



NALC

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# Bulletin

## One Big Beautiful Bill Act signed into law

On July 4, President Donald Trump signed the One Big Beautiful Bill Act (H.R. 1) into law. The bill, which originated in the House in May, returned to the chamber after being significantly altered and passed in the Senate.

Of particular note to letter carriers, the final package was stripped of any provision that would negatively affect letter carriers, our bargaining rights, or the postal network.

In the last two months of congressional consideration, many direct threats were proposed. These included increasing Federal Employees Retirement System (FERS) contribution rates as high as 15.6 percent, calculating annuities based on the high-5 average salary instead of the current high-3, eliminating the FERS Special Annuity Supplement, forcing new federal hires to choose between at-will employment or an increased FERS contribution, imposing a fee for Merit Systems Protection Board claims and appeals, taking back unspent funds designated for USPS electric vehicles (EVs) and requiring the agency to sell all its EVs and associated infrastructure, and attacks on other federal employees' collective-bargaining rights.

Ultimately, NALC successfully got all threats directly targeting letter carriers removed.

"Letter carriers' activism and NALC's strong bipartisan relationships helped us defeat devastating provisions for current and future letter carriers," NALC President Brian L. Renfroe said. "We successfully delivered a powerful message to Capitol Hill. When lawmakers come after our 295,000 members' jobs, retirements and futures, we say, 'Hell no!'"

Overall, H.R. 1 claims to cut government spending. However, it allocates billions of dollars for border security, immigration enforcement and defense measures, and makes permanent President Trump's 2017 tax cuts while extending corporate tax breaks. Meanwhile, the measure limits eligibility and funding for Medicaid, student loan repayments and clean energy tax credits. The bill is estimated to increase the deficit by \$3.3 trillion over 10 years and cost \$507.6 billion over the same time.

"While the White House and some in Congress may claim victory following today's passage, the real victory is NALC fending off innumerable attacks on our retirement benefits and the postal vehicles we desperately need in a massive bill that guts working families," Renfroe said. "This legislation prioritizes corporations and the wealthiest Americans, instead of the workers who keep this country running."

"I am proud that NALC members came together and fought like hell to defend what we've earned, deserve and were promised. Unfortunately, this process is expected to happen again later this year for the next fiscal year. NALC members are ready to fight like hell, just as we do every day to protect each other."

## House Oversight Committee holds hearing on future of Postal Service; President Renfroe testifies

On June 24, the House Subcommittee on Government Operations held a hearing titled "The Route Forward for the U.S. Postal Service: A View from Stakeholders."

President Renfroe was called to testify to provide the critical perspective of the 200,000 active city letter carriers who carry out the Postal Service's universal service obligation every day.

Other witnesses included Jim Cochrane, CEO of the Package Shippers Association; Elena Spatoulas Patel, assistant professor at the University of Utah's Mariner S. Eccles Institute for Economics and Quantitative Analysis; Mike Plunkett, CEO and president of the Association for Postal Commerce; Thomas Schatz, president of Citizens Against Government Waste; and Paul Steidler, senior fellow at the Lexington Institute.

President Renfroe began his opening remarks on a solemn note, honoring Jacob Taylor, a letter carrier from Dallas, TX Branch 132, who died on the job in June.

Renfroe's testimony emphasized the numerous job hazards letter carriers face, including the dangers of extreme heat and rising criminal assaults and the need to protect letter carriers in all circumstances. The necessary protection also extends beyond those areas, Renfroe noted.

"If Congress wants to help the Postal Service, I urge you to do everything possible to protect letter carriers and all postal employees, implement necessary financial changes, and guarantee the Postal Service remains an independent, non-taxpayer-funded public service it has been for the last 55 years," Renfroe said. "If the American people's mail and packages are to be protected, the people who deliver them must first be better protected," he added.

With the hearing focused on the Postal Service's future, Renfroe emphasized the critical need for Congress and the administration to address the Postal Service's finances, specifically calling for a proper calculation of the Postal Service's pension liabilities and allowing USPS to invest its retiree health benefit funds more responsibly.

Regarding the Delivering for America plan, Renfroe said that "modernization is long overdue. One of the primary challenges of such a transformation is maintaining and improving service as a massive network is modified."

The other stakeholders who testified align more with private shippers, ultimately motivated by profit.

"When Congress seeks to make changes or understand the operations of the Postal Service, I urge you to come to us—the people who work within the system every day and are invested in the service we provide to the American people," Renfroe said.

The hearing was particularly relevant as the incoming postmaster general, David Steiner, is set to lead the agency this month. His leadership comes with many uncertainties.

"While NALC has reservations about the USPS Board of Governors' selection for postmaster general, guaranteeing that the Postal Service remains an independent, non-taxpayer-funded, non-partisan agency is key. We fulfill a universal service obligation that no other private shipper does, could, or would fulfill."

Overall, questions focused on the Delivering for America plan, potential impacts of privatization, cost savings, the upholding of the universal service obligation, and the structure of the Postal Service's leadership.

Del. Eleanor Holmes Norton (D-DC) asked Renfroe why a stable Postal Service workforce is important. He emphasized that the "stability of the workforce has gone a long way to building the trust that Americans have in letter carriers and the Postal Service."

