

Still time to register for the food drive

Letter carriers are preparing for the Letter Carriers' Stamp Out Hunger® Food Drive—the largest single-day food drive in the country—on Saturday, May 9.

With just two months to go, time is running out for branches to register to guarantee that they will receive postcards.

Registration is easy and requires only a few minutes. Branch presidents simply visit the NALC website at nalc.org, log into the Members Only portal, select “Food Drive” or click the Stamp Out Hunger Food Drive icon, enter the requested information listed under each tab, and click “Complete Registration.” Branch presidents have the option to designate a local food drive coordinator, who will then gain access to the food drive database via their Members Only portal and will be able to register the branch. For a step-by-step guide on how to register your branch, watch the video posted in the Food Drive Tool Kit at nalc.org/toolkit.

The registration deadline to receive postcards is March 20. Any branch that registers after the deadline will not be guaranteed to receive postcards. Branch registration will remain open without postcard guarantee until April 17. If a branch has questions, please visit nalc.org/toolkit to find contact information for the regional or state coordinator who will be able to help.

Hunger exists in every community in the country, and each year food banks depend on letter carriers to help replenish the shelves of food pantries and other charitable organizations in the communities we serve.

“Letter carriers are in every community and can see the needs in their communities,” NALC President Brian L. Renfroe said. “We step up by filling

the shelves of local food pantries. Our commitment to the largest one-day food drive in the country is unwavering.”

Food drive bags have been proven to significantly increase the total amount of food collected. If a branch needs assistance with finding bag sponsors, volunteers, distributing the food, or other details, the branch should first reach out to its regional or state coordinator.

Branches are then encouraged to visit unitedway.org/find-your-united-way to find contact information for their local United Way. Often, United Way can help branches find local food pantries, coordinate distribution of food and find sponsors for bags, such as local grocery stores. Other partners who may be able to assist include the AFL-CIO and the United Food and Commercial Workers International Union (UFCW). You can find your local UFCW by visiting ufcw.org/members/find-your-local. Please be mindful of the bag deadlines posted at nalc.org/toolkit under the heading “Important information for coordinators.”

Getting the word out is essential to the success of the food drive. Once the branch is registered, the food drive coordinator should visit the tool kit to review the *Coordinator's Manual* and order merchandise. Wearing food drive T-shirts; putting out lawn signs; hanging posters and flyers inside banks, apartment complexes, places of worship or grocery stores; working with apartment complexes to send out community emails; and sharing information on social media will help boost community support and improve the outcome of the food drive.

From letter carriers to postal customers to volunteers, anyone can order merchandise online from the Frank



Doolittle Company or the Stamp Out Hunger® Store at nalc.org/toolkit under the heading “Buy your official Stamp Out Hunger® merchandise online.” Food drive posters can be ordered by branch presidents or coordinators via the food drive database located on the Members Only portal. All poster orders and payments must be received at NALC Headquarters by April 17. Orders received after the deadline will not be guaranteed delivery prior to the food drive.

NALC’s social media team and the Department of Communications, along with our national partners, will continue spreading the word and raising awareness for the Stamp Out Hunger® Food Drive. Remember to follow the food drive’s official social media accounts on Facebook at facebook.com/StampOutHunger and on X at [@StampOutHunger](https://twitter.com/StampOutHunger) to stay up to date and to learn more about NALC’s national partners. To find or send mes-

sages about the food drive on either platform, use #StampOutHunger.

The Letter Carriers’ Stamp Out Hunger® Food Drive on May 9 is just two months away. The drive is held annually on the second Saturday in May, and as this year’s event approaches, it is important for branches to register.

Reminder: To guarantee postcard delivery, register by March 20. Regional and state coordinators are available to help. More information about the Stamp Out Hunger Food Drive can be found online at nalc.org/food.

Thank you for continuing the fight to Stamp Out Hunger. **PR**

Deadlines approaching for national convention

Deadlines for the 74th Biennial National Convention Aug. 3-7 in Los Angeles, CA, are quickly approaching.

