



# **GETTING THE WORK DONE**

## **ONE STEP AT A TIME**

NATIONAL ASSOCIATION OF POSTAL SUPERVISORS  
2025 LEGISLATIVE TRAINING SEMINAR

# **LEGISLATIVE ISSUES BRIEF**



# Things to Know About

## **The U.S. Postal Service Must Remain an Independent Government Agency—Not a Profit-Driven Commercial Enterprise**

Time and time again, the constitutionally established national postal operation has proven to be a vital part of the nation’s essential infrastructure—as an independent, cabinet-level Postal Department and, more recently, as a statutory independent establishment. The U.S. Postal Service has demonstrated its value to America by binding the nation together as a conduit for correspondence, news, commerce, life-saving medications and ballots for our country’s democracy.

The Postal Service is a public institution entrusted to an 11-member Board of Governors. Nine governors are presidentially nominated and tasked with hiring two other governors who are employees of the board—the postmaster general and deputy postmaster general. Collectively, the 11 governors are empowered to ensure all Americans are provided prompt, reliable and efficient postal services. It is important to note the Postal Board of Governors is legally required to “represent the public interest”—not the parochial political or economic views of a specific interest group or company.

Our postal system predates establishment of the United States because our nation’s Founding Fathers placed immense value on the necessity to have a government-owned, nationwide postal system to communicate and conduct commerce. In fact, the law (*Title 39* of the United States Code) demands the Postal Service “be operated as a basic and fundamental service provided to the people by the government of the United States, authorized by the Constitution ...” Although the Postal Reform Act of 1970 stipulated that the Postal Service be an independent establishment of the Executive Branch, the agency’s mission remains to be a public service.

The vital need for a national postal presence has not weakened over the past 250 years. American patriot Benjamin Franklin was the Post Office Department’s first postmaster general. Franklin, as well as the other architects of the Constitution, strongly believed a governmental postal service was vital to linking communities throughout the nation.

Therefore, they enshrined the Postal Service in the U.S. Constitution. Among the congressional powers

enumerated in Article I, Section 8, of the Constitution is Congress’ authority “... to establish Post Offices and Post Roads.” In 2022, Congress renewed its strong support of a government-run, national postal system with enactment of the Postal Reform Act of 2022 (Public Law 117-108). Today, the Postal Service provides Americans with the world’s largest and most affordable acceptance, processing and delivery network, serving households and businesses, both large and small.

## **Postal Operations Do Not Rely on Taxpayer Dollars**

Generally, the U.S. Postal Service is self-sustaining and does not rely on taxpayer dollars to fund its operations. The Postal Service operates as a unique governmental entity; it is expected by law to cover its costs through postage revenue. Its operating revenue totaled \$79.5 billion in fiscal year 2024, an increase of \$1.8 billion from the previous year.

The federal agency relies on the sale of postage and mail products. In addition to pandemic-related challenges, the Postal Service has confronted high inflation, increasing delivery points and the loss of profitable First-Class Mail. The Postal Regulatory Commission adjudicates price adjustments for USPS market-dominant products, recognizing the extraordinary burdens unique to a universal and accessible national mail system.

Over the course of the past years, Congress has acknowledged the unique and essential role played by the USPS by converting a \$10 billion pandemic-related line of credit into a grant. Furthermore, in 2022, Congress authorized \$3 billion to help modernize the aging and unsafe postal delivery fleet and acquire new electronic delivery vehicles and build an infrastructure to support them.

The fiscal year 2025 budget included a request of \$70.5 million to compensate the agency for providing free and reduced mail. The Postal Service is authorized to request up to \$460 million for public service costs for providing universal service; the agency has neither requested nor received any public service reimbursement since 1982. This is the equivalent of returning almost \$10 billion to the U.S. Treasury.

# the Postal Service

## The Postal Service, the Nation's Largest Civilian Employer, Provides Jobs to American Heroes

The Postal Service employs over 639,675 Americans, of which approximately 533,724 are career employees. In addition, the agency has a long and proud history of providing career opportunities to veterans, reservists and their family members. Approximately 63,000 Postal Service employees, representing approximately one-tenth of the Postal Service's total workforce, served in the United States armed forces.

