



TENTATIVE AGREEMENT

Between the
**NATIONAL ASSOCIATION
OF LETTER CARRIERS**
and the
**UNITED STATES
POSTAL SERVICE**

2023-2026





NALC

**National Association
of Letter Carriers**

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This document is a comprehensive summary of the terms of the tentative agreement reached between our union, the National Association of Letter Carriers, AFL-CIO, and the United States Postal Service. In accordance with Article 16 of the NALC Constitution, the agreement must be ratified by a mail referendum vote among eligible NALC members. The ratification balloting process will take place over the coming weeks. The terms of this agreement are not effective unless ratified.

Over the next few weeks, we will hold informational rap sessions for branch leaders to learn about this tentative agreement. Information will also be provided through our digital channels in multiple formats.

I encourage all NALC members to read this summary thoroughly and to reach out to your branch officers or national business agent's office for answers to any questions you may have.

In solidarity,

Brian L. Renfroe
President





Summary of Tentative Agreement

Term

The term of the 42-month agreement will be May 20, 2023 through November 7, 2026.

Wage Increases

See the projected pay charts below.

All Letter Carriers

All city letter carriers will receive the following general wage increases:

- Effective Nov. 18, 2023 – **1.3% paid retroactively**
- Effective Nov. 23, 2024 – **1.3% paid retroactively**
- Effective Nov. 22, 2025 – **1.3%**

Career Carriers – Cost-of-Living Adjustments (COLAs)

Cost of living adjustments are an important protection against future inflation and remain an important component of the National Agreement. Career letter carriers will receive seven COLAs that will provide equal protection against inflation. Top step (Step P) wage rates will be increased by one cent per hour for each 0.4-point increase in the Consumer Price Index for Urban and Clerical Workers. Wage rates for the other Steps will be increased proportionally following the practice in effect since the 2011 National Agreement – resulting in the same percentage increase in pay as Step P. January 2023 has been set as the “base month”. The seven COLAs for Step P carriers (with proportional application for carriers in lower steps) are payable as follows:

- The first full COLA will be **\$978** annually effective August 26, 2023, **paid retroactively**
- The second full COLA will be **\$353** annually effective March 9, 2024, **paid retroactively**
- The third COLA will **\$978** annually effective September 7, 2024, **paid retroactively**
- The fourth COLA will be effective in March 2025
- The fifth COLA will be effective in September 2025
- The sixth COLA will be effective in March 2026
- The seventh COLA will be effective in September 2026

The future value of the remaining four COLAs will depend, of course, on the rate of inflation measured by the CPI-W between now and July 2026. Based on the inflation forecast of the Congressional Budget Office (CBO), expected inflation rates would generate annual Step P COLAs of \$620, \$604, \$624, and



\$561 respectively, for the four remaining COLAs, applied proportionally to the letter carrier pay tables as described above. **Please note that these are only projected COLAs—actual COLAs may be lower or higher, depending on the rate of future inflation.** (See below for more detailed projections for both career carrier pay tables.)

Wage Schedule Changes

MOU Re: *Modification of City Carrier Pay Tables* – Additionally, Steps AA, A, and B will be eliminated from Table 2. All city carriers in Steps AA, A and B will be advanced to Step C and begin a new 46-week waiting period to be completed before advancing to Step D. After implementation of this change, the total time to reach top step will be reduced by 92 weeks. These changes will be effective and implemented within 180 days of ratification.

Also effective and implemented within 180 days of ratification, the annual wage in Step P in Tables 1 and 2 shall be increased by \$1,000. This increase is in addition to general wage increases and COLAs.

All carriers in Step P of Table 1 will be administratively slotted into Step P of Table 2 immediately. Table 1 carriers in Steps O and below will be, upon reaching Step P, administratively slotted into Step P of Table 2. This slotting is purely administrative and will not affect wages in any way.

