## **Summary of Tentative Agreement**

The following is a summary of the terms of the tentative agreement reached between the National Association of Letter Carriers, AFL-CIO and the United States Postal Service. The terms of this agreement are not effective unless ratified by the voting membership of the NALC.

#### 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 2-3.

#### 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 COLA will be \$978 annually effective Aug. 26, 2023, paid retroactively.
- The second 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 below for more detailed projections for both career carrier pay tables.)

#### Wage schedule changes

**MOU Re: City Carrier Pay Table Step Modifications**—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 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 for Step P carriers). 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.



Wage Increases COLAs											
Date	Type of Increase	Amount									
Aug 26, 2023	COLA* (career)	\$978									
Nov 18, 2023	General wage increase (CCAs 2.3%)	1.3%									
March 9, 2024	COLA* (career)	\$353									
Sept 7, 2024	COLA* (career)	\$978									
Nov 16, 2024	General wage increase (CCAs 2.3%)	1.3%									
March 8, 2025	COLA* (career)	TBD									
	New Tables Implemented										
Sept 6, 2025	COLA* (career)	TBD									
Nov 15, 2025	General wage increase (CCAs 2.3%)	1.3%									
March 7, 2026	COLA* (career)	TBD									
Sept 5, 2026	COLA* (career)	TBD									

