



# News from Washington

## Postal Service Reform Act passes in House, awaits Senate action

**O**n Feb. 8, in a 342-92 vote, the House of Representatives passed the Postal Service Reform Act of 2022 (H.R. 3076). NALC President Fredric Rolando called the passage “a huge victory for the American people, who rely on the Postal Service for affordable and high-quality universal service.”

The strongly bipartisan bill includes key measures to strengthen the Postal Service, including provisions that eliminate the mandate on the Postal Service to pre-fund its retiree health care benefits decades in advance and that codify the requirement to provide six-day mail delivery. It also includes provisions to reduce postal health care costs by maximizing participation in Medicare on a prospective basis.

The legislation, which was drafted by Committee on Oversight and Reform (COR) Chairwoman Carolyn Maloney (D-NY), Ranking Member James Comer (R-KY), COR subcommittee Chairman Gerry Connolly (D-VA) and Committee on Education and Labor Ranking Member and COR member Virginia Foxx (R-NC), reflects a broad bipartisan consensus that was 12 years in the making and that has the support of the four postal unions, the mailing industry and Postal Service management.

“NALC commends Chairwoman Maloney and Ranking Member Comer for their bipartisan leadership to get this momentous bill passed in the House,” President Rolando said. “We also appreciate every House member who supported this bill by voting ‘yes.’ With House passage, we are one step closer to improving the financial stability of the Postal Service.”

The legislation must now be considered by the Senate, where there is bipartisan support for the legislation.

“We call on the Senate to debate and pass H.R. 3076 as soon as possible—and then to send it to President Biden for his signature,” Rolando said.

“I want to congratulate and thank all the NALC members who lobbied their members of Congress to support this bill in the House,” President Rolando added, “and I encourage them to help finish the job by contacting their senators to urge them to vote for H.R. 3076.”

NALC members can contact their senators through the NALC Legislative Action Center. Check [nalc.org](http://nalc.org) for future updates.

### White House labor task force issues report

On Feb. 7, the White House Task Force on Worker Organizing and Empowerment released a report that includes more than 60 recommendations to promote workers’ rights. The task force, which was established by President Biden through an executive order in April 2021, is co-chaired by Vice President Kamala Harris and Labor Secretary Marty Walsh.

The report recommends promoting union organizing for federal and private-sector workers, increasing transparency on employers’ anti-union spending campaigns, expanding access on federal property for union organizers, and strengthening collective-bargaining rights. Additionally, it includes recommendations that would provide workers with increased access to information on union eligibility, joining an existing union or organizing a new one.

President Biden has accepted these recommendations. In six months, the task force will release a report on its progress included with additional recommendations on protecting workers’ rights.

### USPS releases Fiscal Year 2022 Q1 financial report

On Feb. 8, USPS released its financial report for the first quarter of Fiscal Year 2022. President Rolando released this statement about the report:

“The USPS financial report for the first quarter of Fiscal Year 2022 shows revenue that essentially mirrors last year’s first quarter, with an increase in First Class mail revenue, demonstrating how much the American people and their businesses rely on the Postal Service. USPS had a highly successful holiday delivery period, continues to provide essential items so people can shelter safely at home, and now is delivering millions of COVID-19 test kits to households. At the same time, the net loss cited in the report makes clear the need for postal reform to address the artificial red ink caused by the 2006 congressional mandate that the USPS—alone among all U.S. companies and agencies—pre-fund future retiree benefits.”

### OMB nominees heading for Senate confirmation

On Feb. 9, the Senate Homeland Security and Governmental Affairs Committee (HSGAC) voted 8-6 and the Senate Budget Committee voted 15-6 to advance the nominations of Shalanda Young and Nani Coloretti to lead the Office of Management and Budget (OMB). The nominees will now be considered by the full Senate for a final confirmation vote.

In Nov. 2021, President Biden nominated Young to serve as director of OMB and Coloretti to serve as deputy director. Young is the current OMB deputy director and has served as the acting director since March 2021. Young was a House Appropriations Committee staff member for 14 years. She served as the committee’s staff director for four

years before being confirmed as OMB's deputy director last year.

Coloretti is a senior vice president at the Urban Institute, a think tank focused on economic and social policy research. During the Obama administration, she served as the deputy director for the Department of Housing and Urban Development (HUD). Prior to that, she spent five years at the Department of Treasury in various roles, including as the assistant secretary for management.

