

# Getting involved in the union starts at your branch meeting

**W**hether you're a new NALC member or a longtime veteran, there are always plenty of opportunities for you to get involved. For some members, all they see of the union is what the shop steward does on the workroom floor. But that's just scratching the surface of what the union is all about. There are many ways to get involved with the union beyond workroom-floor issues. And it all starts in one simple way: attending your branch meeting.

As an NALC member, you are automatically a member of your local branch—one of about 1,800 NALC branches of varying sizes throughout the country. Your branch consists of, and is run by, letter carriers like yourself. Members elect their own branch officers in free and fair elections, and any regular member in good standing may run for office.

Branch business is conducted at regular membership meetings that any member may attend. Most branches hold meetings monthly, though some hold them less frequently. You can find out when your branch meets by reading a posting on a bulletin board at your station, in the branch newsletter or on the branch website; by asking carriers in your station; or by contacting your shop steward, branch leaders or your national business agent's office. Most meetings are held on the same night of each month, and some may even have food and refreshments. Some branches offer virtual meeting options, so late-working letter carriers or members who live at a distance are still able to be active participants in their local branch. While it's best to arrive on time, the meeting isn't closed if you are a little late.

The meeting will be called to order by the branch president and then will likely follow the normal order of business spelled out in the *Constitution for the Government of Subordinate and*

## *Federal Branches:*

1. Roll Call
2. Reading of Minutes of Previous Meeting
3. Reading of Communications, Notices, Bills, etc.
4. Application for Membership
5. Balloting for Candidates
6. Initiation of Elected Candidates
7. Reports of Standing and Special Committees
8. MBA
9. Health Benefit Plan
10. Unfinished Business
11. New Business
12. Good of the Association
13. For the Improvement of the Service
14. Financial Secretary's Report of Receipts
15. Treasurer's Report of Expenditures
16. Adjournment

Many of these items can go quickly or be skipped if unnecessary, so you are unlikely to feel overwhelmed. If you're a first-time attendee, the branch might have a special welcome or introduction for you. If you have something you'd like to bring up, the best time to do it is during "new business" or "good of the association." If you want to make a motion—to get the entire branch to take action—do so during "new business." If you just have a question or concern, bring it up later during "good of the association." As you talk it through, you might realize you need to make a motion, but that might have to wait until the next branch meeting.

Participating in these ways will assist you in getting the answers you're looking for, help you realize that other carriers are facing the same issues you are, and encourage you to take action. You just might discover you can be your own solution.

Branch meetings also are great sources of information. You'll find out what



is happening with other carriers and at other stations in the branch, which may operate differently from yours. You'll find out when there are trainings and conventions, as many branches offer classes to help new carriers "work smarter" on the job and conduct special

involved with the food drive, from promoting the event to organizing delivery of the collected food. Your branch food drive coordinator would appreciate any assistance you'd like to give, and if your branch doesn't have one, you could take on that role and give back to your community.

If you like to write, branches often are looking for writers and editors to help with the branch newsletter, or even to start one. If you're technologically savvy, many branches have or want to start a website or social media account, and you could put your skills to good use on that. Branches offering virtual meetings sometimes need technical assistance with networks, cameras, microphones and lighting.

If legislation and politics are your passion, there are many opportunities to participate. Whether it is through voluntary participation in the Letter Carrier Political Fund (LCPF), interfacing with legislators in your district or state to discuss and promote pro-letter carrier legislation and other important issues, or through other activities, there is always opportunity to continue our bipartisan work.

If you're tired of the way you and other carriers are treated on the workroom floor, maybe you're ready to start gaining the knowledge and skills to serve as a shop steward. There's no better way to know what is going on in the union and play a role in how the union operates than by becoming a steward.

These are just a few of the many ways you and your family can get involved. All you need to do is ask. Participating in NALC is a great way to help strengthen the one organization dedicated solely to protecting carriers' interests in the workplace and in the halls of Congress. **PR**

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classes for shop stewards and other union activists. You'll find out about offerings from the branch and national union on health care, vision and dental benefits, additional retirement benefits, accidental death benefits and scholarships, to name a few. You'll also hear about legislation that could affect your job or benefits.

Branch meetings aren't the only organized activities. Many branches also promote fellowship and solidarity among branch members and their families by offering a variety of social events, including bowling nights, picnics, dances or ball games. Some branches hold special dinners or events for retirees, stewards and other groups, which may or may not be open to all.