<sup>\*</sup> 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

									able 1							
							Career	Carriers appoir City Carrier		nuary 12, 2013	i					
Step at Beginning Contract	Weeks to Next Step		Aug 26, 2023	Nov 18, 2023	March 9, 2024	Sept 7, 2024	Nov 16, 2024	March 8, 2025	New	Sept 6, 2025	Nov 15, 2025	March 7, 2026	Sept 5, 2026	Minimum *** Step at	Projected****  Carrier	Projected****  Carrier
ntrae ep a	eks eks	Salary as of	COLA	GI	COLA	COLA	GI	COLA (proj)*	Table	COLA (proj)*	GI**	COLA (proj)*	COLA (proj)*	End of Contract	Wage	Wage
1 g ~	පි ද	May 20, 2023	\$978	1.3%	\$353	\$978	1.3%	\$620		\$604	1.3%	\$624	\$561		Increase \$	Increase %
Α	96	62,078	63,056	63,863	64,216	65,194	66,001	66,621	66,621	67,225	68,032	68,656	69,217	В	11,752	18.93%
В	96	66,517	67,495	68,360	68,713	69,691	70,556	71,176	71,176	71,780	72,645	73,269	73,830	D	10,718	16.11%
С	44	66,619	67,597	68,463	68,816	69,794	70,660	71,280	71,280	71,884	72,750	73,374	73,935	G	12,051	18.09%
D	44	69,796	70,774	71,681	72,034	73,012	73,919	74,539	74,539	75,143	76,050	76,674	77,235	н	9,348	13.39%
E	44	70,256	71,234	72,147	72,500	73,478	74,391	75,011	75,011	75,615	76,528	77,152	77,713	1	9,370	13.34%
F	44	70,720	71,698	72,617	72,970	73,948	74,867	75,487	75,487	76,091	77,010	77,634	78,195	J	9,373	13.25%
G	44	71,177	72,155	73,080	73,433	74,411	75,336	75,956	75,956	76,560	77,485	78,109	78,670	ĸ	9,400	13.21%
н	44	71,633	72,611	73,542	73,895	74,873	75,804	76,424	76,424	77,028	77,959	78,583	79,144	L	9,424	13.16%
1	44	72,097	73,075	74,012	74,365	75,343	76,280	76,900	76,900	77,504	78,441	79,065	79,626	N	9,922	13.76%
J	34	72,546	73,524	74,467	74,820	75,798	76,741	77,361	77,361	77,965	78,908	79,532	80,093	0	9,946	13.71%
к	34	73.012	73,990	74,939	75,292	76,270	77,219	77,839	77,839	78.443	79,392	80,016	80,577	P	10,942	14.99%
L	26	73.474	74,452	75.407	75,760	76.738	77.693	78,313	78.313	78.917	79.872	80,496	81,057	P	10,480	14.26%
м .	26	73.930	74.908	75.869	76.222	77.200	78.161	78,781	78.781	79.385	80.346	80.970	81,531	P	10,024	13.56%
N	24	74.400	75.378	76.345	76,698	77.676	78,643	79.263	79.263	79.867	80.834	81.458	82.019	P	9.554	12.84%
0	46	74,855	75,833	76.806	77,159	78,137	79,110	79,730	79,730	80,334	81,307	81,931	82,492	P	9,099	12.16%
P	-10	75,299	76,277	77,256	77,609	78,587	79,566	80,186	81,186	81,790	82,769	83,393	83,954	Р	8,655	11.49%
		70,200	10,211	11,200	77,000	10,001	70,000	00,100	01,100	01,700	02,700	00,000	00,001	·	0,000	11.10%
							Ca	rrier Technic	ian							
A	96	63.382	64.380	65.204	65.565	66.563	67.387	68.020	68.020	68.637	69.461	70.098	70.671	В	11.998	18.93%
в	96	67.914	68.912	69.796	70.156	71.155	72.038	72.671	72.671	73,287	74,171	74.808	75,380	D	10.943	16.11%
С	44	68.018	69.017	69.901	70.261	71.260	72.144	72,777	72.777	73.394	74.278	74,915	75,488	G	12,304	18.09%
D	44	71.262	72,260	73.186	73.547	74.545	75,471	76,104	76,104	76.721	77,647	78,284	78,857	н	9,544	13.39%
E	44	71.731	72.730	73.662	74.023	75.021	75,953	76.586	76.586	77.203	78.135	78.772	79.345		9.567	13.34%
F	44	72.205	73.204	74.142	74.502	75.501	76,439	77.072	77.072	77.689	78.627	79.264	79.837	j	9.570	13.25%
G	44	72.672	73.670	74.615	74.975	75.974	76,918	77,551	77.551	78.168	79.112	79.749	80.322	ĸ	9,597	13.21%
H	44	73,137	74,136	75,086	75,447	76,445	77,396	78,029	78,029	78,646	79,596	80,233	80,806	Ë	9,622	13.16%
l ï l	44	73.611	74.610	75,566	75,927	76.925	77.882	78,515	78.515	79.132	80.088	80,725	81.298	N	10,130	13.76%
j	34	74.069	75,068	76,000	76,321	77.390	78,353	78,986	78,986	79,602	80,565	81,202	81,775	Ö	10,155	13.71%
ĸ	34	74,545	75,544	76,513	76,873	77.872	78,841	79,474	79,474	80.090	81,059	81,696	82,269	P	11,172	14.99%
Ľ	26	75.017	76,015	76,991	77,351	78,349	79,325	79,958	79,958	80,574	81,549	82,186	82,759	P	10,700	14.26%
м	26	75,483	76,481	77,462	77,823	78,821	79,802	80,435	80,435	81,052	82,033	82,670	83,243	P	10,700	13.56%
N	24	75,463	76,961	77,948	78,309	79,307	80,295	80,928	80,928	81,544	82,532	83,169	83,741	P	9,755	12.84%
Ö	46	76,427	77,425	78,419	78,779	79,778	80,771	81,404	81,404	82.021	83,014	83,652	84,224	P	9,290	12.16%
P	70	76,880	77,879	78,878	79,239	80.237	81,237	81,870	82.891	83.508	84.507	85.144	85,717	P	8.837	11.49%

<sup>\*</sup> Value of COLAs depend on changes in the level of the Consumer Price Index. The estimated COLAs shown above are based on the Congressional Budget Office forecast.