City Carrier Assistants (CCAs)

In lieu of COLAs, City Carrier Assistants will receive an additional **1%** increase on the effective dates of the three general increases, for a total of **2.3%** in November 2023 (***paid retroactively***), **2.3%** in November 2024 (***paid retroactively***), and **2.3%** in November 2025.

City Carrier Assistant hourly rates in Table 3 will also be increased by an additional **\$0.50** per hour. This ratification increase will be implemented within 180 days of ratification.

Retroactive (Back-pay) Provisions

A full back-pay calculation for all letter carriers (career and non-career alike) covering all paid hours since the expiration of the 2019-2023 contract will be made as soon as practicable. These back-pay calculations will include the Nov. 18, 2023 and Nov. 23, 2024 general wage increases (plus the 1 percent additional increase for CCAs on those dates) and the first three COLAs (totaling \$2,309 annually). It will take some time for the Postal Service to complete more than 200,000 back-pay calculations, so the exact pay period in which back-pay will be issued has yet to be determined, but will be reported as soon as it is confirmed. **Note: Letter carriers who have retired since the expiration of the 2019-2023 National Agreement will also receive back pay from USPS and will have their annuities retroactively adjusted by the Office of Personnel Management.**



Uniforms

All letter carriers will receive uniform allowance increases to the following amounts on the indicated dates:

- May 21, 2025: \$536 plus an additional \$125 for a newly eligible carrier
- May 21, 2026: \$549 plus an additional \$128 for a newly eligible carrier

The newly eligible credit may be used only once, but the current procedures for employees transferring from one allowance category to another (e.g., from CCA to career carrier) will be continued.

CCA carriers are entitled to the same uniform allowances provided to career carriers, but they do not receive the additional amount for the “newly eligible” until they are converted to career status.

Uniform allowance carryover

Unused portions of an eligible employee’s annual allowance for uniform and work clothing will be carried over and available for use. An eligible employee’s uniform or work clothing allowance balance may not exceed the sum of two (2) years of the employee’s annual allowance entitlement. This newly negotiated uniform and work clothing program adjustment will be implemented no later than twelve (12) months from the effective date of the 2023-2026 Agreement.

Employee Complement

The CCA caps found in both Article 7.1.C.1 and Article 7.1.C.2 will remain the same; however, the number allowed in each district will be based on the career city letter carrier complement in the district, not just the full-time complement. In the language in the 2019 Agreement, full-time letter carrier complement was used as well as PTFs converted to career under the MOU Re: *City Carrier Assistants – Conversion to Career Status*. Additionally, PTFs have been counted as full-time for the purposes of determining these caps based on multiple agreements made over the years. This change will simplify tracking of the caps on CCA employment.

MOU Re: Full-time Regular Opportunities – City Letter Carrier Craft (M-01824, M-01834, M-01856 and M-01876) – This MOU, found on pages 161 through 165 of the 2019 National Agreement outlines the process for filling full-time opportunities through the conversion of PTFs to full-time, the conversion of CCAs to full-time regular career status, and the acceptance of voluntary transfer requests. In addition to date changes, the new language addresses several issues which arose during the 2019 National Agreement. CCAs converted to PTF, in accordance with the MOU Re: *City Carrier Assistants – Conversion to Career Status*, will count as conversions to full-time when determining the ratio in item 3 of the MOU. Career letter carriers, as well as other bargaining unit employees, may be accepted for transfer under item 3 in offices with PTFs on the rolls; however, the transfer would report as a PTF. PTFs who transferred under item 2 will be granted retreat rights before the PTF(s) within an installation are



converted to full-time under item 1 unless the PTF(s) with retreat rights has less seniority than the PTF(s) in the installation. When full-time city letter carriers are on LWOP for 13 consecutive pay periods, an on-the-rolls-but-not-available (ORNA) assignment must be created and filled under the MOU. Only one ORNA assignment will be created for each city letter carrier on extended LWOP. Former career employees who are reinstated in office with PTFs on the rolls is reinstated as a PTF.

