



Trump reportedly set to fire BOG, place USPS under Commerce

On Feb. 20, *The Washington Post* reported that President Donald Trump plans to issue an executive order firing the members of the Postal Board of Governors and placing the agency under the control of the Commerce Department. In response, NALC President Brian L. Renfroe issued the following statement:

The 280,000 active and retired members of the National Association of Letter Carriers have a message to deliver to the White House: Hands off the Postal Service.

Every day, 200,000 active city letter carriers uphold the Postal Service's constitutionally mandated universal service obligation, delivering 376 million pieces of mail and packages to nearly 169 million delivery points nationwide. USPS is central to a \$1.92 trillion mailing industry. U.S. letter carriers deliver 44 percent of the world's mail.

No private shipper guarantees or offers this unmatched universal service. Without our work, 51.5 million households and businesses in rural communities would have no guaranteed deliveries of medications, checks, ballots, and other essential mail and packages.

The reported executive order jeopardizes the jobs of 640,000 postal employees, more than 73,000 of whom are veterans, and would affect the 7.9 million people employed in the mailing industry. While the potential consequences are deeply alarming, these proposals are also unconstitutional and illegal.

The Postal Service is older than our country and is enshrined in the Constitution. It is a service for the public good funded by postage and stamp sales, not taxpayer dollars.

The Constitution, carefully crafted by our nation's founders, gives Congress, not the president, a key role in setting postal policy. In fact, the Postal Reorganization Act of 1970 removed the Post Office Department from the president's Cabinet and created USPS as the independent agency that exists today.

Americans should see this reported executive order for what it is: a direct attack on USPS employees, our universal service, and every citizen who relies on the Postal Service.

The public consistently ranks the Postal Service as one of the most trusted government agencies. That's because Americans can count on their letter carrier in every community nationwide.

We are fighting like hell against any privatization efforts or reorganizational mandates. We will do everything in our power to ensure we continue upholding our universal service obligation that Americans depend on through a strong and public Postal Service.

In addition, NALC held a rally to oppose the potential executive order on Feb. 24. (See story at right.)

Membership rejects tentative collective-bargaining agreement; interest arbitration next step

The active membership of the National Association of Letter Carriers voted to reject the ratification of the tentative 2023-2026 National Agreement with the United States Postal Service. The vote was 63,680 to reject the agreement versus 26,304 to accept it, as reported by NALC's Ballot Committee Chairman Paul Roznowski of Royal Oak, MI Branch 3126. The 15-member Ballot Committee monitored and observed the dispatch, receipt and tabulation of the ratification ballot conducted by two independent companies: MOSAIC of Cheverly, MD, and Survey and Ballot Systems of Eden Prairie, MN.

On Jan. 31, NALC President Renfroe issued the following statement regarding the vote on the 2023-2026 National Agreement with the United States Postal Service:

NALC has notified the Postal Service of the result of the ratification balloting and our intent to reopen negotiations within five (5) days in accordance with Article 16 of the NALC Constitution. Negotiations will not exceed a period of fifteen (15) calendar days from when they are reopened. The NALC Executive Council will meet to discuss whether to send a second ballot to each member for ratification or rejection of a potential new tentative agreement or to proceed to binding interest arbitration. Under the law, decisions of that arbitration board would be final and binding upon the parties.

In a democratic vote, the will of NALC's membership has been made clear—the tentative agreement that represented the best offer the Postal Service put on the table is not good enough for America's city letter carriers. We have earned more and we deserve more.

We will negotiate in good faith with the Postal Service at the bargaining table during the limited timeframe set forth in the NALC Constitution. We call on the Postal Service to do the same. As I made clear since the very beginning of this process, NALC is well prepared to fight like hell for a better contract in interest arbitration, and that is exactly what we will do if the Postal Service is unwilling to reach agreement on terms that fairly compensate and reward our members.

On Feb. 19, the NALC Executive Council met to consider the progress made during the 15-day negotiation period that followed the reopening of contract negotiations with the Postal Service on Feb. 3, pursuant to Article 16 of the NALC Constitution. The Council voted unanimously to not agree to terms with the Postal Service that would have produced a modified tentative agreement to be sent to eligible members for a second ratification vote. NALC notified USPS officials that the parties are now at impasse on the terms of a new collective-bargaining agreement.

The parties' ongoing dispute over the terms of a new agreement will now be decided in the interest arbitration process. The parties have selected Arbitrator Dennis R. Nolan to serve as the chairman of the three-person arbitration panel. Information on hearing dates for interest arbitration will be shared as soon as the schedule is confirmed.

