

NALC and USPS reach tentative agreement

The National Association of Letter Carriers, AFL-CIO and the United States Postal Service have reached tentative agreement on a new collective-bargaining agreement for city letter carriers.

In accordance with Article 16 of the *NALC Constitution*, the agreement will be subject to ratification by a mail referendum vote by eligible NALC members. The ratification balloting process was to begin in the weeks following the announcement, which was after this magazine went to press. The terms of the agreement are not effective unless ratified.

“After almost 20 months of tireless negotiations, we are pleased to reach a fair agreement that rewards our members for their contributions to the Postal Service and their service to the American people,” NALC President Brian L. Renfroe said. “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.”

NALC scheduled four informational rap sessions the week of Oct. 27 for branch leaders to learn about the tentative agreement. The events were to be held:

- Oct. 27—Houston, TX
- Oct. 29—San Francisco, CA
- Oct. 31—Minneapolis, MN
- Nov. 2—Washington, DC

A special episode of the “You Are the Current Resident” podcast was made available in which NALC President Brian Renfroe joined NALC Headquarters staffer Ed Morgan to discuss all the details of the tentative agreement. It can be found on Spotify, Apple podcasts or on nalc.org.

NALC has created the following comprehensive summary of the terms of

the tentative agreement reached with the United States Postal Service.

Summary of tentative agreement

Term

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

Wage increases

See the projected pay charts on pages 11-12.

All letter carriers

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

- Effective Nov. 18, 2023—1.3 percent paid retroactively
- Effective Nov. 16, 2024—1.3 percent paid retroactively
- Effective Nov. 15, 2025—1.3 percent

Career carriers—cost-of-living adjustments

Cost-of-living adjustments (COLAs) 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 1 cent per hour for each 0.4-point increase in the Consumer Price Index for Urban and Clerical Workers (CPI-W). 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 Aug. 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 Sept. 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, 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 pages 11-12 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 the 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

In lieu of COLAs, city carrier assistants (CCAs) will receive an additional 1 percent increase on the effective dates of the three general increases, for a total of 2.3 percent in November 2023 (paid retroactively), 2.3 percent in November 2024 (paid retroactively), and 2.3 percent in November 2025.

CCA hourly rates in Table 3 will also be increased by an additional 50 cents per hour. This ratification increase will be effective and 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. 16, 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.

CCAs 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 years of the employee’s annual allowance entitlement. This newly negotiated uniform and work clothing program adjustment will be

implemented no later than 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, part-time flexibles (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 in 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

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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 leave without pay (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. A former career employee who is reinstated in an 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 and family, regardless of the year of employment.

Overtime provisions

Article 8, Sections 2, 4 and 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 that 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-Overtime Desired List (ODL) and Work Assignment carriers, this means that they may clock out and leave when reaching 11.5 hours of work in a day or 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 2.5 times the base hourly straight time rate for all letter carriers for any work beyond 12 hours in a day and 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 12 hours of work in a day or 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 that 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 ODLs, or the Work Assignment list during the two weeks prior to the start of the calendar quarter. The regular ODLs are for employees desiring to work up to 12 hours per day on their regularly scheduled days only or employees desiring to work eight hours per day on their non-schedule days only. However, employees signing both regular ODLs are eligible to work up to 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.

Layoff protection

The no-layoff 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 of city carrier work would be continued for the duration of the 2023-2026 Agreement.

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 non-scheduled 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 11 weeks following completion of the Carrier Academy. Effective Week 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

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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 workdays 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 to May 5, 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 PTF and CCA employees will be guaranteed a minimum of one non-scheduled day each service week, except during the penalty overtime exclusion period. Management will notify PTF and CCA employees of their assigned non-scheduled 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 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 CCA, and immediately upon reappointment to any subsequent appointments, CCAs will be advanced 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 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 appli-

cable 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 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 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 two years. The modified language would change this to one 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 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.

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

The following MOUs have been removed from the tentative agreement:

- FSS Implementation

Wage Increases and COLAs		
Date	Type of Increase	Amount
Aug. 26, 2023	COLA* (career)	\$978
Nov. 18, 2023	General wage increase (CCAs 2.3%)	1.30%
March 9, 2024	COLA* (career)	\$353
Sept. 7, 2024	COLA* (career)	\$978
Nov. 16, 2024	General wage increase (CCAs 2.3%)	1.30%
March 2025	COLA* (career)	TBD
September 2025	COLA* (career)	TBD
Nov. 15, 2025	General wage increase (CCAs 2.3%)	1.30%
March 2026	COLA* (career)	TBD
September 2026	COLA* (career)	TBD

* Value of COLAs depend on changes in the level of the Consumer Price Index. In accordance with Article 9.3.D, table 2 Steps A through O receive COLAs adjusted proportionally to each step's percentage of Step P.

