included a 1 percent increase on Nov. 16, 2013, and a 1.5 percent increase set for November 2015.

“COLAs and general wage increases are among the many benefits that letter carriers, working together through our union, have secured over the years,” NALC President Fredric Rolando said. **PR**

NALC and USPS agree to new joint route adjustment process

The NALC and USPS have agreed on a new joint route adjustment process called City Delivery Route Alternative Adjustment Process (CDRAAP) for 2014 and 2015. “The National Association of Letter Carriers, AFL-CIO (NALC) and United States Postal Service (USPS) recognize the importance of maintaining routes in proper adjustment throughout the year. As part of the ongoing efforts to jointly develop a city delivery route evaluation and adjustment process

that reduces disputes and is more efficient and less intrusive, the parties agree to the following process to evaluate and adjust city delivery routes in 2014-2015,” both parties stated in the new Memorandum of Understanding Re: City Delivery Route Alternative Adjustment Process – 2014-2015 (M-01845), which establishes the process.

In addition to the MOU establishing the process, the two parties jointly developed a document that provides the mutual understanding of both

parties on issues related to the MOU (M-01846), as well as the Memorandum of Understanding Re: Alternative Evaluation and Adjustment Processes (M-01847), which covers locally developed joint route adjustments during the term of the new joint process.

More details on the process and how it will affect letter carriers can be found in Director of City Delivery Brian Renfroe’s column and in the Contract Talk column in this issue of *The Postal Record*. **PR**