MOU Re: *City Carrier Assistants – Conversion to Career Status* – This MOU, found on pages 160 and 161 of the 2019 National Agreement, requires CCAs to be converted to PTF upon reaching 24 months of relative standing. In the current MOU, CCAs converted to PTF were counted as full-time regular city letter carriers when applying the provisions of Article 7.1.C.1 and Article 7.1.C.2. Since Article 7 is being amended to include all career city letter carriers, this language is no longer necessary.

MOU Re: *Additional Resources – Holiday Carrier Assistant* – This MOU contained in the 2019-2023 National Agreement, permits the Postal Service to hire holiday carrier assistants during the four-week December period. The proposed modification would extend the employment period from four weeks to six weeks to cover the week of and after Thanksgiving, and provide a two-week window prior to employment solely for the purpose of training.

MOU Re: *Multi-Installation Carrier Technician Assignments* – This new MOU establishes a test to explore the effectiveness of multi-installation carrier technician assignments in independent installations, level 21 and below. In the test sites, management will create temporary full-time carrier technician assignments which combine full-time routes from up to three installations to fulfill the five full-time route requirement. The intent of this test is to improve staffing situations in these smaller offices, while creating additional full-time assignments.

MOU Re: *Complement and Staffing* – This MOU, found on page 167 of the 2019 National Agreement, requires the parties to meet at the headquarters level and discuss the complement and staffing issues within the city letter carrier craft. These discussions have led to hundreds of installations being added to the all-career hiring model. This MOU continues this process during the life of the 2023 National Agreement.

MOU Re: *Article 7, 12, and 13 – Crossing Craft and Office Size* – The only change in this MOU is to replace the obsolete term “manyar” with “workyear”.

Health Insurance

Career letter carriers

There are no changes to the Postal Service’s cost share of health benefits premiums. The employer contribution will remain at 72 percent over the term of the contract , and will be capped at 75 percent of any given plan’s premium.



City Carrier Assistants

The tentative agreement maintains the Postal Service's biweekly contribution of 75 percent of the premiums for self only, self plus one or self plus family, regardless of the year of employment.

Overtime Provisions

Article 8 Sections 2, 4, & 5 have been modified significantly to increase overtime protections and provide more opportunities for letter carriers, as well as the introduction of a new pay rate that was previously only achieved through the grievance-arbitration procedure.

Section 2. Work Schedules

A new Section 2.D has been added which provides all full-time carriers the right to terminate their tour of duty when reaching their respective work hour limits without being subject to disciplinary action. For non-ODL and Work Assignment carriers, this means that they may clock out and leave when reaching eleven and a half (11.5) hours of work in a day or sixty (60) hours in a service week.

Section 4. Overtime Work

Additionally, a new Section 4.G has been created which guarantees pay at the rate of two and one-half times the base hourly straight time rate for all letter carriers for any work beyond twelve (12) hours in a day and sixty (60) hours in a service week. Previously, a grievance would have to be filed for carriers to be provided the additional pay for violations of the 12/60 work hour limitations. This will no longer be necessary as the pay rate will now be automatically applied when these work hour limits are exceeded.

Section 5. Overtime Assignments

In Section 5, a new opportunity has been created for ODL carriers to volunteer to exceed twelve (12) hours of work in a day or sixty (60) hours of work in a service week on a daily case-by-case basis. Carriers cannot be forced to work beyond the applicable work hour limits (pursuant to Section 8.2.D) and receive protection from discipline for terminating their tour when those limits are reached, however, under this new provision, management may seek volunteers and ODL carriers may choose to volunteer to work beyond the work limits. This provision is intended to address those situations in which the employee is already scheduled up to the work hour limits and an unexpected circumstance arises which creates a need for additional overtime hours beyond the work hour limitations to complete the remaining work.