Rep. Maxwell Frost (D-FL) began his questioning by thanking Branch 1091 letter carriers in his Central Florida district. He then pointed out the difference between private businesses and public services and asked Renfroe how postal privatization could affect customers. Renfroe explained that any effort to privatize would "erode the universal service obligation" that Americans depend on.

In his closing remarks, Chairman Pete Sessions (R-TX) thanked postal workers for their contributions and acknowledged the thousands of postal workers working in extreme temperatures as a heat wave swept large parts of the country.

President Renfroe's full testimony is available on [nalc.org](https://www.nalc.org).

NALC President Brian L. Renfroe testifies at the House Subcommittee on Government Operations' hearing, "The Route Forward for the U.S. Postal Service: A View from Stakeholders."



## OSHA holds informal public hearings on proposed heat safety rule

Last month, the Occupational Safety and Health Administration (OSHA) held informal virtual public hearings on the agency's Heat Injury and Illness Prevention in Outdoor and Indoor Work Settings proposed rule.

President Renfroe testified on June 18 in strong support of the rule.

"USPS records show that letter carriers report hundreds of heat injuries annually," Renfroe said. "However, the actual number is undoubtedly greater, as the Postal Service's productivity-focused culture discourages letter carriers from reporting symptoms, as evidenced, in some cases, with letter carriers being disciplined because of a heat-related injury."

"Heat illness does not just sicken my members. On occasion, it kills them," he continued. "At least seven letter carriers have died as a result of exposure to heat since 2012. Tragically, these injuries and deaths are preventable."

"A nationwide heat standard that sets clear requirements for USPS and other employers is the only way to truly mitigate the dangers that heat poses."

From June 16 to July 2, OSHA heard testimony from labor representatives, industry leaders, and other stakeholders over several weeks.

"NALC appreciated the opportunity to bring the voice of our 200,000 active members to today's hearing,"

Renfroe said. "NALC has been a leader in fighting for a national heat safety standard for years, and we support full implementation of this rule. Our union stands ready to work with OSHA, the Department of Labor, and all necessary stakeholders to keep this critical proposal moving through the rulemaking process."

President Renfroe's full testimony is available on [nalc.org](https://www.nalc.org).

## House committee advances bill to expand letter carrier access to workers' compensation providers

On June 25, the House Committee on Education and the Workforce unanimously voted (34-0) to advance the Improving Access to Workers' Compensation for Injured Federal Workers Act (H.R. 3170).

Currently, the Federal Employees' Compensation Act (FECA) limits treatment for injured federal workers, including letter carriers, to physicians only. However, a growing shortage of physicians willing to accept FECA cases has created "provider deserts" in many parts of the country, making it difficult for injured letter carriers to access timely care.

H.R. 3170 addresses this gap by amending FECA to authorize nurse practitioners and physician assistants to treat these cases.

The legislation received strong bipartisan support during the markup. This bill was reported out of committee in both the 117th and 118th Congresses—the prior two congressional sessions. In the 117th Congress, it passed the House with broad bipartisan support.

"NALC appreciates the committee's unanimous support to advance this bill," President Renfroe said. "When a letter carrier, or any federal employee, is injured on the job, finding quality, convenient and timely care is essential. NALC urges Congress to pass this critical legislation."

The next step is for the bill to be considered on the House floor, where time is limited and securing a vote can be challenging.

Check the "Government Affairs" section of [nalc.org](https://www.nalc.org) for future updates.

## Branch Officers Training set for Boston in September

NALC Secretary-Treasurer Nicole Rhine has announced that a Branch Officers Training seminar will be held in September.

Branch Officers Training sessions consist of three and a half days of educational seminars tailored to assist branch presidents, vice presidents, treasurers, recording secretaries, financial secretaries and trustees in the performance of their duties.

Branch Officers Training covers the basics for financial officers: reporting to the Department of Labor; fiduciary duties under the Landrum-Griffin Act; bonding and IRS reporting requirements.

Additional training topics include the *NALC Constitution* and branch bylaws; branch operations and identifying branch policies; maintaining accurate and complete meeting minutes; member notification requirements; record-keeping; branch elections; and branch dues and how to read a dues roster.

The Branch Officers Training is set for Sept. 15-18 in Boston. Room rate (single/double) is \$299 plus tax. The class will fill up fast, so officers interested in attending should submit the registration form as soon as possible, but no later than Aug. 20.

**The registration form for the Branch Officers Training is below. Branches must use the registration form to register for the class. Note: Please do not make airline reservations until you receive an acceptance letter.**

### Branch Officers Training registration form

Please register me for the following NALC Branch Officers Training seminar:

**Sept. 15-18 in Boston**

Room rate [single/double] is \$299 plus tax.\*

**PLEASE PRINT LEGIBLY**

**Name** \_\_\_\_\_

**Branch or state position** \_\_\_\_\_

**Branch #** \_\_\_\_\_ **Branch city** \_\_\_\_\_ **State** \_\_\_\_\_

**Home address** \_\_\_\_\_

**City** \_\_\_\_\_ **State** \_\_\_\_\_ **ZIP** \_\_\_\_\_

**Phone number (required)** \_\_\_\_\_

**Send to:**

**Secretary-Treasurer Nicole Rhine  
National Association of Letter Carriers  
100 Indiana Ave. NW  
Washington, DC 20001-2144**

**Or email a copy of the form to:  
BOT@nalc.org**

**\* Please do not make airline reservations until you receive an acceptance letter.**

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