



NALC Fact Sheet

Department of Legislative and Political Affairs — National Association of Letter Carriers, AFL-CIO
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Federal Retirement Fairness Act (H.R. 1522)

Many federal employees, including Postal Service employees, begin their public service in non-career positions before transitioning to career status. These employees, including many letter carriers, do not receive retirement credit for their time spent in these positions. Because years employed as a non-career employee are not creditable under the Federal Employees Retirement System (FERS), employees who started in non-career positions and transition to career status must work longer to reach the required years of employment to receive full retirement benefits.

More than 65 percent of the current letter carrier craft began their USPS careers as casuals, transitional employees (TEs) or city carrier assistants (CCAs), all of which are non-career positions. Commonly, previous CCAs spent two-plus years in this position before converting to career status. Previous casuals and TEs often worked in non-career positions much longer.

More than 132,000 letter carriers who started in non-career positions, in most cases doing the exact same work as career employees, have time that is currently not creditable toward their retirement and would benefit from this bill.

The Federal Retirement Fairness Act would modify what is considered creditable federal civilian service under FERS. This bill would allow these employees to make catch-up retirement contributions for time spent as non-career employees after Dec. 31, 1988, making such time creditable service under the FERS, and for other purposes.

This legislation would allow letter carriers and other affected employees the opportunity to purchase retirement credit for the time they spent in these non-career positions, providing greater retirement security.

NALC supports this bill, which would benefit more than 65 percent of current letter carriers by allowing them to make catch-up retirement contributions for time spent as non-career employees, making it creditable service under FERS.

Sponsored by Reps. Gerry Connolly (D-VA), Nikki Budzinski (D-IL), David Valadao (R-CA), and Don Bacon (R-NE)