These valued employees have brought leadership, reliability and high-tech skills to the Postal Service, as well as loyalty and integrity. NAPS proudly supports local and national veteran outreach efforts to help qualified veterans find secure and stable careers at the Postal Service.

## The Nation's Postal System Plays a Major Role in the American Economy

In our present digital world, the Postal Service remains a cornerstone of America's economic and communications infrastructure. In fiscal year 2024, the Postal Service distributed mail to 168.6 million delivery points, including homes, businesses and post office boxes in every city, town and village in America.

Trillions of dollars move through the postal system every year. Almost one-half of all bills are paid by mail. The Postal Service is the driver of a \$1.6 trillion-a-year mailing industry that employs 7.3 million people across the country or more than 6% of the nation's jobs. Overall, the Postal Service and related industries contribute 7.6% of the nation's gross domestic product.

And the Postal Service delivers everywhere; others don't. The Postal Service delivers more mail to more addresses in a larger geographical area than any other postal operation in the world. It also is the world's largest retail network—larger than McDonald's, Walmart and Starbucks (in the U.S.) combined. During the previous fiscal year, the Postal Service handled 112.5 billion pieces of mail—162.1 million pieces of First-Class Mail each day.

UPS, FedEx and—now—Amazon do not deliver

to rural and remote locations that are not profitable; instead, they rely on the Postal Service to take their packages the “last mile” for delivery. The Postal Service does not impose a fuel or residential delivery surcharge on its customers, charging just 73 cents for a letter going anywhere in the U.S. and its territories, even though it receives *no* tax dollars for its operating expenses and must cover all its own costs. There is no industrialized nation that charges cheaper postage.

## Earning Postal Trust

The Postal Service excelled in delivering democracy for America during the 2022 and 2024 elections. The agency's success in binding the nation together during the COVID-19 pandemic reinforced confidence in the institution. The Postal Service demonstrated its priceless value in fulfilling and delivering 737 million coronavirus tests to the homes of countless Americans.

However, the toxic political environment and general mistrust in public institutions continue to plague America. In addition, USPS-initiated consolidations, realignments and operational changes have compromised mail security, made mailing letters and parcels less accessible and slowed the mail in many sections of this nation. All this has impacted America's view of the Postal Service.

Nevertheless, according to a fall 2024 Gallup Organization Survey, Americans continue to rate the Postal Service the highest federal agency, with 59% rating it excellent or good. However, the rating still is 15 points lower than the 2019 Gallup Survey.

In 2021, Gallup identified mail delays as one of the primary reasons for the erosion. The Postal Board of Governors, postal employees and our elected leaders must work together to regain America's trust.

The Board of Governors and Congress need to ensure the agency restores the high regard the Postal Service has historically commanded as one of the best companies in the country in keeping information safe and secure. Consumer confidence, brand loyalty, a high-performing workforce and universal presence are the Postal Service's key assets.

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## A Universal, Affordable, Independent, Government-Run Postal Service Is in the National Interest

Over the past few months, calls to privatize the U.S. Postal Service and/or have the U.S. Department of Commerce absorb the congressionally mandated independent agency have attracted considerable media attention. Fortunately, there has been meaningful, bipartisan objection to these musings.

It is important to note that such actions would defy the Postal Reorganization Act of 1970, which established the U.S. Postal Service as an “independent establishment.” Additionally, these proposals are contrary to the constitutional foundation of our national mail system that place postal oversight squarely in the halls of Congress.

In 1970, Congress delegated postal governance to the Postal Board of Governors and regulatory authority to the Postal Rate Commission, which was changed to the Postal Regulatory Commission (PRC) in 2006. Clearly, both privatization and executive agency assimilation would violate the law. Therefore, NAPS strongly supports H.Res. 70, a resolution in opposition to postal privatization and efforts to eliminate the Postal Service as an independent establishment. NAPS has been advised a companion Senate resolution will be introduced soon.

The Postal Service, even with its recent financial woes and operational errors, continues to enjoy overwhelming public support. Moreover, the agency provides the least expensive conveyance of mail and the most efficient postal system among industrialized countries.