Article 8.5.A – Full-time letter carriers desiring to work overtime shall place their names on one or both of the regular Overtime Desired Lists, or the work assignment list during the two weeks prior to the start of the calendar quarter. The regular Overtime Desired Lists are for employees desiring to work up to twelve (12) hours per day on their regularly scheduled days only or employees desiring to work eight (8) hours per day on their non-schedule days only. However, employees signing both regular Overtime Desired Lists are eligible to work up to twelve (12) hours per day on their regularly scheduled days and



their non-scheduled days, and effectively are on the same ODL that has been in place for many years. Employees are no longer able to indicate a preference to work in excess of 10 hours on a scheduled day.

Lay off protection

The no-lay-off clause that protects letter carriers after six years of service as a career employee is retained in the tentative agreement.

Sub-contracting of Letter Carrier Work

The existing prohibitions against contracting out city carrier work would be continued for the duration of the 2023-2026 contract.

City Delivery and Workplace Improvement Task Force

MOU Re: *City Delivery and Workplace Improvement Task Force* – This existing memorandum reorganizes the task force for the purpose of jointly seeking methods to improve the cultural and operational environment in city delivery offices.

This task force will develop the processes necessary to examine conditions, to develop solutions, and to test alternative procedures in city delivery offices related to creating a positive work environment/culture where everyone is treated with dignity and respect; evaluating the workplace culture and developing solutions to address the causes of conflicts between management and city letter carriers; efficiency and use of space; staffing and scheduling; route evaluation; safety; contractual compliance; and business growth.

New Employee Experience, Retention, and Mentoring

MOU Re: *New Employee Experience, Retention and Mentoring Program* – A result of two pilot programs conducted across the country, this program creates guidelines related to the onboarding, retention, and mentoring of new employees. This program would be implemented nationally after ratification of the National Agreement and includes guidelines such as:

- Prior to leaving Carrier Academy and reporting to their employing office, all newly hired city letter carriers will receive comprehensive contact information for the employing office, a defined work schedule for the first week in the delivery unit, and instructions for completing time reporting records.
- No later than the first day in the employing office, all newly hired letter carriers will receive an equipment package including a new USPS-branded reflective vest, mail satchel, and hat. They



will also receive an introduction and familiarization with the employing office conducted jointly by USPS and NALC representatives.

- All CCAs and PTFs will now be guaranteed a minimum of one nonscheduled day each service week, except during the penalty overtime exclusion period for employees in their ninth week and beyond.
- Limited daily and weekly work hours and work locations for CCAs and PTFs during their first eleven (11) weeks following completion of the Carrier Academy. Effective week twelve (12) PTFs and CCAs are limited to 11.5 workhours per day (consistent with Employee and Labor Relations Manual, Section 432.32).
- All CCAs and PTFs will receive a defined work schedule identifying anticipated non-scheduled days, start and end times, and route assignments. This schedule will be posted by the close of business on the Wednesday of the preceding week.
- Newly hired city letter carriers will receive training on Sunday/Dynamic delivery procedures with an experienced employee prior to performing Sunday delivery services on their own.
- Progress reviews will be conducted at 30-, 60-, and 80-day intervals. Copies of these reviews will be provided to the local union.
- Employees will have access to updated route books and maps and provided reasonable time to review prior to delivering a new route assignment.
- To the extent possible, newly hired letter carriers will be provided with consistent route assignments.
- New employees are prohibited from performing work outside of the city letter carrier craft during their first 90 work days or 120 calendar days, whichever comes first.
- A mentoring program that pairs new employees with a mentor in their office to help employees adapt to the workplace.

Joint Workplace and Improvement Process

MOU Re: *Joint Workplace and Improvement Process (JWIP)* – This MOU found on pages 252-254 of the 2019-2023 National Agreement has been restructured to reaffirm the parties’ commitment to improving the workplace environment and culture. The new JWIP contains a structure for identifying potential JWIP locations, area/regional teams to oversee the process and implementation of any necessary improvement plans, and district teams to investigate and offer recommendations for potential changes designed to improve workplace conditions.

Local Implementation

The local implementation period will be April 3, 2025 to May 2, 2025.



