



# Bulletin

## City carriers to receive 1.3% general wage increase

Effective Nov. 19, all career city carriers will receive a 1.3 percent general wage increase. City carrier assistants (CCAs) will receive a 2.3 percent general wage increase effective the same date. These are the fourth and final general wage increases of the 2019-2023 National Agreement.

In addition, a new top step will be added to Tables 1 and 2 on Nov. 19. The new career Step P will be \$444 annually greater than Step O. Carriers with at least 46 weeks in Step O on Nov. 19 will advance to Step P. Those with fewer than 46 weeks will advance to Step P upon reaching 46 weeks in Step O. The updated pay chart is on [nalc.org](http://nalc.org) and in the November edition of *The Postal Record*.

The four general wage increases have added 8.8 percent to CCAs' pay and 4.8 percent to career city carriers' pay. When coupled with the six cost-of-living adjustments (COLAs) already received from this National Agreement, these increases have resulted in a total pay increase for each step in the career pay schedules of at least 14.8 percent. The seventh and final COLA from this National Agreement will be based on the January 2023 consumer price index, and will be announced in February.

## 162 installations added to all-career model

NALC and USPS have agreed on two additional memorandums of agreement (M-01988) pursuant to the May 24, 2022, Memorandum of Understanding Re: City Delivery Staffing Adjustment – Hiring Part-Time Flexible City Letter Carriers (M-01986), providing an additional 162 installations in which the Postal Service will convert all city carrier assistants (CCAs) to part-time flexible (PTF) career status as well as hire new PTF city letter carriers in these installations in order to reach and maintain an identified number of PTF city letter carriers on the rolls for each installation. The Postal Service is required to convert all CCAs in the identified installations to part-time flexible career status as soon as practicable, but no later than the first day of the second full pay period following the date of the respective agreement.

With this most-recent agreement, it brings the total number of all-career installations to 280.

## House committee advances Social Security Fairness Act

On Sept. 20, in a voice vote, the House Committee on Ways and Means approved the Social Security Fairness Act of 2021 (H.R. 82). The bill would repeal the Government Pension Offset (GPO) and the Windfall Elimination Provision (WEP) titles of the Social Security Act, which unfairly reduce or sometimes eliminate Social Security benefits for millions of federal annuitants, including former Civil Service Retirement System letter carriers. H.R. 82, introduced by Reps. Rodney Davis (R-IL) and Abigail Spanberger (D-VA), has a strong bipartisan consensus with more than 300 co-sponsors.

"The millions of public-service workers across the country who are being unfairly punished by the Social Security Act deserve [a vote on this bill]," Rep. Davis said. "That's why a bipartisan supermajority of the House is co-sponsoring our bill. Let's get this done."

"The 117th Congress can finally be the one that fixes this long-standing inequity and protects the benefits of retirees who dedicated their careers to public service," Rep. Spanberger said.

On Sept. 19, NALC, along with other postal unions, sent a letter to the House Committee on Ways and Means urging the passage of H.R. 82 without amendment, stating: "After 30 years of inaction in Congress, it is time to repeal these unfair penalties that reduce retirees' incomes by thousands of dollars every year, taking away the benefits that they earned in private sector employment."

Visit the Government Affairs section of [nalc.org](http://nalc.org) to read the full letter. Despite broad bipartisan support, with the House not planning to conduct any votes until after the midterm elections, the path of the legislation remains uncertain.

## Contribute to the Combined Federal Campaign

Since its inception in 1964, the Combined Federal Campaign (CFC) has raised more than \$8.5 billion for charities and people in need. More than \$80 million was raised during the 2021, campaign with an additional \$670,000 raised during the special solicitation period due to the war in Ukraine.

Letter carriers can honor this milestone by making a donation to a charity of their choosing from more than 2,000 nonprofit charitable organizations. The campaign began on Sept. 1 and ends on Jan. 14.

"Letter carriers are known for taking care of our communities," NALC President Fredric Rolando said. "The CFC is a convenient way for letter carriers to support their favorite charities."

CFC makes it easy for all federal employees to donate online and giving federal retirees an easy option for donating through deductions from their annuities. To donate online, an employee needs to register an account at [givecfc.org](http://givecfc.org).