In fact, a fall 2024 Gallup public opinion survey concluded the Postal Service to be the most favored federal agency with a 59% approval rating. The Pew

Research Center confirmed the Postal Service’s overwhelming favorability with a 72% approval rating—the agency trailed the National Park Service by only 4 points.

Efforts to privatize or absorb the USPS into another executive branch agency such as the Commerce Department is an attack on rural America and other postal-reliant communities. Private-sector incentives and corporate interests represented in the Commerce Department would result in higher postage rates, slower delivery and reduced postal accessibility.

The Postal Service functions under a “universal obligation,” which means it must provide nondiscriminatory services to the entire nation, whether the delivery point is urban, suburban, rural or located outside the contiguous 48 states. Absent a government-operated, universal mail system, private-sector incentives rank profit ahead of service.

This not only affects rural postal customers, but also non-rural ones. For example, U.S. postage for Americans mailing individual parcels average about 40% less than similar packages sent via private shippers. Ironically, many private shippers benefit from the Postal Service’s universal service obligations as they transfer their packages to the Postal Service for the “last mile” and delivery.

Incorporating the independent postal establishment into the Department of Commerce, accompanied by the reported termination of the Postal Board of Governors and the PRC, would be catastrophic. The 47,000-employee Commerce Department has little in common with the 635,000-employee Postal Service, other than USPS retirees have, in the past,

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assisted with the decennial U.S. census. NAPS would support greater USPS involvement in the decennial census enumeration—so long as the Postal Service is fairly compensated by the Commerce Department for its work.

The Commerce Department has as its primary mission to “drive U.S. economic competitiveness” and “strengthen domestic industry.” Although not contradictory, the mission does not lend itself to absorbing the Postal Service. The USPS’ mission is to “bind the nation together” through correspondence and prompt, reliable and efficient postal services to all American communities.

The focus of the Postal Service’s strategy to achieve continued viability has been its “Delivering for America” (DFA) plan. While some parts of the initiative may have improved the postal spreadsheet—primarily Congress’ enactment of the Postal Reform Act of 2022—the same cannot be said about USPS Headquarters-directed network changes.

Thus far, the track record of postal network realignment has been disappointing and unpopular. In late January 2025, the PRC issued a highly critical “advisory opinion” on the DFA. The commission concluded “the Postal Service is irreversibly changing its network without laying the foundation for success.”

Specifically, the PRC found the USPS relies on a flawed design, inflated and uncertain cost-savings that would slow down mail delivery and has failed to create a reliable method for evaluating the DFA. The next month, in February, the Government Accountability Office cast

serious doubt relating to the USPS’ projected cost-savings resulting from postal facility consolidations and redesign.

On-time performance and the USPS’ financial condition have suffered as the result of the agency’s DFA initiatives. Congress and the White House have taken notice, which has renewed interest in privatization and bred proposals to reduce or eliminate USPS independence.

## Modernization of the Postal Delivery Fleet

In fiscal year 2023, the Postal Service had approximately 246,500 vehicles on the road. That represents a 6.5% increase in the number of vehicles over three years. Three years ago, Congress passed legislation that included a provision to provide \$3 billion to supplement the Postal Service’s plans to upgrade and modernize its outdated and unsafe delivery fleet.

The existing fleet has been on the road, on average, for a quarter-century. These vehicles already have surpassed their lifespan; replacement parts are scarce. Over the next five years, the USPS plans to put about 106,000 new vehicles on the road.



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Certain members of Congress now seek to reverse the much-needed \$3 billion government investment in the Postal Service's modernized fleet. NAPS opposes the withdrawal of postal funds.

## **Interagency Collaboration and the U.S. Census Bureau**

In 2009, former Rep. Jason Chaffetz (R-UT), prior to his assuming the chair of the House Committee on Oversight and Reform, suggested the Postal Service and the U.S. Bureau of the Census should collaborate on the execution of decennial censuses. The census, as is a national mail system, is required in the U.S. Constitution.

In part, the now-FOX News personality recommended deployment of letter carriers as effective and expert enumerators for the purpose of tallying the U.S. population. In early March 2025, Secretary of Commerce Howard Lutnick resurrected the idea. Assuming the Postal Service and its employees are fairly compensated for providing census support, this would be a constructive means to increase USPS revenue and illustrate the vital role the USPS plays in our nation. The effort also would be consistent with a provision in the Postal Service Reform Act of 2022 to increase interagency collaboration with the independent USPS.