Route Evaluation and Adjustment

MOU Re: *Alternate Route Evaluation and Adjustment Process* – This MOU is continued. The parties have worked to develop six previous joint route adjustment processes dating back to 2008 under the terms of this MOU and would continue that work throughout the life of this Agreement.

MOU Re: *Fixed Office Time in a Joint Route Evaluation and Adjustment Environment* – This new MOU recognizes the need to modify methods for determining fixed office time to fit office activities in the current work environment by recording most office activities other than casing mail and pulling down mail as either recurring or non-recurring. Activities previously recorded under Lines 8-13 and 15 would now be recorded under Line 21. When determining minimum line-item values in the modified method, the MOU would prohibit such values from being less than indicated values for the following line items:

- Line 14 – Accountables – 2 minutes
- Line 19 – Vehicle inspection – 3 minutes
- Line 20 – Personal needs – 5 minutes
- Line 21 – Office work not covered – 10 minutes

Other Contractual Provisions

Article 2

Article 2.1 - The language will be changed to include pregnancy as a protected class and to replace the term “handicapped employees” with “individuals with disabilities”.

Article 8

Article 8.3 – All Part-Time Flexible and City Carrier Assistant employees will be guaranteed a minimum of one (1) nonscheduled day each service week, except during the penalty overtime exclusion period. Management will notify PTF and CCA employees of their assigned nonscheduled day by the Wednesday preceding the service week.

Article 10

MOU Re: *Monetization of annual leave* – This new MOU provides career employees the opportunity to sell back up to forty (40) hours of annual leave prior to the beginning of the leave year if they are at the



carryover maximum and they have used fewer than 75 sick leave hours in the year immediately preceding the year for which the leave is being exchanged.

MOU Re: CCA Advanced Annual Leave – Upon completion of an initial 360-day appointment as a City Carrier Assistant, and immediately upon reappointment to any subsequent appointments, CCAs will be advanced forty (40) hours of annual leave. Upon implementation, CCAs will receive annual leave prorated to the end of their 360-day term.

MOU Re: PTF Advanced Annual Leave – Forty (40) hours of annual leave will be advanced to PTF employees, prorated to the end of the leave year for their first leave year as a PTF, and annually thereafter, unless and until the employee converts to full-time status.

MOU Re: Bereavement Leave – This MOU on page 182 of the 2019-2023 National Agreement provides city letter carriers up to three workdays of leave to make arrangements necessitated by death of a family member or attend the funeral of a family member. With the ratification of the 2023-2026 National Agreement, grandchildren will be added to the existing list of defined family members.

MOU Re: Time Limitations Concerning Bone Marrow, Stem Cell, Blood Platelet, and Organ Donations – This new MOU defines the amount of administrative leave granted and time limitations applicable to bone marrow, stem cell, blood platelet, and organ donations for career employees.

Article 11

Article 11.1. Holidays Observed – Amended to add Juneteenth, which has been observed since 2022, as an official designated holiday for full-time employees. In the February 2022 edition of the Postal Bulletin, the Postal Service announced official observation of the Juneteenth holiday and a revision to the Employee and Labor Relations Manual (ELM) adding the holiday.

Article 11.7. Holiday Part-Time Employee – Modified to update the pay calculation for part-time flexible employees (PTFs) to reflect the addition of the Juneteenth holiday. Since PTFs do not receive holiday pay per se, Article 11.7 provides that the holiday pay regular carriers receive is built into the regular hourly rate for PTFs. The new calculation provides that PTFs will be compensated for the eleven (11) holidays by basing the employee's regular straight time hourly rate on the employee's annual rate divided by 1,992 hours. This calculation has been already in effect since 2022, this contractual change simply updates the language.

Article 12

Article 12 – Article 12 will be amended to remove any sections and/or language which do not apply to the city letter carrier craft.

Article 12.2.B - Under the current Article 12.2.B language, supervisors who return to the city letter carrier craft begin a new period of seniority unless they return within 2 years. The modified language would change this to 1 year.