## 2023-2026 General Wage Increases and Projected COLAs

									ble 2							
Career Carriers appointed on or after January 12, 2013  City Carrier																
									New	Sept 6, 2025	Sept 5, 2026	Minimum ***	Projected****	Projected****		
Step at Beginning Contract	Weeks to Next Step		_							•	Nov 15, 2025 GI**	· ·		Step at	Carrier	Carrier
ing of	Step	Salary as of	COLA	GI	COLA	COLA	GI	COLA (proj)*	Table	COLA (proj)*		COLA (proj)*	COLA (proj)*	End of Contract	Wage	Wage
		May 20, 2023	\$978****	1.3%	\$353****	\$978****	1.3%	\$620****		\$604****	1.3%	\$624****	\$561****		Increase \$	Increase %
Α	46	46,038	46,636	47,234	47,450	48,048	48,646	49,025						D	11,466	24.91%
В	46	48,094	48,719	49,344	49,569	50,194	50,819	51,215						E	11,679	24.28%
С	46	50,153	50,804	51,456	51,691	52,342	52,994	53,407	53,407	53,804	54,456	54,867	55,236	F	11,884	23.70%
D	46	52,211	52,889	53,568	53,813	54,491	55,170	55,600	55,600	56,014	56,693	57,120	57,504	G	12,095	23.17%
E	46	54,271	54,976	55,682	55,936	56,641	57,347	57,794	57,794	58,224	58,930	59,374	59,773	н	12,305	22.67%
F	46	56,327	57,059	57,791	58,055	58,787	59,519	59,983	59,983	60,429	61,161	61,622	62,037	1	12,516	22.22%
G	46	58,387	59,145	59,904	60,178	60,936	61,695	62,176	62,176	62,639	63,398	63,876	64,306	J	12,721	21.79%
н	46	60,448	61,233	62,019	62,302	63,087	63,873	64,371	64,371	64,850	65,636	66,131	66,576	K	12,926	21.38%
1	46	62,505	63,317	64,130	64,423	65,235	66,048	66,563	66,563	67,058	67,871	68,383	68,843	L	13,136	21.02%
J	46	64,562	65,401	66,240	66,543	67,382	68,221	68,753	68,753	69,265	70,104	70,633	71,108	М	13,350	20.68%
K	46	66,622	67,487	68,353	68,665	69,530	70,396	70,945	70,945	71,473	72,339	72,884	73,374	N	13,553	20.34%
L	46	68,679	69,571	70,464	70,786	71,678	72,571	73,137	73,137	73,681	74,574	75,136	75,641	0	13,762	20.04%
M	46	70,740	71,659	72,579	72,911	73,830	74,750	75,332	75,332	75,892	76,812	77,391	77,912	P	13,214	18.68%
N	46	72,796	73,742	74,688	75,029	75,975	76,921	77,520	77,520	78,097	79,043	79,639	80,175	P	11,158	15.33%
0	46	74,854	75,826	76,799	77,150	78,122	79,095	79,711	79,711	80,304	81,277	81,890	82,441	P	9,100	12.16%
Р		75,299	76,277	77,256	77,609	78,587	79,566	80,186	81,186	81,790	82,769	83,393	83,954	P	8,655	11.49%
							Ca	rrier Technic	an							
Α	46	47.005	47.615	48.226	48.446	49.057	49.668	50,055	an					D	11.707	24.91%
В	46	49.104	49.742	50.380	50.610	51,248	51.886	52,291						E	11.924	24.28%
С	46	51.206	51,871	52.537	52,777	53,441	54.107	54,529	54.529	54.934	55.600	56,019	56.396	F	12,134	23.70%
D	46	53.307	54.000	54.693	54.943	55.635	56.329	56.768	56.768	57.190	57.884	58,320	58.712	G	12.349	23.17%
E	46	55,411	56,130	56,851	57.111	57,830	58,551	59,008	59,008	59.447	60,168	60,621	61,028	н	12,563	22.67%
F	46	57.510	58.257	59.005	59.274	60.022	60.769	61,243	61,243	61.698	62,445	62.916	63.340	1	12,779	22.22%
G	46	59.613	60.387	61,162	61.442	62.216	62.991	63,482	63,482	63.954	64.729	65,217	65,656	J	12.988	21.79%
н	46	61.717	62,519	63,321	63,610	64.412	65.214	65,723	65.723	66,212	67.014	67,520	67.974	ĸ	13.198	21.38%
1	46	63,818	64,647	65,477	65,776	66,605	67,435	67,961	67,961	68,466	69,296	69,819	70,289	Ĺ	13,411	21.01%
J	46	65.918	66.774	67.631	67.940	68.797	69.654	70.197	70.197	70.720	71.576	72,116	72.601	м	13.630	20.68%
ĸ	46	68.021	68,904	69.788	70.107	70.990	71,874	72,435	72,435	72,974	73.858	74,415	74,915	N N	13,838	20.34%
L	46	70,121	71,032	71,944	72,273	73,183	74,095	74,673	74,673	75,228	76,140	76,714	77,229	0	14,051	20.04%
M	46	72,226	73,164	74,103	74,442	75,380	76,320	76,914	76,914	77,486	78,425	79,016	79,548	P	13,491	18.68%
N	46	74,325	75,291	76,256	76,605	77.570	78.536	79.148	79.148	79.737	80.703	81,311	81.859	P	11,392	15.33%
0	46	76,426	77,418	78,412	78,770	79,763	80,756	81,385	81,385	81,990	82,984	83,610	84,172	P	9,291	12.16%
P		76,880	77,879	78,878	79,239	80,237	81,237	81,870	82,891	83,508	84,507	85,144	85,717	P	8,837	11.49%

<sup>\*</sup> Value of COLAs depend on changes in the level of the Consumer Price Index. The estimated COLAs shown above are based on the Congressional Budget Office forecast. \*\* Includes projected COLA amounts.