Delegate eligibility lists for the convention were mailed to all branches in February. The lists must be completed and returned to the office of Secretary-Treasurer Nicole Rhine at NALC Headquarters no later than June 3 for branch representatives to be registered as delegates to the convention.

All proposed amendments to the *NALC Constitution* to be submitted for

consideration at the convention must be received by Rhine’s office by June 3 as well. That date is 60 days in advance of the convention, as prescribed by the *NALC Constitution*. Proposed amendments will appear in July’s *Postal Record* for the membership to review.

Resolutions to be considered by delegates also must be received by the June 3 deadline to be printed in the *Resolutions and Amendments* book provided to delegates. Resolutions received after June 3 still may be considered at the convention.

Branches wishing to sell items in the



Sixth COLA is \$250

The sixth regular cost-of-living adjustment (COLA) for career letter carriers under the 2023-2026 National Agreement was \$250 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 B through O in Table 2. The increase has been applied to the pay chart on the following page, and will take effect March 7.

This is the final increase under the 2023-2026 National Agreement. Over the course of this 36-month agreement, active carriers will have seen an average increase of 19.5 percent including all negotiated increases general wage increases, COLAs and step increases.

City carrier starting wages have risen 14.1 percent, and each step in the pay scale has increased at least 9.2 percent since the beginning of the contract. Steps B through O saw an increase of 9.2 percent, and Step P saw an increase of 10.5 percent with the additional \$1,000 received in June 2025. **PR**

Convention (continued)

designated branch sales area during the convention must contact Rhine's office to secure guidelines and forms. The completed forms must be returned to Headquarters by June 3 as well.

Branches may submit their newsletter or website/social media feed in the Branch Publication Competition, which

will be awarded at the 2026 national convention. Information on how to submit was in the January issue of *The Postal Record* and is available online at nalc.org. The deadline for receiving entries to the contest is April 1.

Go to nalc.org/convention for more convention news. **PR**

Some overtime pay can be deducted from taxes

Tax Day is quickly approaching, with April 15 the official deadline to file your tax returns. Leading up to tax season, you may have seen headlines touting “no tax on overtime.” The Trump administration has repeated this refrain, but in practice, the tax provision that was included in the One Big Beautiful Bill, the Republican-led reconciliation package enacted last summer, is complicated.

Since letter carriers are covered under the Fair Labor Standards Act, the federal law that requires overtime pay for exceeding 40 work hours in a week, they are generally eligible for this tax advantage. But it is not that simple.

If an employee, including a letter carrier, worked overtime, that does not necessarily mean it is tax free. Under the provision, individuals can deduct up to \$12,500 (\$25,000 if filing jointly) of overtime wages for tax years 2025 to 2028. However, this does not include full overtime pay. The only eligible deductible earnings are the “half” from the “time and a half” pay earned during overtime.

Furthermore, the extra “half” of overtime wages for hours exceeding eight hours in a day is eligible for deduction only if the employee

worked more than 40 hours during that same workweek. For example, if a letter carrier worked three hours of overtime in a week but only worked a total of 35 hours that week, those overtime hours would not be eligible for deduction.

Also of note to letter carriers, not all overtime premiums qualify for deduction. Only the first 50 percent of overtime hours (the “half” of “time and a half”) is eligible for deduction. For letter carriers, this excludes penalty overtime, which exceeds 50 percent, from this deduction.

This year, and through tax year 2028, letter carriers will receive a supplemental form with their W-2. This form includes your total overtime wages for tax year 2025; however, given the parameters outlined above, this total amount may not be fully deductible. NALC is seeking additional information from the Postal Service about the supplemental W-2 form.