OMB is the largest department in the president's executive office, and it

produces the president's budget. OMB also oversees the performance of federal agencies and evaluates the effectiveness of agency programs, policies and procedures.

In her opening statement at hearings before HSGAC and the Senate Budget Committee on Feb. 1, Young highlighted some of OMB's achievements during her tenure as the active director, including delivering disaster relief funding to communities across the country, working with members of Congress to enact the bipartisan Infrastructure Investment and Jobs Act, and establishing the Made in America of-

fice, an OMB office that encourages federal agencies to buy U.S.-made products.

At the hearings, Democratic lawmakers focused on the nominees' qualifications, experience and OMB's accomplishments under Young's leadership. Republican members questioned the nominees about defense spending, the federal deficit, government shutdowns and concurrent resolutions to fund the government. Both nominees committed to working in a bipartisan manner to eliminate the cycle of potential government shutdowns. **PR**

## Remembering the Great Postal Strike, 52 years later

**T**his year, as Congress considers postal reform legislation, letter carriers continue to be inspired by the Great Postal Strike of 1970 and the importance of a unified approach to enact positive change.

"The letter carriers who risked so much to stand up for their rights knew that they had to stand together," NALC President Fredric Rolando said. "In New York, when the first group voted to strike, they didn't all go to the room agreeing on their course of action. But they all left the room ready to act as one. That's the power of a union."

In 1970, letter carriers had minimal collective-bargaining rights, restricted to local issues. Pay, benefits and working conditions lagged behind much of the rest of the workforce—some carriers even qualified for welfare. Pushed to the limit, carriers at New York Branch 36 voted on March 17, 1970, to walk off the job. One of their leaders, who at the time held no official office in the branch, was a letter carrier named Vincent Sombrotto, who would later become president of NALC.

This was no ordinary strike, as it was technically illegal. With few collective-bargaining rights, postal employees were not covered by laws regulating labor relations, and striking was a fireable of-

fense. In fact, any letter carrier involved, especially a prominent leader of the strike, could have faced prosecution and jail time.

Support for the strike was far from universal—the vote on the walkout was 1,555 to 1,055. But the next morning, nearly every local letter carrier stayed home or showed up with a picket sign instead of a satchel.

The impact of their unity became clear very quickly as the mail piled up. Court injunctions ordering the strikers to return to work were issued, but they were ignored by the carriers. The strike spread throughout the New York City area. Thousands of clerks, drivers and other postal employees refused to cross picket lines, effectively joining the strike.

President Richard Nixon ordered 25,000 National Guard and other military personnel to case and carry the mail. The only thing this accomplished, however, was to strengthen the hand of letter carriers. Try as they might, the troops weren't ready to step in and perform letter carrier duties. The mail piled up higher, and mail that did reach mailboxes often ended up at the wrong address.

But it was when the strike began to spread beyond New York that the endgame became clear. Less than a week

after the first letter carriers had walked out, branches in several other cities had voted to join them. By March 23, thousands more letter carriers nationwide had joined the strike or were poised to do so.

The Post Office Department negotiated with the union throughout the strike, and when it seemed a breakthrough was likely, the letter carriers put down their signs and returned to work. It had taken only a week, and a shutdown in only a small portion of the country, to make their point. The Nixon administration, Congress and the public now understood that letter carriers perform a difficult and essential job under tight deadlines and stressful conditions, and that they deserved better.

A few weeks later, NALC and the Post Office reached an agreement that included pay raises. And, importantly, Congress acted quickly to reorganize the Post Office into a new, self-sustaining United States Postal Service—with collective-bargaining rights for its employees. Letter carriers finally had a voice. We won the right to negotiate our pay and benefits and Congress put in place the dispute resolution system we still have today—binding interest arbitration—for resolving any contract impasses without strikes or management lock-outs.

## The Great Postal Strike (continued)

President Nixon signed the Postal Reorganization Act on Aug. 17, 1970, the day NALC was opening its 57th Biennial Convention in Honolulu, HI. That law's opening statement still rings true today: "The United States Postal Service shall be operated as a basic and fundamental service provided to the people by the Government of the United States, authorized by the Constitution, created by Act of Congress, and supported by the people. The Postal Service shall have as its basic

function the obligation to provide postal services to bind the Nation together through the personal, educational, literary, and business correspondence of the people. It shall provide prompt, reliable, and efficient services to patrons in all areas and shall render postal services to all communities."