NALC is directly involved in three charities eligible for support through the CFC:

- The Muscular Dystrophy Association (MDA)** is NALC's only official charity. MDA is the world's leading non-profit health organization sponsoring research into the causes of, and effective treatments for, neuromuscular diseases. MDA research grants support research projects worldwide, as well as camps and activities for children who have one of these diseases. For more information, go to [mdausa.org](http://mdausa.org).
- The Postal Employees' Relief Fund (PERF)** provides financial support to active and retired postal employees whose primary residence has been completely destroyed or left uninhabitable by a major natural disaster or an isolated house fire. The charity is run jointly by USPS and by the four postal employee unions and two management organizations, whose members support PERF through voluntary donations. Information and applications for PERF assistance can be found at [postalrelief.com](http://postalrelief.com).
- United Way Worldwide** is the leadership and support organization for the network of nearly 1,800 community-based United Way organizations in 40 countries and territories. United Way focuses on creating community-based and community-led solutions that provide the foundation for a good quality of life. For more information, go to [unitedway.org](http://unitedway.org).

For more information on CFC and to view charities supported by NALC, go to [nalc.org/cfc](http://nalc.org/cfc).

## Consider the NALC Health Benefit Plan during Open Season

Don't forget to check out the NALC Health Benefit Plan during the upcoming Open Season. From Nov. 14 through Dec. 12, every federal employee will have an opportunity to review health benefit options that may be suited for their individual health and financial needs.

From the High Option Plan, which is a traditional plan with a lower deductible, to the Consumer Driven and Value Option Plans, which are higher-deductible plans, the NALC HBP has you covered.

Each year benefits are added or improved with the letter carriers in mind, and in 2023 that thought process remains the same.

Put your health care needs in the hands of those you already trust—NALC. You'll get union-owned, union-operated and not-for-profit health care.

### 2023 Rates

	High Option Self Only	High Option Self Plus One	High Option Self & Family
Monthly Annuitants Pay	\$223.12	\$523.75	\$457.82
Biweekly Employees Pay	\$102.98	\$241.73	\$211.30

  

	CDHP Self Only	CDHP Self Plus One	CDHP Self & Family	Value Option Self Only	Value Option Self Plus One	Value Option Self & Family
Monthly Annuitants Pay	\$120.74	\$266.40	\$286.06	\$99.10	\$218.62	\$234.88
Biweekly Employees Pay	\$55.73	\$122.95	\$132.03	\$45.74	\$100.90	\$108.40

### NALC High Option Plan – Aetna Medicare Advantage

New in 2023, for the same high option premiums NALC HBP is offering an enhanced level of benefits for High Option Plan annuitants who have Medicare Parts A and B as their primary payor. Receive the high level of service you have come to expect in addition to superior benefits which include:

- ✓ A \$75 monthly Medicare Part B reduction (up to \$900 per year per enrollee)
- ✓ Silver Sneakers
- ✓ Dental coverage
- ✓ Vision coverage
- ✓ Unlimited physical, occupational and speech therapy visits,
- ✓ And much more

Opting in to the program is simple. Please go to [AetnaRetireeHealth.com/NALC](http://AetnaRetireeHealth.com/NALC) or call the Aetna Retiree Solutions service center at 866-241-0262. However, if you change your mind after election, you can opt out and switch back to your High Option coverage with original Medicare at any time by requesting and completing a disenrollment from Aetna.

To learn more, please contact the Aetna Retiree Solutions service center at 866-241-0262 or visit [NALCHBP.org/Annuitant](http://NALCHBP.org/Annuitant).

### Hello Heart (new for 2023)

When it comes to your heart, the NALC HBP understands the importance of equipping you with the tools you need on your health journey. New for 2023, Hello Heart is available at no additional cost for members and dependents age 18 or older, with a blood pressure reading of 130 over 80 or above, or those taking blood pressure medications.

In addition to lifestyle coaching on your phone or tablet, Hello Heart will put you more in tune with your health by monitoring your blood pressure and sending the data privately to your doctor using a free FDA-cleared monitor.

For more information about Hello Heart, text NALC to 75706 or visit [join.helloheart.com/NALC](http://join.helloheart.com/NALC) to register.

The NALC Health Benefit Plan has extended its phone hours to assist members during Open Season starting Nov. 7. Please contact the Customer Service Department with questions between 8 a.m. and 5:30 p.m. EST.



Stephen Weir, a letter carrier who lives in the Fort Myers, FL area, venturing out into the flood waters brought on by Hurricane Ian.

## Helping letter carriers hit by hurricanes Ian and Fiona

Widespread devastation was wrought by hurricanes Ian and Fiona as they traversed Florida and the Carolinas, or Puerto Rico, respectively, in September. As soon as the hurricanes struck, NALC began identifying affected members to ensure that they were safe and to provide assistance through the NALC Disaster Relief Foundation.