## **Shipment of Alcoholic Beverages**

NAPS supports legislative efforts to authorize the USPS to ship alcoholic beverages. Such authority would end the Prohibition-era ban that prevents the Postal Service from shipping alcoholic beverages to consumers. The agency has estimated that shipment of alcoholic beverages would annually generate \$50 million in new revenue.

NAPS supports legislation permitting the Postal Service to carry alcoholic beverages from licensed

producers and retailers to consumers over the age of 21, in accordance with state and local laws.

## **Limited Banking**

Digital services, including limited banking and public-private partnerships with financial institutions that complement the Postal Service's core products and align with the postal mission, should be encouraged and authorized by Congress.

A 2014 report by the USPS Office of Inspector General (OIG) found the Postal Service was well-suited to provide non-bank financial payment, credit services and products to the underserved, some in partnership with the private sector. The OIG found that one in four U.S. households lives at least partially outside the financial mainstream—without bank accounts or reliant only on costly payday lenders.

The United States had a Postal Savings System from 1911 to 1967, which, in 1947, had \$3.4 billion in assets (more than \$35 billion in today's dollars) or about 10% of the entire commercial banking system. Worldwide, 1.5 billion people receive some financial services through their postal service.

In fall 2021, the Postal Service initiated a very spartan approach to offering Americans limited financial services at only four postal facilities in the country. It is unclear how these venues were selected or how the sole financial product, a restricted payroll cashcard, was promoted. NAPS encourages Congress to advance legislation to expand the authority of the Postal Service to provide basic financial services, including small-dollar loans, checking accounts, interest-bearing savings accounts and services relating to international money transfers.

## **Fair Treatment of USPS Pension Fund**

The USPS and the federal government share responsibility for Civil Service Retirement System

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(CSRS) costs of postal employees who worked for the cabinet-level Postal Department before 1971. The law, at the time the USPS was created, did not address how the increased pension costs of pre-1971 postal employees who continued to work in the USPS would be allocated. Consequently, the Office of Personnel Management uses a financing method unfair to the Postal Service. The method should be revised by regulation or by law.

NAPS also supports the USPS having more flexibility in investing its pension trust fund. Presently, the investment is limited to low-interest government bonds. The agency should be able to invest in securities similar to investments in the long-term “life-cycle” funds available in the Thrift Savings Plan. The Postal Service Inspector General projected that had the USPS had that authority, Trust Fund assets would exceed their current balance by \$900 billion.

## Safeguard Earned Retirement and Health Benefits

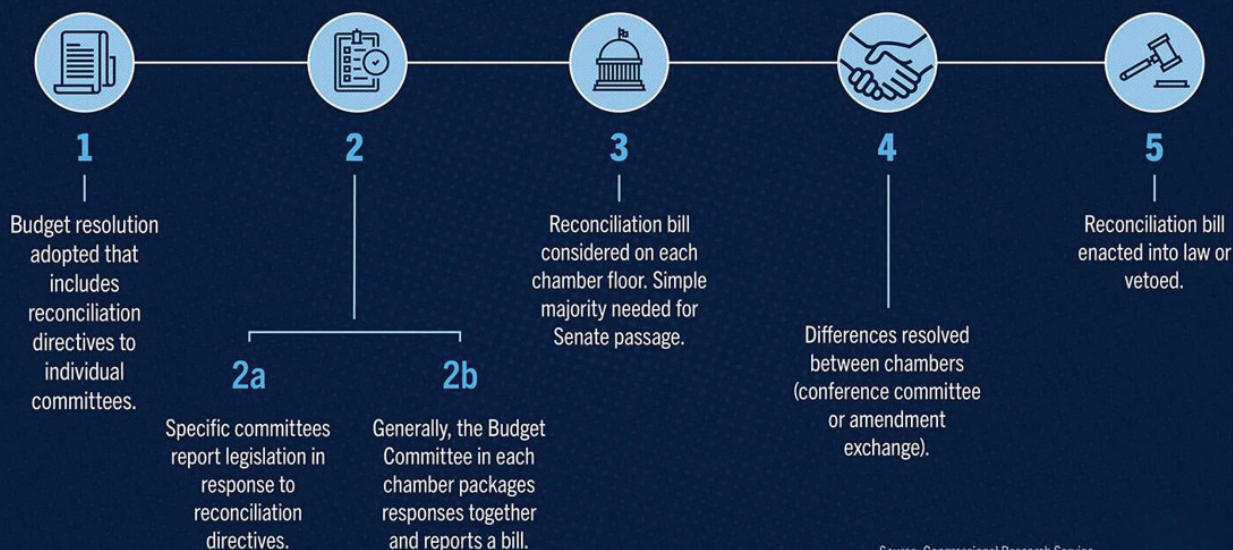
**B**oth Houses of Congress already have adopted their respective budget resolutions, legislation that serves as the “blueprint” for benefits cuts to the postal and federal workforce and annuitants. While the Senate-passed budget resolution (S.Con.Res. 7) did not directly impact postal supervisors, managers and postmasters, the House-passed resolution (H.Con. Res. 14) instructs the House Committee on Oversight and Accountability to reduce programs under its jurisdic-