<sup>\*\*\*</sup> This assumes the employee began the contract in the step listed in the first column on the left and received either one, two, three or four step increases depending on their beginning step and the variance in waiting periods between steps.

\*\*\*\* This projection includes the general increases, projected COLAs and the minimum step increases a carrier would receive over the term of the agreement - all bargained for and negotiated in Article 9. It assumes the employee began the contract in the step listed in the first column on the left and received either one, two, three or four step increases depending on their beginning step and the variance in waiting periods between steps. The lower amounts for Steps L, M, N and O are a result of the employee reaching top pay where they will no longer receive step increases.

<sup>\*\*</sup> Includes projected CULA amounts.

\*\*\*This step progression assumes the employee began the contract in the step listed in the first column on the left and received a minimum of three step increases. Many carriers will have step credit that could increase their pay further by allowing them to get an additional step increases.

\*\*\*\*This projection includes the general increases, projected COLAs, the minimum step increases a carrier would receive over the term of the agreement, and the modifications to this pay table - all bargained for and negotiated in Article 9. It assumes the employee began the contract in the step listed in the first column on the left and received three step increases. The lower amounts for Steps M, N and O are a result of the employee reaching top pay where they will no longer receive step increases.

<sup>\*\*\*\*\*</sup> COLA amount shown is for the highest step. In accordance with Article 9.3.D lower steps receive COLAs adjusted proportionally to each step's percentage of Step P.

	Table 3 - City Carrier Assistant Schedule																		
Н																			
Г	City Carrier Assistant											City Carrier Assistant Technician							
or clo	sk to Next Ste	Pay as of May 20, 2023	Nov 18, 2023 2.3%	Nov 16, 2024 2.3%	New Table \$0.50	Nov 15, 2025 2.3%	Starting pay Inc	Total Increase BB to AA	% Increase	Step	ek to Next Ste	Pay as of May 20, 2023	Nov 18, 2023 2.3%	Nov 16, 2024 2.3%	New Table \$0.50	Nov 15, 2025 2.3%	Starting pay Inc	Total Increase BB to AA	Increase
	B 52	19.33 19.83	19.77 20.27	20.21 20.71	20.71 21.21	21.15 21.65	1.82	2.32	9.42% 12.00%	BB AA	52	19.74 20.25	20.19 20.70	20.63 21.14	21.14 21.66	21.59 22.10	1.85	2.36	9.37% 11.96%
						CCA	who w	ere on	the roll	s as 1	ΓEs	on January	10, 2013						
Г	We	€ City Carrier Assistant									€ City Carrier Assistant Technician								
osch	xt Step	Pay as of May 20, 2023	Nov 18, 2023 2.3%	Nov 16, 2024 2.3%	New Table \$0.50	Nov 15, 2025 2.3%	Starting pay Inc	Total Increase BB to AA	_	_	ek to Next Step	Pay as of May 20, 2023	Nov 18, 2023 2.3%	Nov 16, 2024 2.3%	New Table \$0.50	Nov 15, 2025 2.3%	Starting pay Inc	Total Increase BB to AA	% Increase
	B 52	20.88 21.38	21.32 21.82	21.76 22.26	22.26 22.76	22.70 23.20	1.82	2.32	8.72% 11.11%	BB AA	52	21.32 21.83	21.77 22.28	22.22 22.73	22.73 23.24	23.18 23.69	1.86	2.37	8.72% 11.12%

#### **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 fulltime 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 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 fourweek December period. The proposed modification would extend the employment period from four weeks to six weeks to cover the two weeks preceding the four week December period, and provide a twoweek 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 "manyear" 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 employees who are not on an overtime Desired List (ODL) or Work Assignment list, 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 environ-

ment/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 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 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. (Any cross craft
  assignments after this time period must be consistent with
  the collective bargaining agreement.)
- 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 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

This agreement would only apply to future joint route evaluation and adjustment processes.

## 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 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 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.

## 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

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