In 2020, to celebrate the 50th anniversary of the Great Postal Strike, NALC made plans to hold an event in New York City, inviting surviving strike participants



to attend. Due to the COVID-19 pandemic, however, the event was postponed until it would be safe to hold it, a time that hasn't arrived yet.

"The men and women who went out on strike put everything on the line to improve conditions for every letter carrier," President Rolando said at that time. "That spirit continues to guide us more than 50 years later, and it will be the example NALC strives for even for the next 50 years." **PR**

## Fifth contract COLA set at \$1,331

The fifth regular cost-of-living adjustment (COLA) for career letter carriers under the 2019-2023 National Agreement is \$1,331 annually following the release of the January Consumer Price Index. This increase will be added to every step in Table 1 and Step O in Table 2, and then applied proportionately to Steps A through N in Table 2. The increase will be effective on Feb. 26.

## Interpretive dispute filed over PTF Step AA

**NALC has filed an interpretive** dispute over the Postal Service's method of calculating overtime pay, Sunday premium pay, general wage increases, and cost-of-living adjustments (COLAs) for part-time flexible employees in Step AA. This dispute centers around Article 9, Section 8 and Article 11, Section 7 of the 2019 National Agreement and how they interact with each other.

Article 9, Section 8 states "[t]he Step AA Hourly Basic Rate will be equal to Step A of the Full-Time/Part-Time Regular Employees Hourly Basic Rate in Table Two." Although, at the start of the term of the current collective bargaining agreement, the Postal Service paid this amount to Step AA PTFs for straight time, NALC discovered that it used a lower hourly rate to calculate overtime and Sunday premiums.

NALC's position is that their overtime, and Sunday premium pay should be the same as FTR/PTR Step A.

When PTF Step AA went into effect, the hourly basic rate was \$19.88. However, the Postal Service manufactured a new lower annual rate which generated a lower hourly rate of \$19.12 as a base for calculating the overtime and Sunday premium for carriers in

PTF Step AA. This resulted in PTFs in Step AA to be under paid by \$1.15 for each hour of regular overtime and \$0.19 for each straight time hour worked on a Sunday. This error has been compounded over time and now sits at \$1.21 for regular overtime and \$0.20 for Sunday premium after the release of the January COLA effective Feb. 26.

Additionally, the Postal Service is calculating general wage increases and COLAs for PTFs in Step AA using its manufactured lower annual rate. This includes falsely creating and using a lower proportion of COLA. This has resulted in an hourly rate for PTF Step AA which no longer equals FTR/PTR Step A. This deviation will continue to compound over time as more general wage increases and COLAs are received.

Furthermore, with the addition of the Juneteenth National Independence Day holiday, the Postal Service's misapplication of Article 11.7 is creating an even larger straight time hourly rate deviation between PTF Step AA and FTR/PTR Step A.

The grievance is currently scheduled for national arbitration before Arbitrator Dennis Nolan on April 21. **PR**

# Letter Carrier Pay Schedule

## City Carrier Wage Schedule: Effective Feb. 26, 2022 (January 2022 COLA)

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

### Career city letter carrier increases

Effective Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	1.1%
Feb. 29, 2020	January COLA	\$166
Aug. 29, 2020	July COLA	\$188
Nov. 21, 2020	General wage increase	1.1%
Feb. 27, 2021	January COLA	\$416
Aug. 28, 2021*	July COLA	\$1,934
Nov. 20, 2021	General wage increase	1.3%
Feb. 26, 2022*	January COLA	\$1,331
TBA*	July COLA	TBD
Nov. 19, 2022	General wage increase	1.3%
TBA*	January COLA	TBD

### City carrier assistant increases

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	2.1%
Nov. 21, 2020	General wage increase	2.1%
Nov. 20, 2021	General wage increase	2.3%
Nov. 19, 2022	General wage increase	2.3%

**NOTE: Upon conversion to Full-Time, Part-Time Flexible employees in Table Two will be slotted into the Full-Time Step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.**

NOTE: Effective Nov. 19, 2022, Table One and Table Two will be modified to include an additional Step P that is \$444 more than Step O of the basic salary schedule in Tables One and Two.

NOTE: Carrier Technicians receive additional compensation equivalent to 2.1% of the employee's applicable hourly rate for all paid hours.