Article 12.5.C.8 - Article 12.5.C.8, which contains the provisions regarding the involuntarily reassignment of PTF employees over quota, will be deleted.

Article 14

Article 14.3.C – This new section establishes Joint Labor-Management Safety Committees at the District level, for each of the 50 USPS Districts. These District Safety Committees will consist of at least two members from each party and will meet quarterly. District Safety Committees are responsible for assisting in implementing district-wide safety initiatives, facilitating communication between Area and Local Safety Committees, and assisting Local Committees. The establishment of District Joint Labor-Management Safety Committees follows the long-standing pilot test in certain USPS Districts under MOU Re: District Safety Committees Pilot Program. This MOU will be removed from the National Agreement since these committees will now be established nationwide in Article 14.

MOU Re: *Air-Conditioned Vehicles* – This new MOU requires the Postal Service to make every effort to acquire vehicles equipped with air conditioning for use by city letter carrier craft employees. If USPS plans to acquire vehicles without air conditioning due to the climate in a particular geographic location or other factors, the issue must be discussed with the NALC. Additionally, USPS must continue to follow repair and maintenance procedures to ensure that any necessary maintenance or repairs to air conditioning systems are completed in a timely manner. Inspection of vehicle air conditioning systems will be included in preventive maintenance inspections as well.

Article 15

MOU Re: *Dispute Resolution Process Testing* – This MOU found beginning on page 210 of the 2019-2023 National Agreement has been modified to add the requirement for the task force to begin meeting no later than ninety (90) days after the ratification of the 2023-2026 National Agreement and to meet regularly no less than once a quarter.

MOU Re: *Article 15 - Dispute Resolution Process- Step B Team Procedures* – This MOU replaces the MOU Re: Article 15 - Dispute Resolution Process and the MOU Re: Article 15 - Dispute Resolution Procedure Task Force and creates a new MOU outlining the guidelines and defined responsibilities for the Step B teams and the joint parties who oversee them. This new MOU is designed to streamline and improve the Step B process to facilitate more rapid resolution of grievances.

MOU Re: *Electronic Grievance System* – Establish a Task Force at the National level to jointly explore and work toward the development and implementation of an electronic grievance system for use by the parties. The parties will explore the potential functionality of the electronic grievance system including but not limited to electronic grievance forms for all steps, push notifications when grievances are

appealed to the next step, time stamps to record dates and times of actions taken, responding to information requests, and managing and storing documents.

Article 16

Article 16.7 Emergency Procedure – Amended to allow carriers placed in an off-duty status the right to use accrued annual leave to offset the non-pay period.

Article 17

Article 17.5. Labor-Management Committee Meetings – Amended to add a requirement for the local parties to meet at least twice per year to discuss labor-management issues.

Article 17.7. Dues Checkoff - Changed to reflect that NALC will be taking over the dues processing for our members. Historically, the Postal Service has been responsible for allocating the dues to the local branches via postal finance numbers, which, at times, has created allocation errors. This contractual change will allow NALC to control the dues allocation process and verify the distribution of funds to branches and state associations is properly completed. Additionally, the Postal Service will make voluntary allotment deductions authorized by carriers and provided by the union.

Article 23

MOU Re: *Article 23 Rights of Union Officials to Enter Postal Installations* – This new MOU affirms that upon reasonable notice to the Postal Service, authorized representatives of the Union shall be permitted to enter postal installations for the purpose of performing and engaging in official union duties and business related to the Collective Bargaining Agreement. The MOU clarifies that this right applies to elected or appointed National, Area, Local officers, and representatives regardless of whether they are active USPS employees or retired. The MOU requires the Postal Service to provide officers and/or NALC representatives, who are in a full-time Leave Without Pay (LWOP) status or retired, a USPS identification badge to enter postal facilities within their respective local(s).

