

VOTE NO ON NALC TENTATIVE AGREEMENT

Make sure National has your address correct on your NALC.org Members Only portal to ensure you get your ballot!

If your address is wrong, call (202) 393-4695 and speak to Member Services.

WHY YOU SHOULD VOTE NO

NO LIVING WAGE

INADEQUATE PAY INCREASES

Carriers were anticipating the elimination of Table 2 with one pay scale. The proposed pay scales do not provide a living wage until higher steps are reached. Current cost of living is ~\$65-68,000 per year.

MIDDLE STEP CARRIERS GOT SCREWED

“SHORTENED TIME TO TOP STEP”

The way the Tentative Agreement shortens the time to top step is wildly unfair to carriers who were hired on Table 2 or are currently on steps C-O. These carriers were denied a higher early career salary that amounts to over \$100,000.

AN APWU PTF MAKES \$27/HR

STARTING PAY FOR CCAS

Our CCAs are our future - since the Tentative Agreement failed to move to an all-career model as expected, we must protect our CCA brothers and sisters. \$0.50 and 2.3% is a slap in the face to CCAs who work long hours and weeks, constantly being abused by management.

HARM TO THE CITY LETTER CARRIER

BENT OVER FOR MANAGEMENT

Creating an avenue to work over 12 hours gives pretext for abusive supervisors to take advantage of carriers. This is antithetical to the ideals of the labor movement - a fair days work for a fair days pay has meant a middle class lifestyle for 8 hours of work since FDR's new deal. 60 hour rule and quarterly equalization will also come into question.

6,500+ LETTER CARRIER JOBS ON THE LINE

BARGAINING AWAY OUR JOBS

By reducing fixed office time from 33 minutes to 20 minutes (13 minutes less), every 37 routes that lose 13 minutes means one less route, one less brother and sister. Every five lost routes means one less T-6 position. If there are 200,000 routes, this agreement will cause us to eventually lose 6,500 carrier jobs.

EXPECTED TO PAY TOP DOLLAR FOR UNIFORMS

NO REAL IMPROVEMENT TO UNIFORMS

Current uniform allowance is \$499. May '25 will go up to \$536. May '26 will go up to \$549. The Union wants to agree to only give us an additional \$37 and \$13, while uniforms costs are astronomically high. Instead of bargaining for better prices or more pay, we got socks.

VOTE NO TO FORCE TO ARBITRATION WE DESERVE A CONTRACT THAT HAS OUR BEST INTERESTS IN MIND

NOT A CONTRACT BUILT FOR MANAGEMENT TO HARM US FURTHER



Tentative Agreement



Key Points and Analysis

On October 19th, 2024, after 600 days of "tireless negotiations with the postal service", Brian L. Renfroe announced the details of a new Tentative Agreement for 2023-2026 to the NALC membership.

Key Points: Financials

A Reduction in Time to Reach Top Step, but Not for All.

Under the proposed Tentative agreement steps AA, A, and B of the City Carrier and City Carrier Technician Table 2 pay scale have been eliminated. Carriers in those steps will automatically advance to step C and begin a new 46 week period until the next step increase. For the rest of the carriers in steps C-O there will be no step increase. This effectively creates a new third pay table. Newly converted regulars will now reach top step in just over 11 years, while those at step C and beyond will still need 13.3 years of service to top step.

General Wage Increase for Carriers

Carriers in all steps will receive an annual 1.3% general wage increase for the next four years, totaling to 3.9%. Carriers at Step P (top step) receive one additional \$1000 raise. CCA's will receive one \$0.50 raise and an annual 2.3% general wage increase each year. These raises are simply not enough to keep up with inflation, and amount to a pay cut. This contract puts letter carriers in the worst financial situation since 1970, further pushing our brothers and sisters towards poverty. This is not the "historic" contract we were promised.

Uniform Program

The current allotment for city carriers is \$499. Under the proposed tentative agreement we will see a bump up to \$536 in 2025 and \$549 in 2026. Not even enough for an additional pair of pants.



Comparing Recent Union Wins to our Tentative Agreement

In 2023, UPS drivers, represented by the Teamsters, won a contract that increased pay by \$7.50 per hour and secured a top rate pay of \$49 per hour by the end of the contract. Additionally, UPS drivers attain top step pay after just 5 years!

United Auto Workers at Ford, GM, and Stellantis won a historic contract in 2023 with minimum 33% raises and up to 160% for some of the lowest-paid workers over the lifetime of the contract. They also dramatically lowered the time to top pay.

Dock workers represented by the International Longshoremen's Association and the U.S. Maritime Alliance won a 62% raise over the course of a six-year contract.

The APWU was able to negotiate their 2021-2024 contract in 6 months and secured a starting wage of \$27.28 for PTF clerks.

Other Contractual Losses in the 2023 Tentative Agreement

One of the most astounding failures of the Tentative Agreement is a reduction in fixed office time from 33 minutes to 20 minutes for any new route adjustment process. 13 minutes may not seem like much, right? But, for every 37 routes that lose 13 minutes there will be one less route, one less full time regular. For every 5 routes lost there will be one less carrier technician. If there are an estimated 200,000 routes then this agreement will eventually cause us to lose 6,500 full time letter carrier jobs. What union successfully bargains jobs away from its members?

For Additional information check out www.fromtoarbitration.com/vote-no

For a copy of 2023-2026 Tentative Agreement summary visit nalc.org

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Tentative Agreement

Key Points and Analysis



With the current socio-economic climate showing massive support for historic union wins it's important that we collectively establish our worth by voting NO to the proposed Tentative Agreement. We are worth more than 1.3%.