tion by at least \$50 billion over the next decade.

The targeted programs directly affect postal retirement benefits and health coverage. The Senate approved S.Con.Res. 7 by a 52-48 majority; the House approved H.Con.Res. 14 with a razor-thin majority of 217-215.

Moving forward, the House and Senate must pass the identical Budget Resolution before proceeding to craft the decisive Budget Reconciliation Act. The res-

### HOW DOES BUDGET RECONCILIATION WORK?



Source: Congressional Research Service.

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olution does not go to the President for his signature or veto. Rather, once the House and Senate resolve the differences in their budget resolutions, the committees to which reconciliation instructions were assigned must craft legislative language to meet the budget targets identified in the budget resolution—in our case, \$50 billion.

Consequently, the House Oversight and Accountability Committee and the Senate Committee on Homeland Security and Governmental Affairs would be required to draft provisions to reduce postal and federal benefits to meet the \$50 billion goal. Unlike other bills, budget reconciliation is *not* subject to a Senate filibuster and requires only a simple Senate majority to pass. Moreover, in as much as President Trump has declared his enthusiastic support of a “big, beautiful” reconciliation bill, his signature on it is an almost certainty should it pass both houses of Congress.

The fundamental objective of H.Con.Res. 14 is to clear a path for a multi-trillion-dollar tax cut. Congressional budget rules require the tax cut to be offset by slashing spending. There are many proposals that could impact NAPS members.

However, the House Ways and Means Committee, which has the primary role in crafting the tax package, submitted its recommended benefit cuts that fall within the Oversight and Accountability Committee’s jurisdiction. For this reason, NAPS is focusing on those Ways and Means submitted and “calculated cuts.” (Other cuts have been proposed by other cost-cutting interests or for which a cost-savings has yet to be projected.)

- Increase FERS contributions to 4.4% for all participating employees—\$44 billion
- Change FERS retirement formula from high-3 to high-5—\$4 billion
- Replace PSHB and FEHB premium formulas with a fixed voucher—\$16-18 billion

- Eliminate FERS supplemental retirement payments—\$5-23 billion

## FERS Retirement Contribution

In 1984, Congress and President Reagan sought to save the Social Security system from insolvency, in part, by requiring postal and federal employees to contribute and participate in Social Security. The leaders of the then-House Postal and Civil Service Committee and then-Senate Committee on Governmental Affairs realized the Civil Service Retirement System needed to be revised. Otherwise, federal and postal employees would be forced to contribute 6.2% of their salary to Social Security and an additional 7% to the Civil Service Retirement System (CSRS).

Rather than eliminate the defined benefit annuity (CSRS), the committees legislated a hybrid retirement program to replace CSRS, which included Social Security, FERS (defined benefit) and TSP (defined contribution, with an automatic 1% employer contribution and a partial employer match). When all three components were combined, the aggregate benefit was intended to replicate the value of the CSRS annuity.