If you enjoy giving back to your community, branches often engage in blood drives, collections for the Muscular Dystrophy Association and other volunteer opportunities. But the biggest annual volunteering event is the Letter Carriers' Stamp Out Hunger Food Drive, which is held on the second Saturday in May each year. The local food drive coordinator is responsible for everything

## Seventh COLA is set at \$208

**T**he seventh and final regular cost-of-living adjustment (COLA) for career letter carriers under the 2019-2023 National Agreement was \$208 annually following the release of the January consumer price index (CPI). This increase was added to every step in Table 1 and Step P in Table 2, and then applied proportionately to Steps A through O in Table 2. The increase has been applied to the pay chart on page 13. The increase will take effect March 11. **PR**

# Letter Carrier Pay Schedule

## City Carrier Wage Schedule: Effective March 11, 2023 (7th 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
Aug. 27, 2022*	July COLA	\$2,455
Nov. 19, 2022	General wage increase	1.3%
March 11, 2023*	January COLA	\$208

### 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 was 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 P of Table 2, with proportionate application of the COLA to Steps A-O 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**

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

RSC Q (NALC)

Basic Annual Salaries																	MOST PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	62,078	66,517	66,619	69,796	70,256	70,720	71,177	71,633	72,097	72,546	73,012	73,474	73,930	74,400	74,855	75,299	464
Carrier Technician**	63,382	67,914	68,018	71,262	71,731	72,205	72,672	73,137	73,611	74,069	74,545	75,017	75,483	75,962	76,427	76,880	474
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	31.16	33.39	33.44	35.04	35.27	35.50	35.73	35.96	36.19	36.42	36.65	36.88	37.11	37.35	37.58	37.80	
Carrier Technician**	31.82	34.09	34.15	35.77	36.01	36.25	36.48	36.72	36.95	37.18	37.42	37.66	37.89	38.13	38.37	38.59	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	29.85	31.98	32.03	33.56	33.78	34.00	34.22	34.44	34.66	34.88	35.10	35.32	35.54	35.77	35.99	36.20	
Carrier Technician**	30.47	32.65	32.70	34.26	34.49	34.71	34.94	35.16	35.39	35.61	35.84	36.07	36.29	36.52	36.74	36.96	
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	O-P		YRS.
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	46	13.3	

\*\* Carrier Technicians receive an additional 2.1%

**Table 2: City Carrier Schedule**

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

RSC Q7 (NALC)

Basic Annual Salaries																	MOST PREV. STEP	
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	
City Carrier (Grade 2)	46,038	48,094	50,153	52,211	54,271	56,327	58,387	60,448	62,505	64,562	66,622	68,679	70,740	72,796	74,854	75,299	2,060	
Carrier Technician**	47,005	49,104	51,206	53,307	55,411	57,510	59,613	61,717	63,818	65,918	68,021	70,121	72,226	74,325	76,426	76,880	2,101	
Part-Time Flexible Employees - Hourly Basic Rates																		
City Carrier (Grade 2)	22.24***	23.11	24.14	25.18	26.21	27.24	28.28	29.31	30.35	31.38	32.41	33.44	34.48	35.51	36.54	37.58	37.80	
Carrier Technician**	22.71***	23.60	24.65	25.71	26.76	27.82	28.87	29.93	30.98	32.04	33.09	34.15	35.20	36.26	37.31	38.37	38.59	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																		
City Carrier (Grade 2)	22.13	23.12	24.11	25.10	26.09	27.08	28.07	29.06	30.05	31.04	32.03	33.02	34.01	35.00	35.99	36.20		
Carrier Technician**	22.60	23.61	24.62	25.63	26.64	27.65	28.66	29.67	30.68	31.69	32.70	33.71	34.72	35.73	36.74	36.96		
Percent Step O																		
	61.14%	63.87%	66.60%	69.34%	72.07%	74.80%	77.54%	80.28%	83.01%	85.74%	88.48%	91.21%	93.95%	96.68%	99.41%	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	O-P		YRS.
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	13.3	

\*\* Carrier Technicians receive an additional 2.1%

\*\*\*The PTF Step AA pay dispute was settled April 20, 2022 (M-01980). The correct rates and retroactive pay adjustments will be implemented as soon as administratively practicable.

**Table 3: City Carrier Assistant Schedule**

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

Hourly Rates

RSC Q4 (NALC)

This schedule applies to CCA Hires with no previous TE service.				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		BB	AA		
City Carrier (Grade 2)	19.33	19.83		20.88	21.38		
Carrier Technician (add 2.1%)	19.74	20.25		21.32	21.83		
Steps (From BB to AA) in weeks		52			52		