The phrase “no tax on overtime” is misleading, and the deduction is highly dependent on each worker's individual situation. For letter carriers, it is important to note that given the strict criteria of this tax advantage, some or all of your overtime hours may not qualify. **PR**

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective March 7, 2026 (Sixth COLA)

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

Career city letter carrier increases

Effective Date	Type of Increase	Amount
Aug. 26, 2023	July COLA	\$978
Nov. 18, 2023	General wage increase	1.3%
March 9, 2024	January COLA	\$353
Sept. 7, 2024	July COLA	\$978
Nov. 16, 2024	General wage increase	1.4%
March 8, 2025	January COLA	\$416
June 14, 2025	Step P adjustment	\$1,000
July 12, 2025	Eliminate Steps AA and A from Table 2	
Sept. 6, 2025	July COLA	\$790
Nov. 15, 2025	General wage increase	1.5%
March 7, 2026	January COLA	\$250

City carrier assistant increases

Date	Type of Increase	Amount
Nov. 18, 2023	General wage increase	2.3%
Nov. 16, 2024	General wage increase	2.4%
June 14, 2025	Wage adjustment	\$0.50
Nov. 15, 2025	General wage increase	2.5%

NOTE: Any time spent in PTF step AA will be credited to the carrier when converted to full-time status.

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

RSC Q (NALC)

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

	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)	68,450	73,076	73,182	76,492	76,972	77,455	77,931	78,406	78,889	79,358	79,843	80,325	80,800	81,290	81,764	83,226	483
Carrier Technician*	69,887	74,611	74,719	78,098	78,588	79,082	79,568	80,053	80,546	81,025	81,520	82,012	82,497	82,997	83,481	84,974	485
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	34.36	36.68	36.74	38.40	38.64	38.88	39.12	39.36	39.60	39.84	40.08	40.32	40.56	40.81	41.05	41.78	
Carrier Technician*	35.08	37.46	37.51	39.21	39.45	39.70	39.94	40.19	40.43	40.68	40.92	41.17	41.41	41.67	41.91	42.66	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	32.91	35.13	35.18	36.78	37.01	37.24	37.47	37.70	37.93	38.15	38.39	38.62	38.85	39.08	39.31	40.01	
Carrier Technician*	33.60	35.87	35.92	37.55	37.78	38.02	38.25	38.49	38.72	38.95	39.19	39.43	39.66	39.90	40.14	40.85	
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

RSC Q7 (NALC)

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

	Basic Annual Salaries																Most Prev. Step
	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P		
City Carrier (Grade 2)	52,510	54,757	57,005	59,255	61,501	63,749	65,998	68,246	70,492	72,739	74,986	77,237	79,481	81,729	83,226	2,248	
Carrier Technician*	53,613	55,907	58,202	60,499	62,793	65,088	67,384	69,679	71,972	74,267	76,561	78,859	81,150	83,445	84,974	2,295	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	26.36	27.49	28.62	29.75	30.87	32.00	33.13	34.26	35.39	36.52	37.64	38.77	39.90	41.03	41.78		
Carrier Technician*	26.91	28.07	29.22	30.37	31.52	32.67	33.83	34.98	36.13	37.28	38.43	39.59	40.74	41.89	42.66		
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	25.25	26.33	27.41	28.49	29.57	30.65	31.73	32.81	33.89	34.97	36.05	37.13	38.21	39.29	40.01		
Carrier Technician*	25.78	26.88	27.98	29.09	30.19	31.29	32.40	33.50	34.60	35.71	36.81	37.91	39.01	40.12	40.85		
Percent Step P																	
	63.09%	65.79%	68.49%	71.20%	73.90%	76.60%	79.30%	82.00%	84.70%	87.40%	90.10%	92.80%	95.50%	98.20%	100.00%		
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	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	12.4		

* Carrier Technicians receive an additional 2.1%

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)	21.21	21.71
Carrier Technician (add 2.1%)	21.66	22.17
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)	22.88	23.38
Carrier Technician (add 2.1%)	23.36	23.87
Steps (From BB to AA) in weeks	52	