The foundation has arranged for delivery of uniforms and supplies to stricken members and is helping them apply for grants. Assistant to the President for Community Services Christina Vela Davidson has worked closely with local branch leaders to see which members might need emergency funds because their homes were uninhabitable.

The DRF was created in 2018 to make it easier for help to reach members. Many branches had asked NALC to establish a mechanism facilitating donations, grants and other assistance to carriers affected by disasters. NALC President Fredric Rolando announced the foundation's creation at NALC's 2018 convention in Detroit.

He said the DRF "reflects the will of the members, who have asked for a way to help their fellow carriers quickly and efficiently."

Using donations from letter carriers, the foundation provides aid and sometimes the directors and officers volunteer to respond to disasters. Donations go directly to individual carriers or to branches and state associations needing assistance; no administrative costs are deducted.

Donations can be sent to NALC Disaster Relief Foundation, 100 Indiana Ave. NW, Washington, DC 20001-2144; or by credit card at [nalc.org/nrdffoundation](http://nalc.org/nrdffoundation). The foundation is a 501(c)(3) organization. Contributions to the DRF may be tax deductible. It is recommended that you consult your tax advisor.

The application for a relief grant is on the foundation's website, [nalc.org/disaster](http://nalc.org/disaster). Grants are provided for property damage sustained to a primary residence, automobile or personal property from causes such as, but not limited to, hurricanes, floods, tornadoes, wildfires, earthquakes or severe storms, and are provided only to NALC members. Members do not have to wait for emergency relief or insurance claims to be settled to apply. Applications must be received within 120 days from the date of the natural disaster, unless the applicant can provide sufficient reasons for a delay.

"These hurricanes will have long-lasting effects," Rolando said. "Letter carriers and branches seeking to help their fellow carriers can give through the Disaster Relief Foundation."

## NALC election ballots being returned

As this edition of the *NALC Bulletin* went to press, NALC members were in the process of returning their ballots for NALC's national and regional elections. Results of the election are expected to be certified by Nov. 1 and will be announced on NALC's website and in the December issue of *The Postal Record*.

The election is being conducted by mail ballot and administered by an independent party, in line with the requirements of the *NALC Constitution* and the regulations of the U.S. Department of Labor, and subject to oversight by NALC's National Election Committee. Official election instructions were included with all ballots mailed to eligible NALC members. To be eligible to vote, a person must have been a regular member of NALC and in good standing as of June 1, 2022.

Preparation and mailing of ballots began on Tuesday, Sept. 20, a day later than previously announced, following a delay with a printing press. Ballots went into the mail starting on Sept. 26 and continuing until Sept. 30.

As noted in *The Postal Record* and on the NALC website, active or retired members who did not receive a ballot by Oct. 7 were instructed that they must notify their branch officers. Those branches were instructed to immediately contact the NALC Membership Department to request a duplicate replacement ballot. The deadline for branch officers to contact the Membership Department was 4 p.m. Eastern time on Oct. 11. Only a branch officer could request a duplicate ballot.

To be counted, ballots were required to be received by the National Election Committee by 4 p.m. Central time on Friday, Oct. 21. The counting of ballots was scheduled to begin on Oct. 22.

The Election Committee met in Washington, DC, on Aug. 26 to perform the random drawing to determine the order of the names as they appear on the ballot for each office. Nominees who appear on the ballot (in the order that they appear on the ballot) are:

- President**  
 —Brian L. Renfroe, Hattiesburg, MS Br. 938  
 —David Noble, Washington, DC Br. 142
- Executive Vice President**  
 —Maureen Valadie, Central Florida Br. 1091  
 —Kenneth R. Gibbs Jr., South Florida Br. 1071  
 —Paul Barner, Roswell, GA Br. 4862
- Secretary-Treasurer**  
 —Cie Sharp, Long Island Mgd., NY Br. 6000  
 —Nicole Rhine, Lincoln, NE Br. 8
- Director of Retired Members**  
 —Linda Kellam Mann, Minneapolis, MN Br. 9  
 —Daniel Toth, Lorain, OH Br. 583
- Director of Life Insurance**  
 —William E. Boone, Greater East Bay, CA Br. 1111  
 —James W. Yates, Long Island Mgd., NY Br. 6000