2023-2026 General Wage Increases and Projected COLAs

Table One - City Carrier																		
Salary		AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	Begin Contract		62,078	66,517	66,619	69,796	70,256	70,720	71,177	71,633	72,097	72,546	73,012	73,474	73,930	74,400	74,855	75,299
COLA	978 8/26/2023		63,056	67,495	67,597	70,774	71,234	71,698	72,155	72,611	73,075	73,524	73,990	74,452	74,908	75,378	75,833	76,277
GI	1.30% 11/18/2023		63,863	68,360	68,463	71,681	72,147	72,617	73,080	73,542	74,012	74,467	74,939	75,407	75,869	76,345	76,806	77,256
COLA	353 3/9/2024		64,216	68,713	68,816	72,034	72,500	72,970	73,433	73,895	74,365	74,820	75,292	75,760	76,222	76,698	77,159	77,609
COLA	978 9/7/2024		65,194	69,691	69,794	73,012	73,478	73,948	74,411	74,873	75,343	75,798	76,270	76,738	77,200	77,676	78,137	78,587
GI	1.30% 11/16/2024		66,001	70,556	70,660	73,919	74,391	74,867	75,336	75,804	76,280	76,741	77,219	77,693	78,161	78,643	79,110	79,566
COLA	620 3/8/2025		66,621	71,176	71,280	74,539	75,011	75,487	75,956	76,424	76,900	77,361	77,839	78,313	78,781	79,263	79,730	80,186
	New Table Implementation		66,621	71,176	71,280	74,539	75,011	75,487	75,956	76,424	76,900	77,361	77,839	78,313	78,781	79,263	79,730	81,186
COLA	604 9/6/2025		67,225	71,780	71,884	75,143	75,615	76,091	76,560	77,028	77,504	77,965	78,443	78,917	79,385	79,867	80,334	81,790
GI	1.30% 11/15/2025		68,032	72,645	72,750	76,050	76,528	77,010	77,485	77,959	78,441	78,908	79,392	79,872	80,346	80,834	81,307	82,769
COLA	624 3/7/2026		68,656	73,269	73,374	76,674	77,152	77,634	78,109	78,583	79,055	79,532	80,016	80,496	80,970	81,458	81,931	83,393
COLA	561 9/5/2026		69,217	73,830	73,935	77,235	77,713	78,195	78,670	79,144	79,626	80,093	80,577	81,057	81,531	82,019	82,492	83,954

Table One - Carrier Technician																		
Salary		AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	Begin Contract		63,382	67,914	68,018	71,262	71,731	72,205	72,672	73,137	73,611	74,069	74,545	75,017	75,483	75,962	76,427	76,880
COLA	978 8/26/2023		64,380	68,912	69,017	72,260	72,730	73,204	73,670	74,136	74,610	75,068	75,544	76,015	76,481	76,961	77,425	77,879
GI	1.30% 11/18/2023		65,204	69,796	69,901	73,186	73,662	74,142	74,615	75,086	75,566	76,031	76,513	76,991	77,462	77,948	78,419	78,878
COLA	353 3/9/2024		65,565	70,156	70,261	73,547	74,023	74,502	74,975	75,447	75,927	76,391	76,873	77,351	77,823	78,309	78,779	79,239
COLA	978 9/7/2024		66,563	71,155	71,260	74,545	75,021	75,501	75,974	76,445	76,925	77,390	77,872	78,349	78,821	79,307	79,778	80,237
GI	1.30% 11/16/2024		67,387	72,038	72,144	75,471	75,953	76,439	76,918	77,396	77,882	78,353	78,841	79,325	79,802	80,295	80,771	81,237
COLA	620 3/8/2025		68,020	72,671	72,777	76,104	76,586	77,072	77,551	78,029	78,515	78,986	79,474	79,958	80,435	80,928	81,404	81,870
	New Table Implementation		68,020	72,671	72,777	76,104	76,586	77,072	77,551	78,029	78,515	78,986	79,474	79,958	80,435	80,928	81,404	82,891
COLA	604 9/6/2025		68,637	73,287	73,394	76,721	77,203	77,689	78,168	78,646	79,132	79,602	80,090	80,574	81,052	81,544	82,021	83,508
GI	1.30% 11/15/2025		69,461	74,171	74,278	77,647	78,135	78,627	79,112	79,596	80,088	80,565	81,059	81,549	82,033	82,532	83,014	84,507
COLA	624 3/7/2026		70,098	74,808	74,915	78,284	78,772	79,264	79,749	80,233	80,725	81,202	81,696	82,186	82,670	83,169	83,652	85,144
COLA	561 9/5/2026		70,671	75,380	75,488	78,857	79,345	79,837	80,322	80,806	81,298	81,775	82,269	82,759	83,243	83,741	84,224	85,717

Hourly rates for PTFs at Step AA are the same as hourly rates for full-time carriers at Step A.