"While there was some movement on the issues that matter to letter carriers during this 15-day period of good-faith bargaining, it was not enough to produce a fair contract for the active members of NALC. We have been preparing our case for interest arbitration since before we officially opened this round of contract negotiations," President Renfroe said. "We have built a strong case, and we will fight like hell in interest arbitration to achieve the best collective-bargaining agreement for letter carriers that the process can produce."

PMG DeJoy makes preparations to step down

On Feb. 18, Postmaster General Louis DeJoy announced that he would begin the process of stepping down and had notified the Board of Governors that it needed to begin a search for the next postmaster general.

"While there remains much critical work to be done to ensure that the Postal Service can be financially viable as we continue to serve the nation in our essential public service mission, I have decided it is time to start the process of identifying my successor and of preparing the Postal Service for this change," DeJoy said in a statement.

"I am extremely proud of the 640,000 men and women of the United States Postal Service who live, work and serve in every American community," DeJoy said.

President Renfroe issued the following statement regarding DeJoy's announcement:

During his tenure, NALC has worked in good faith with Postmaster General Louis DeJoy on behalf of the nation's 200,000 active letter carriers. We remain committed to these efforts in his remaining time as head of the agency.

Notably, we are still fighting for a better contract... [We] are committed to achieving the best results for our members under Postmaster General DeJoy or his successor.

In his statement, DeJoy praised USPS's 640,000 employees and acknowledged our perseverance and adaptability. In his remaining time as postmaster general, we call on DeJoy to bring this to the negotiation table and come to terms on an agreement that gives the nation's letter carriers what we have earned and deserve.

In its search for the next USPS leader, NALC urges the Board of Governors to seek out an individual with the necessary experience and expertise to lead the agency at this critical time. We need someone who values the workforce and is committed to preserving and improving universal service.

The Postal Service is older than our country and is mandated in the Constitution. The next postmaster general must guarantee that letter carriers can continue safely performing their constitutionally mandated service in every community nationwide.

As we always have, NALC will ensure that letter carriers' priorities are known regardless of who leads the Postal Service.

House introduces anti-privatization resolution

On Jan. 29, Reps. Stephen Lynch (D-MA) and Nick LaLota (R-NY) introduced a House resolution (H.Res. 70) that calls on Congress to take all appropriate measures to ensure that the Postal Service remains an independent establishment of the federal government and not subject to privatization.

"Letter carriers take great pride in the work they do, providing universal service to every address in the nation," President Renfroe said. "The public service our members provide predates our nation's founding. Any effort to privatize USPS directly attacks universal service, a safe and reliable Postal Service, and the work our members do every day.

"Every member of Congress represents constituents who depend on the Postal Service. I urge every representative to sign on to this resolution."

An identical bipartisan Senate resolution is expected to be introduced soon.

To take action to support these priority pieces of legislation, go to nalc.org/action.



NALC vows to 'Fight Like Hell!'

On Feb. 24, NALC held an event on Capitol grounds to send a clear message to the White House: "Hell no to dismantling the Postal Service!" Hundreds of NALC members from across the country, labor leaders and union members attended.

"I want to be very clear. This is a direct attack on 640,000 Postal Service employees, the universal service we provide, and every citizen who relies on the Postal Service," NALC President Brian L. Renfroe told the crowd.

"This isn't about politics. Regardless of how they voted last year, I can guarantee they did not vote for destroying one of our nation's oldest and most beloved institutions—the United States Postal Service.

"Here today, with all our supporters and friends, when they try to dismantle the Postal Service, what do we say?" The crowd responded with a resounding "Hell no!"

Speakers included: House Committee on Oversight and Government Reform Ranking Member Gerry Connolly (D-VA), AFL-CIO Secretary-Treasurer Fred Redmond, American Postal Workers Union (APWU) President Mark Dimondstein, AFL-CIO Transportation Trades Department (TTD) President Greg Regan, Communications Workers of America (CWA) President Claude Cummings, Rep. Eric Sorensen (D-IL), Union Veterans Council Executive Director Will Attig, Letters to a Pre-Scientist CEO Lucy Madden, American Guild of Musical Artists Soloist Vice President Andrew Stenson, Association of Flight Attendants-CWA President Sara Nelson, American Federation of Government Employees Vice President Ottis Johnson, Amalgamated Transit Union President John Costa, and Reps. Eric Sorensen (D-IL) and Jill Tokuda (D-HI).

NALC organized this event after reports last week that President Trump was planning to issue an executive order that would fire the Postal Board of Governors and place the agency under the control of the Commerce Department, changing USPS from the independent self-sufficient agency it has been for 55 years. (See story at left.)

NALC completely opposes any efforts to privatize the Postal Service, cut service or fundamentally restructure the agency.