NOTE: The full COLAs will be added to the salaries of all steps in Table 1 and Step O of Table 2, with proportionate application of the COLA to Steps A-N of Table 2.

\* NOTE: In accordance with Article 9.3.B, COLAs become effective the second full pay period after the release of the January and July Consumer Price Index for Urban Wage Earners and Clerical Workers.

**Table 1: City Carrier Schedule**

**RSC Q (NALC)**

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.

Basic Annual Salaries																	<i>MOST PREV. STEP</i>
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O		
City Carrier (Grade 2)	58,728	63,112	63,213	66,350	66,805	67,263	67,714	68,165	68,623	69,066	69,526	69,983	70,433	70,897	71,347	458	
Carrier Technician**	59,961	64,437	64,540	67,743	68,208	68,676	69,136	69,596	70,064	70,516	70,986	71,453	71,912	72,386	72,845	468	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	29.48	31.68	31.73	33.31	33.54	33.77	33.99	34.22	34.45	34.67	34.90	35.13	35.36	35.59	35.82		
Carrier Technician**	30.10	32.35	32.40	34.01	34.24	34.48	34.71	34.94	35.17	35.40	35.64	35.87	36.10	36.34	36.57		
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	28.23	30.34	30.39	31.90	32.12	32.34	32.55	32.77	32.99	33.20	33.43	33.65	33.86	34.09	34.30		
Carrier Technician**	28.83	30.98	31.03	32.57	32.79	33.02	33.24	33.46	33.68	33.90	34.13	34.35	34.57	34.80	35.02		
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O		<i>YRS.</i>	
	96	96	44	44	44	44	44	44	44	34	34	26	26	24		12.4	

\*\* Carrier Technicians receive an additional 2.1%

**Table 2: City Carrier Schedule**

**RSC Q7 (NALC)**

This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.

Basic Annual Salaries																	<i>MOST PREV. STEP</i>
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	43,881	45,841	47,803	49,765	51,728	53,688	55,652	57,616	59,576	61,538	63,501	65,461	67,426	69,386	71,347	1,960	
Carrier Technician**	44,803	46,804	48,807	50,810	52,814	54,815	56,821	58,826	60,827	62,830	64,835	66,836	68,842	70,843	72,845	2,001	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	21.19***	22.03	23.01	24.00	24.98	25.97	26.95	27.94	28.92	29.91	30.89	31.88	32.86	33.85	34.83	35.82	
Carrier Technician**	21.63***	22.49	23.50	24.50	25.51	26.51	27.52	28.52	29.53	30.54	31.54	32.55	33.55	34.56	35.56	36.57	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	21.10	22.04	22.98	23.93	24.87	25.81	26.76	27.70	28.64	29.59	30.53	31.47	32.42	33.36	34.30		
Carrier Technician**	21.54	22.50	23.46	24.43	25.39	26.35	27.32	28.28	29.24	30.21	31.17	32.13	33.10	34.06	35.02		
Percent Step O																	
	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%		
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	AA-A	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O		<i>YRS.</i>
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46		12.4

\*\* Carrier Technicians receive an additional 2.1%

\*\*\*See "Interpretive dispute filed over PTF Step AA" on page 6 of the March 2022 issue of *The Postal Record*

**Table 3: City Carrier Assistant Schedule**

**Hourly Rates**

**RSC Q4 (NALC)**

This schedule applies to CCA Hires with no previous TE service.

	BB	AA
City Carrier (Grade 2)	18.92	19.42
Carrier Technician (add 2.1%)	19.32	19.83
Steps (From BB to AA) in weeks	52	

This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

	BB	AA
City Carrier (Grade 2)	20.44	20.94
Carrier Technician (add 2.1%)	20.87	21.38
Steps (From BB to AA) in weeks	52	

NOTE: Effective June 19, 2021, the Step CC pay rate in Table Three was eliminated. All CCAs at step CC as of that date were moved into step BB, receiving a 50 cent per hour raise. Step BB and its pay rate are the new entry step for new CCA hires. The new waiting period from Step BB to Step AA is 52 weeks. CCAs who were in step CC on June 19, 2021, will maintain their time-in-step credit toward step AA and will receive their next step increase to step AA after 52 weeks of service. CCAs that were in step BB as of June 19 will have 12 weeks added to their current time-in-step credit toward step AA. This will ensure all CCAs will reach step AA after 52 weeks of service.