Tentative agreement (continued)

2023-2026 General Wage Increases and Projected COLAs

Table Two - City Carrier																		
Salary		AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	Begin Contract		46,038	48,094	50,153	52,211	54,271	56,327	58,387	60,448	62,505	64,562	66,622	68,679	70,740	72,796	74,854	75,299
COLA	978	8/26/2023	46,636	48,719	50,804	52,889	54,976	57,059	59,145	61,233	63,317	65,401	67,487	69,571	71,659	73,742	75,826	76,277
GI	1.30%	11/18/2023	47,234	49,344	51,456	53,568	55,682	57,791	59,904	62,019	64,130	66,240	68,353	70,464	72,579	74,688	76,799	77,256
COLA	353	3/9/2024	47,450	49,569	51,691	53,813	55,936	58,055	60,178	62,302	64,423	66,543	68,665	70,786	72,911	75,029	77,150	77,609
COLA	978	9/7/2024	48,048	50,194	52,342	54,491	56,641	58,787	60,936	63,087	65,235	67,382	69,530	71,678	73,830	75,975	78,122	78,587
GI	1.30%	11/16/2024	48,646	50,819	52,994	55,170	57,347	59,519	61,695	63,873	66,048	68,221	70,396	72,571	74,750	76,921	79,095	79,566
COLA	620	3/8/2025	49,025	51,215	53,407	55,600	57,794	59,983	62,176	64,371	66,563	68,753	70,945	73,137	75,332	77,520	79,711	80,186
	New Table Implementation				53,407	55,600	57,794	59,983	62,176	64,371	66,563	68,753	70,945	73,137	75,332	77,520	79,711	81,186
COLA	604	9/6/2025			53,804	56,014	58,224	60,429	62,639	64,850	67,058	69,265	71,473	73,681	75,892	78,097	80,304	81,790
GI	1.30%	11/15/2025			54,456	56,693	58,930	61,161	63,398	65,636	67,871	70,104	72,339	74,574	76,812	79,043	81,277	82,769
COLA	624	3/7/2026			54,866	57,120	59,374	61,622	63,876	66,131	68,383	70,632	72,884	75,136	77,391	79,639	81,890	83,393
COLA	561	9/5/2026			55,235	57,504	59,773	62,036	64,306	66,576	68,843	71,107	73,374	75,641	77,912	80,175	82,441	83,954

Table Two - Carrier Technician																		
Salary		AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	Begin Contract		47,005	49,104	51,206	53,307	55,411	57,510	59,613	61,717	63,818	65,918	68,021	70,121	72,226	74,325	76,426	76,880
COLA	978	8/26/2023	47,615	49,742	51,871	54,000	56,130	58,257	60,387	62,519	64,647	66,774	68,904	71,032	73,164	75,291	77,418	77,879
GI	1.30%	11/18/2023	48,226	50,380	52,537	54,693	56,851	59,005	61,162	63,321	65,477	67,631	69,788	71,944	74,103	76,256	78,412	78,878
COLA	353	3/9/2024	48,446	50,610	52,777	54,943	57,111	59,274	61,442	63,610	65,776	67,940	70,107	72,273	74,442	76,605	78,770	79,239
COLA	978	9/7/2024	49,057	51,248	53,441	55,635	57,830	60,022	62,216	64,412	66,605	68,797	70,990	73,183	75,380	77,570	79,763	80,237
GI	1.30%	11/16/2024	49,668	51,886	54,107	56,329	58,551	60,769	62,991	65,214	67,435	69,654	71,874	74,095	76,320	78,536	80,756	81,237
COLA	620	3/8/2025	50,055	52,291	54,529	56,768	59,008	61,243	63,482	65,723	67,961	70,197	72,435	74,673	76,914	79,148	81,385	81,870
	New Table Implementation				54,529	56,768	59,008	61,243	63,482	65,723	67,961	70,197	72,435	74,673	76,914	79,148	81,385	82,891
COLA	604	9/6/2025			54,934	57,190	59,447	61,698	63,954	66,212	68,466	70,720	72,974	75,228	77,486	79,737	81,990	83,508
GI	1.30%	11/15/2025			55,600	57,884	60,168	62,445	64,729	67,014	69,296	71,576	73,858	76,140	78,425	80,703	82,984	84,507
COLA	624	3/7/2026			56,018	58,320	60,621	62,916	65,217	67,520	69,819	72,115	74,415	76,714	79,016	81,311	83,610	85,144
COLA	561	9/5/2026			56,395	58,712	61,028	63,339	65,656	67,974	70,289	72,600	74,915	77,229	79,548	81,859	84,172	85,717

Hourly rates for PTFs at Step AA are the same as hourly rates for full-time carriers at Step A.

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