



## Contract ratification ballots mailed

Beginning on Dec. 9, eligible active letter carrier members of NALC were mailed a ballot to vote on the proposed 2023-2026 National Agreement between NALC and USPS. Included in the mailing were a letter from NALC President Brian L. Renfroe; a booklet containing all the contractual language changes in the tentative National Agreement; a summary of the tentative National Agreement provisions; a ballot and secrecy envelope; a return envelope; and instructions for casting a vote on the contract. The mailing, which takes several days to complete, begins with eligible members on the West Coast of the United States and finishes with those on the East Coast.

The deadline for ballots to be returned is Jan. 13, 2025. Members should return their ballot as soon as possible after reviewing the tentative agreement and ratification material. The Ballot Committee will observe the receipt and tabulation of the ballots and upon completion of counting will certify the results of the election. Such results will be timely furnished to the national president and the membership in accordance with the *NALC Constitution*.

The *NALC Constitution* provides that "membership acceptance or rejection of a proposed National Agreement shall be by majority of valid ballots returned by the voters." If the agreement is accepted, it will go into effect immediately. If the agreement is rejected, then, under the Postal Reorganization Act, the parties may continue bargaining or, ultimately, refer the dispute to an interest arbitration board. Under the law, decisions of that arbitration board would be final and binding upon the parties.

### Tentative agreement materials and virtual rap session online

The complete tentative National Agreement, the booklet containing the changes, and the summary of the changes, as well as the projected pay tables showing the new salaries and pay rates if the agreement is ratified, are also available on the NALC website at [nalc.org/contract](http://nalc.org/contract).

President Renfroe's virtual rap session was posted to the website as well. The nearly three-hour video is a detailed, topic-by-topic overview of the tentative agreement and more.

## RESOURCE HUB

- VIRTUAL RAP SESSION
- COMPLETE TEXT OF THE TENTATIVE AGREEMENT
- SUMMARY OF CHANGES
- PROJECTED PAY TABLES SHOWING NEW SALARIES AND PAY RATES
- WAGE CALCULATOR

### Pay raises

The summary of the tentative National Agreement provisions contains wage charts that show each letter carrier what their projected earnings will be upon ratification, as well as by the end of the contract. This projection includes all wage increases negotiated in Article 9 of the tentative National Agreement, including cost-of-living adjustments (COLAs), general wage increases, and the continuation of regular step increases.

The projected pay tables also outline the elimination of Steps AA, A and B at the beginning of the scale, as well as adding an additional \$1,000 to top Step P upon implementation of the National Agreement. Upon implementation, when CCAs convert to career status they would begin at Step C, rather than Step AA or A, increasing the starting career salary by almost \$9,000 per year over the life of the contract and reducing the time to top step of the pay scale by almost two years—the first time a reduction in time to top step has happened since the 1970s.

The projected pay tables show the total increase in salaries over the course of the contract for carriers at each step in both dollar and percentage terms. This projection includes the general increases, projected COLAs and the minimum step increases a letter carrier would receive over the term of the agreement. It assumes a letter carrier was in the step listed in the first column on the left at the beginning of the agreement and will receive three step increases, the minimum possible over the 42-month agreement. Some may receive more step increases depending on how long they had been in their step at the beginning of the contract, May 20, 2023.

For example, a letter carrier in Step A at the beginning of the contract on May 20, 2023, would progress at a minimum to Step D of the pay scale and receive all the wage increases, including general wage increases, step increases and COLAs applied to that step, by the end of the contract. In this example, the Step A letter carrier who began the contract at \$46,038 per year base salary would end up 42 months later at \$57,504 per year—an \$11,466 per year projected raise, or a 24.91 percent projected increase.

For another example, a letter carrier in Step K at the beginning of our contract on May 20, 2023, would progress at a minimum to Step N of the pay scale and receive all the wage increases, including general wage increases, step increases and COLAs applied to that step, by the end of the contract. In this example, the Step K letter carrier who began the contract at \$66,622 per year base salary would end up 42 months later at \$80,175 per year—a \$13,553 per year projected raise, or a 20.34 percent projected increase.

The table below provides this information for each step of the pay scale:

Step at Beginning of Contract	Salary May 20, 2023	Minimum Step at End of Contract	Salary November 7, 2026	\$ Increase	% Increase
AA	\$ 46,038	D	\$ 57,504	\$ 11,466	24.91%
A	\$ 46,038	D	\$ 57,504	\$ 11,466	24.91%
B	\$ 48,094	E	\$ 59,773	\$ 11,679	24.28%
C	\$ 50,153	F	\$ 62,037	\$ 11,884	23.70%
D	\$ 52,211	G	\$ 64,306	\$ 12,095	23.17%
E	\$ 54,271	H	\$ 66,576	\$ 12,305	22.67%
F	\$ 56,327	I	\$ 68,843	\$ 12,516	22.22%
G	\$ 58,387	J	\$ 71,108	\$ 12,721	21.79%
H	\$ 60,448	K	\$ 73,374	\$ 12,926	21.38%
I	\$ 62,505	L	\$ 75,641	\$ 13,136	21.02%
J	\$ 64,562	M	\$ 77,912	\$ 13,350	20.68%
K	\$ 66,622	N	\$ 80,175	\$ 13,553	20.34%
L	\$ 68,679	O	\$ 82,441	\$ 13,762	20.04%
M	\$ 70,740	P	\$ 83,954	\$ 13,214	18.68%
N	\$ 72,796	P	\$ 83,954	\$ 11,158	15.33%
O	\$ 74,854	P	\$ 83,954	\$ 9,100	12.16%
P	\$ 75,299	P	\$ 83,954	\$ 8,655	11.49%

### Back pay

Three COLAs (totaling \$2,309 annually at Step P) and two of the general wage increases of 1.3 percent each mentioned above are to be paid retroactively. Back pay will be paid for every paid hour of work, including overtime, and leave back to May 20, 2023. There is no reduction in back pay of any kind.

Back pay estimates, based on only 40 hours per week are provided below. Letter carriers who were at the indicated step on the effective date of the agreement (May 20, 2023) would receive the following estimated amount of back pay (see table at right).

These estimates are based on 40 hours per week during the back pay period. Any overtime worked beyond 40 hours per week would increase the amount of back pay.

If the tentative agreement is ratified, letter carriers will receive the entirety of their adjusted back pay in a single lump sum within a few months of ratification.

### Who gets mailed a ballot?

The tentative National Agreement was reached on Oct. 17. As such, NALC Secretary-Treasurer Nicole Rhine provided the Ballot Committee with a list of NALC regular members, excluding retirees, OWCP departees, and non-letter carrier regular members, as of 90 days prior to that date, per Article 16 of the *NALC Constitution*. The 185,894 active letter carriers on this list are eligible to vote in the contract ratification election and will receive the ballot mailing.

Estimated Table 2 back pay

Step	Back pay
CCA	\$ 1,492
AA	\$ 2,359
A	\$ 2,436
B	\$ 2,542
C	\$ 2,647
D	\$ 2,752
E	\$ 2,858
F	\$ 2,963
G	\$ 3,069
H	\$ 3,174
I	\$ 3,279
J	\$ 3,385
K	\$ 3,490
L	\$ 3,596
M	\$ 3,701
N	\$ 3,805
O	\$ 3,850
P	\$ 3,856

The table assumes 40 hours a week starting in each step (with no accrued waiting time) on May 20, 2023, through March 8, 2025 (estimate of date of implementation of new pay rates). Letter carriers who worked overtime or received premium pay will receive additional back pay.

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