Memorandums of Understanding

In addition to the MOUs listed above, the following MOUs are continued in the tentative agreement:

- City Carrier Assistant Opportunities
- City Carrier Assistant (CCA) Annual Leave
- Article 12.1 – Probationary Period
- Deaf and Hard of Hearing



Article 7.1
Article 7.3
Maximization/Full-time Flexible-NALC
Maximization— Letter of Intent
Transitional Employees-Additional Provisions
Transitional Employees/Part-Time Flexible Conversions
Transitional Employees
Part-Time Flexible Conversions
Part-Time Regular City Letter Carriers
Sunday Delivery – City Carrier Assistant Staffing
Delivery and Collection of Competitive Products
Article 8
Overtime Issues
Work Assignment Overtime
Article 8 Task Force
Signing Overtime Lists
Granting Step Increases
Conversion of CCAs with Creditable TE Service
Step Credit for Former Transitional Employees
Pay Schedule Consolidation
Elimination of Step CC Pay Rate in CCA Schedule
Leave Sharing
Sick Leave for Dependent Care
Return to Duty
Leave Policy
Paid Leave and LWOP
Clarification of Regulations for National Day of Observance
PTF Court Leave
Qualifying Period – Exception for City Carrier Assistants
Transfers
City Carrier Assistant Transfers
Mutual Exchanges
Involuntary Reassignment Without Regard to Level
Involuntary Reassignment-Preference Eligible
City Carrier Assistant Return from Non-Bargaining Unit Positions
Article 12 Work Group
Joint Safety and Accident Control Teams
Smoking in Postal Vehicles
Interest on Back Pay
Article 15—ELM 436—Back Pay
Arbitration Task Force
Processing of Post-Removal Grievances



Processing of Grievances
Expedited Arbitration
Arbitration Scheduling Procedures – (LMOU)
LOI – Representation – Acting as Steward
Article 17.7.D Payroll Deductions/Allotments
Article 19
City Carrier Uniform Task Force
Debts of Retired Employees
Reinstatement of Driving Privileges
Bargaining Information
Customer Connect Program
Article 32 Committee
Subcontracting
Subcontracting MOU Issues
Article 41—Bid Process
LOI – Opting Duration
Router, Carrier Craft
Alternate Route Evaluation and Adjustment Process
Special Count and Inspection— City Delivery Routes
Training Committee
Multiple Days of Inspection
Use of Privately Owned Vehicles
Segmentation
Joint Agreements— 9-17-92
Resolution of Issues Left Open by Mittenthal Award
X-Routes
City Letter Carrier DPS Work Methods
Fleischli Award Implementation
Managed Service Point Scans
New Product Development and Innovation Task Force
Subcontracting— List of 3,071 City Delivery Offices

The following MOUs have been removed from the tentative agreement:

FSS Implementation
FSS Work Methods
District Safety Committees Pilot Program
Article 15 – Dispute Resolution Process
Article 15 – Dispute Resolution Procedure Task Force



2023-2026 General Wage Increases

City Carrier Assistant			BB	AA
Begin Contract			19.33	19.83
GI	2.30%	11/18/2023	19.77	20.27
GI	2.30%	11/16/2024	20.21	20.71
	\$ 0.50	Implementation	20.71	21.21
GI	2.30%	11/15/2025	21.15	21.65

CCAs who were former TEs on the rolls Jan 10, 2013	
BB	AA
20.88	21.38
21.32	21.82
21.76	22.26
22.26	22.76
22.70	23.20

City Carrier Assistant Technician			BB	AA
Begin Contract			19.74	20.25
GI	2.30%	11/18/2023	20.19	20.70
GI	2.30%	11/16/2024	20.63	21.14
	\$ 0.50	Implementation	21.14	21.66
GI	2.30%	11/15/2025	21.59	22.10

CCA Technicians who were former TEs on the rolls Jan 10, 2013	
BB	AA
21.32	21.83
21.77	22.28
22.22	22.73
22.73	23.24
23.18	23.69