Pushing to Move to Interest Arbitration.

The last time a tentative agreement was voted down by the members was in 1978 where we went to arbitration and won an additional raise and removed the cap on cost of living adjustments (COLAs). The current economic climate should see the NALC in its strongest bargaining position in decades. With the repeal of the prefunding mandate that previously handicapped us in the 2013 DAS award that created the 2 table pay system, NALC members have more leverage than ever before in arbitration.

Standing Our Ground for a Fair Contract.

Letter carriers are the backbone of the communities they serve. In 2013, we had huge wage losses forced upon us, plus the beginning of the non-career workforce. Throughout the pandemic, we continued to work on the front lines, delivering checks and medication to our customers as they sheltered from the Covid pandemic. While prices soar, we labor on. It is time for letter carriers to be rewarded for the work we do.

Nothing Left to Lose.

We have already waited an astounding 600 days for a lousy contract. Pushing for arbitration could see the contract postponed for several more months, however, we have nothing left to lose. The Job of an arbitrator is to find a middle ground between the parties. The last few contracts that went to arbitration did not do so because the membership voted against the agreement, but because the parties could not agree in the first place. This allowed for what some might consider as "losing in arbitration". By voting NO on the tentative agreement our initiation into arbitration will be different.

The arbitrator will be aware that the parties did come to an agreement and that the membership voted against it. This will show the arbitrator that agreement is already in favor of USPS and not the NALC.

A Message from National Vice President James Henry.

Brothers and Sisters,

Let me start by saying I too share in your anguish, disappointment, frustration and disdain for the tentative Agreement (TA) that was presented to the membership for ratification. I'm of the belief that the TA is woefully short of expectations by the membership and exceedingly deficient of what our letter carriers deserve. Moreover, It's devoid of the respect our letter carriers have earned through their devotion, dedication and hard work through any and all circumstances!

I for one will be voting NO on the TA and encourage each and every one of you to do the same and ask your fellow carriers to vote no as well. This TA represents an epic failure in leadership and recognition of that letter carriers who deserve to be industry leaders in wages, benefits, and working conditions by our President! It is simply not enough to do as well as other sector workers, we deserve and demand better because we are the best!

After 20 months of negotiations, a TA should've been presented that reflects the time that carriers waited for allegedly a "Historic" contract. It is historic in the sense that there has never been such a let down of the carriers and depicting being tone deaf to the plight and financial burdens carriers now endure! After my 36 years of service and being the NALC Vice President, I have an understanding of what is expected of the NALC leadership and what were getting now does not meet the basic standards of ensuring the interest of our letter carriers come first. VOTE NO! I AM! In Solidarity, James D. Henry

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CALCULATING RAISES

OVER THE LIFE OF THE 2023 TENTATIVE AGREEMENT METHODOLOGY USING THE NEW TABLE TWO

There are several ways to calculate the total raise achieved over the life of the contract. Many National and local leaders are telling their members that most people will see 20+% raises. However, that will only be true for a select few groups of carriers, mostly those in Steps AA, A, and B. Why is that?

Table Two - City Carrier																
AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	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
	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
	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
	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
	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
	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
	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
			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
			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
			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
			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
			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

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The pay charts above are color-coded to demonstrate two ways to calculate the total raise in the Tentative Agreement. The top chart reflects a transparent calculation of the actual raises achieved in this agreement. The bottom chart reflects a calculation that includes natural step progression, indicating raises above 20%.

Bottom Table with Natural Step Progression	Top Table Calculating What was Negotiated
A - 24.9%	A - 20.0%
B - 24.3%	B - 14.8%
C - 23.7%	C - 10.1%
D - 23.2%	D - 10.1%
E - 22.7%	E - 10.1%
F - 22.2%	F - 10.1%
G - 21.8%	G - 10.1%
H - 21.4%	H - 10.1%
I - 21.0%	I - 10.1%
J - 20.7%	J - 10.1%
K - 20.3%	K - 10.1%
L - 20.0%	L - 10.1%
M - 18.7%	M - 10.1%
N - 15.3%	N - 10.1%
O - 12.2%	O - 10.1%
P - 11.5%	P - 11.5%

LOOKING AT THE DIFFERENT CALCULATIONS

The top chart shows the raises achieved by each step in the Tentative Agreement. Those are the actual gains that were negotiated in this round of bargaining. Remember, carriers already progress through the steps at 46 week intervals. The bottom chart demonstrates how union leadership calculates 20+% raises - they include the step raises that we already receive! These misleading numbers make it seem like the majority of carriers are getting a fair, equitable raise. While carriers currently in steps AA, A, and B will be moving to step C, the rest of us are only getting 10%. Looking at the chart to the right, we see that most steps would receive raises exceeding 9% without any new contract! **It is important to note that these calculations ALL assume we receive the projected COLAs. COLAs can be higher, or even zero.**

SUMMARY

Misrepresenting the strength of the contract is dangerous. The reality is that carriers in steps C through O are getting the short end of the stick. It is important that this be accurately represented to letter carriers so that they can make the best decision possible when they vote.

For more information check out: fromtoarbitration.com/vote-no





VOTE

PROPOSED INITIATIVE AGREEMENT

Between the
**NATIONAL ASSOCIATION
OF LETTER CARRIERS**
and the

NO