Earlier this month, NALC launched its "Fight Like Hell!" campaign with an event at NALC Headquarters on Feb. 13, where President Renfroe outlined the ongoing major battles NALC is fighting:

- Against any efforts to privatize the Postal Service
- For a better contract with a higher general wage increase
- In defense of the retirement and health care benefits letter carriers have earned
- For safety and protection on the job, including an end to the assaults and robberies targeting letter carriers on their routes and national standards related to extreme weather
- For fair retirement for all letter carriers, including those who spent time in a non-career position, by passing the Federal Retirement Fairness Act

"There are a lot of people trying to knock us down," Renfroe said. "Whether it's Postal Service management, ill-intentioned lawmakers on Capitol Hill, criminals targeting us on the streets or at our stations, or anyone else who tries to attack us and what we've earned, we are ready to fight!"

"Everyone who is against us doesn't know who they're dealing with, but they're about to find out. Because one thing is clear here today—we're fighting like hell!" Renfroe added. That message was amplified by several media outlets that covered the event, including the local ABC TV affiliate.



President Renfroe leads the call to fight like hell at the rally at NALC Headquarters.

AFL-CIO President Liz Shuler, APWU President Dimondstein, TTD President Regan, National Rural Letter Carriers' Association President Don Maston, National Postal Mail Handlers Union President Paul Hogrogian, International Federation of Professional and Technical Engineers President Matt Biggs, and AFA-CWA President Nelson also spoke at the kickoff.

On Feb. 16, New York, NY Branch 36 held a Fight Like Hell rally in Harlem. The rally was held to memorialize letter carrier Ray Hodge, who was stabbed in a Harlem deli on Jan. 2, and to call on Congress to pass the Protect Our Letter Carriers Act (POLCA), H.R. 1065/S. 463.

Rep. Adriano Espaillat (NY-13) attended the event and spoke to those assembled. "Today, I stand in solidarity with the letter carriers [of] Branch 36 and with NALC President Brian Renfroe to remember the life of Ray Hodge. We embrace Ray's family and all his brothers and sisters to help stop the violence against letter carriers and ensure they can do their job safely!"

Reps. Brian Fitzpatrick (R-PA) and Greg Landsman (D-OH) reintroduced the House version of POLCA, and Sens. Kirsten Gillibrand (D-NY) and Josh Hawley (R-MO) co-lead the Senate version. (See story below.)

"Enough is enough," President Renfroe said. "Like all Americans, letter carriers have the right to go to work, do their jobs, and return home unharmed. It's time for Congress to prioritize what's important and pass this bill, and we are going to fight like hell to get it done."

More events are being planned and will be announced in the near future.



Renfroe was joined by Rep. Adriano Espaillat (second from left) at New York Branch 36's rally on Feb. 16.

Congress reintroduces bipartisan Protect Our Letter Carriers Act

On Feb. 6, bipartisan lawmakers in the House and Senate reintroduced the Protect Our Letter Carriers Act (POLCA). Reps. Brian Fitzpatrick (R-PA) and Greg Landsman (D-OH) introduced the House version, H.R. 1065, and Sens. Kirsten Gillibrand (D-NY) and Josh Hawley (R-MO) co-lead the Senate version, S. 463.

The bills are identical to the House and Senate versions introduced last Congress and include three measures to deter the increasing crimes and assaults committed against letter carriers on the job:

- Allocating \$7 billion in funding (appropriated over five years) to replace and modernize postal infrastructure that criminals often seek out.
- Designating an assistant district attorney in each judicial district to prioritize cases involving an assault against a letter carrier in a timely manner.
- Standardizing sentencing guidelines for those who are found guilty of committing these crimes.

While the Postal Service has started to roll out modernized technology in certain areas and the prosecution rates for these crimes have increased some, crimes against letter carriers continue to persist at an alarming rate, and this bill is the next step to stop these crimes from happening.

Between 2019 and 2023 (the most recent data available), the number of serious crimes against postal employees nearly doubled. In 2023, postal inspectors opened 1,367 cases—542 assaults, 628 robberies and 197 burglaries—against postal employees in almost 500 metropolitan areas. More than two-thirds of these attacks involve a firearm or other weapon. Tragically, five letter carriers have been murdered while dutifully doing their jobs since 2022.

"NALC appreciates Rep. Fitzpatrick, Rep. Landsman, Sen. Gillibrand and Sen. Hawley's continued leadership on this critical issue that is so important to letter carriers and every community we serve," NALC President Brian L. Renfroe said.

"Enough is enough. Like all Americans, letter carriers have the right to go to work, do their jobs, and return home unharmed. It's time for Congress to prioritize what's important and pass this bill, and we will continue fighting like hell to get it done."

To take action to support these priority pieces of legislation, go to nalc.org/action.

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