

Strength in numbers and solidarity



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As NALC continues on its path of providing top-notch representation and being the “gold standard” in the labor movement, the future for the city letter carrier craft continues to look bright and filled with optimism. There is no doubt that letter carriers are the face of the Postal Service and create the very brand it relies upon. Simply put, without the letter carrier, there is no Postal Service! That being said, there is still a lot of work to be done and most certainly challenges to face. Unarguably, there are and will continue to be issues that must be addressed moving forward to improve the work-

ing lives of our members. But as our history has shown, with solidarity, no task is insurmountable. We should all pause for a moment, however brief, though, to reflect on past accomplishments and draw strength from recent triumphs knowing full well that this year will bring new challenges. With this article, I will touch on legislation, collective bargaining, organizing and labor relations.

On the legislative front, NALC secured a long-fought victory reversing the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP), signed into law in 1977 and 1983, respectively. These absurd provisions affecting Social Security benefits had huge negative financial impacts on many NALC members. The GPO was enacted to align spousal or widow(er) benefits for those with non-covered earnings, while the WEP adjusted benefits for individuals receiving pensions from non-covered employment. On Jan. 5, 2025, the Social Security Fairness Act was signed into law eliminating the reductions, with the change effective for benefits starting in 2024. Despite this major victory, the work never stops, as the issues are ever-evolving. NALC members must remain vigilant and engaged legislatively in the ongoing effort to keep Congress informed on issues that affect the city letter carrier craft, the Postal Service, and working families in general. We must remain mindful that as one door closes, others open, while the work of the union, much like that of city letter carriers, is never done.

The 2026 NALC-USPS collective-bargaining agreement, which was awarded on March 21, 2025, by Arbitrator Dennis R. Nolan, is set to expire May 22, 2026. As such, NALC and the Postal Service officially opened

negotiations on Feb. 25 to begin the task of negotiating a new agreement. However, well before negotiations officially opened, NALC began preparations for the collective-bargaining process. NALC will continue in its long tradition of working toward negotiating an agreement that fairly rewards the city letter carrier craft for the work they perform, in the communities they serve day in and day out on behalf of the American people.

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NALC is unique in many respects within the labor movement. One example of this is that many unions, unlike NALC, do not retain members once they retire from the craft. Another example is that NALC represents a single group of employees—the city letter carrier craft—with only one employer: the U.S. Postal Service. In many respects, this uniquely positions NALC in its organizing efforts. This fact is evident by the remarkably high percentage of postal employees in the city letter carrier craft who voluntarily commit to membership in NALC. The adage of strength in numbers is not lost on NALC. One need look no further than the Great Postal Strike of 1970 to find the purest of examples. NALC has a robust organizing campaign, much of which was gained through the collective-bargaining process. NALC boasts being one of the largest single craft unions in the United States. Every member should work to build on our house of solidarity and unionism by encouraging those in our ranks to join NALC.

As always, NALC encourages the membership to remain engaged. NALC provides several methods from which information can be accessed. Members can find updates and information through *The Postal Record* (also in audio format), *NALC Bulletin*, the NALC website at nalc.org, and the NALC Member App on phones, to name a few. Whatever your preferred source of information, the most important request is that you stay connected.