- Director, Health Benefit Plan**  
 —Matthew Webster, Cleveland, OH Br. 40  
 —Stephanie Stewart, Central Iowa Mgd. Br. 352
- National Trustees (three positions)**  
 —Charles P. Heege, New York, NY Br. 36  
 —Lawrence D. Brown Jr., Los Angeles, CA Br. 24  
 —Dorothy Kay Hall, Wenatchee, WA Br. 1350  
 —Sandra D. Laemmel, Detroit, MI Br. 1  
 —Rolando Rodriguez, Indianapolis, IN Br. 39  
 —Francisco Jose Cabrera, Greater East Bay, CA Br. 1111
- Region 1 NBA**  
 —Markeisha Lewis, Garden Grove, CA Br. 1100  
 —Calvin Brookings, Van Nuys, CA Br. 2462
- Region 9 NBA**  
 —Eddie Davidson, Durham, NC Br. 382  
 —Don Lyerly, West Coast Florida Br. 1477

The candidates were nominated in August at the NALC Biennial Convention in Chicago. Candidates for vice president, assistant secretary-treasurer, director of city delivery, director of safety and health, and 13 of the 15 national business agent (NBA) positions were unopposed and thereby elected by consent at the Chicago convention.

The Election Committee, as appointed by President Fredric Rolando, is made up of Paul Roznowski, Royal Oak, MI Br. 3126 (chairman); Christa Abraham, Minneapolis, MN Br. 9; Eric Lomax, Jamaica, NY Br. 562; Rod Holub, Manhattan, KS Br. 1018; Delano Wilson, Silver Spring, MD Br. 2611; Antonia Shields, Birmingham, AL Br. 530; Ethel Ford, Houston, TX Br. 283; Tom Dlugolenski, Syracuse, NY Br. 134; Jeannette Triana, South Florida Br. 1071; Brian Wiggins, Seattle, WA Br. 79; and Andy Weiner, Jamaica, NY Br. 562.

## Installation of officers set for Dec. 17

The installation of NALC's 28 elected national officers for four-year terms will take place in Washington, DC, on the evening of Saturday, Dec. 17, at the Marriott Marquis Washington, DC, 901 Massachusetts Ave. NW. Tickets for the event are available through the NALC secretary-treasurer's office for \$80 per person. Full payment (payable to "Secretary-Treasurer, NALC"), along with the order form printed below, **must be received no later than Wednesday, Nov. 23.** The maximum number of seats at each table is eight. Individuals or smaller parties purchasing tickets will be assigned to "open seating" tables. The person picking up tickets must be listed on the order form as the official person authorized to receive them.

Installation dinner tickets include admission to the holiday party, which will follow the installation dinner. **Attendance at the holiday party for all others is by invitation only.** Branches that wish to attend the holiday party should contact the secretary-treasurer's office by Nov. 23. No tickets for either function will be available after that date.

The NALC hotel room rate at the Marriott Marquis Washington, DC, is \$189 standard single/double. The rate is good for the nights of Dec. 17-18 only. All reservations must be made directly through the Marriott Marquis. Please use <https://book.passkey.com/go/AssociationofLetterCarriers> to reserve rooms online, or call 855-821-4281 for reservations and ask for the NALC Installation Dinner special rate. **The cut-off for the hotel rate is Nov. 23;** after this date, rooms will be subject to the hotel prevailing rate.

Valet parking is available at the hotel at the discounted rate of \$35 a night on a first-come, first-served basis for attendees of the Holiday Party after the Installation.

Please note that parking fills up quickly; ride share or Metro (Red Line) is recommended. Look for additional details regarding installation activities in future *NALC Bulletins*.

Installation of National Officers Dinner order form	
Saturday, Dec. 17, 2022	
I would like to reserve tickets to the NALC Installation of National Officers Dinner on Saturday, Dec. 17, at the Marriott Marquis Washington, DC. Tickets will be held for pickup at the secretary-treasurer's office at NALC Headquarters. <b>Guests wishing to be seated at the same table must submit their ticket orders and payment together in the same envelope.</b> Maximum eight guests per table.	
Number of tickets: _____ at \$80 each = \$ _____ (Total amount)	<b>Mail order form and payment to:</b>
Person ordering tickets contact name: _____ (Please print clearly)	<b>Installation of National Officers Dinner, NALC Secretary-Treasurer, 100 Indiana Ave. NW, Washington, DC, 20001-2144</b>
Branch #: _____ State: _____ Contact number: _____	<b>Checks or money orders payable to "Secretary-Treasurer, NALC" must be received by Nov. 23.</b>
Name of individual picking up the ticket(s) at Headquarters/hotel: _____	
Cell phone number of person picking up tickets: _____	
Do you or anyone in your party has dietary restrictions: _____	
Name of person with dietary restrictions and what restrictions: _____	

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