At the outset, the FERS employee contribution of 0.8%, when combined with the 6.2% Social Security payroll tax, equaled the 7% CSRS employee contribution. Over time, past budget reconciliation bills have undermined that equality by increasing FERS contributions for new employees.

Currently, postal and federal employees hired before 2013 still contribute 0.8% of pay for FERS, while those hired in 2013 contribute 3.1%; those hired in 2014 and thereafter contribute 4.4%. The budget proposal under consideration would force all FERS participants to contribute 4.4%.

Increased employee contributions—contributions for which there is no enhanced benefit—is a reduc-



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tion in take-home pay of 1.3% for those hired in 2013 and 3.6% for those hired before 2013. This simply is unfair and punitive.

## **Modify FERS Retirement Formula from High-3 to High-5**

The annuity of FERS retirees is calculated based on the average of their highest three salaried years. The proposal submitted to the Oversight and Accountability Committee would change the formula to the average of the highest five consecutive years.

This proposal would have a negative impact on all current employees already vested in FERS, as well as employees nearing retirement. Changing the annuity calculation reduces lifetime earned annuities in two ways. First, it lowers the base annuity. Second, it reduces the value of the annual cost-of-living-adjustment (COLA) because the COLA is applied to the base annuity.

## **Replace Postal Service Health Benefits Program Premium Formula With a Voucher**

The present formula for calculating both the employee and retiree share of Postal Service Health Benefits (PSHB) and the Federal Employees Health Benefits (FEHB) premiums is 72% of the “weighted average premium.” The current formula accounts for the underlying premium and annual increases.

The proposed budget cut would replace the formula with a tax-free voucher, which would be used to purchase FEHB and PSHB coverage. It would not account for premium increases. This proposal would apply to both employee and retiree coverage.

Health insurance vouchers are intended to shift the cost of health coverage from the federal government and the Postal Service to employees and annuitants. At this point, it is unclear if the voucher would be indexed to inflation—and, if so, which consumer

price index (CPI) would be applied.

It is important to note there is a major difference between the medical CPI, the CPI-W used to calculate annuity COLAs and the so-called barebones chained-CPI. For example, if the CPI-W were to be used instead of the current formula, employees and retirees would be paying 50% of the FEHB or PSHB premium within a decade. That shift would accelerate after the first 10 years.

## **Eliminate the FERS Supplemental Retirement Program**

Many postal employees begin their careers at a young age. In addition, law enforcement personnel with the Postal Service may face mandatory retirement before Social Security eligibility. Consequently, a meaningful number of early hires retire from the USPS when eligible for their full FERS annuity.

However, eligibility for a full FERS annuity can be a few years before Social Security eligibility. In addition, economic and Postal Service factors can incent a postal employee to retire earlier than Social Security eligibility. The FERS Supplemental Program is intended to provide a temporary financial cushion for FERS retirees until eligible for Social Security.

## **Budget Reconciliation Act**

NAPS anticipates Congress will take up a Budget Reconciliation Act later this year. If it includes provisions that unfairly target or penalize postal employees and retirees through reductions in take-home pay or cuts in earned benefits, NAPS will vigorously oppose the legislation.

## **H.R. 491 and S. 624, the Equal COLA Act**

Retirement security is sustained by maintaining the purchasing power of postal annuitants during their retirement years. Inflation chips away at earned bene-

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fits and jeopardizes a retiree's income security. Consequently, both CSRS and FERS include a COLA. However, the CSRS and FERS retirement systems fail to provide the same level of inflation protection for postal and federal annuitants; FERS is inferior.

During periods of high inflation, such as currently being experienced, FERS COLA protection is reduced as compared to CSRS. Specifically, when the CPI-W is less than 2% in a year, FERS and CSRS annuitants will receive the same COLA. If the CPI-W

is between 2% and 3%, CSRS annuitants would receive a full COLA, while the FERS COLA would be capped at 2%.

If the CPI-W exceeds 3%, CSRS annuitants would be entitled to a full COLA, while FERS annuitants receive 1% below the CPI-W. Over time, FERS inflation protection can erode significantly. NAPS believes all federal and postal retirees have earned the same degree of inflation protection. H.R. 491 and S. 624, the Equal COLA Act, would provide such equity.

## Promoting a Fair, Equitable and Just Relationship Between the U.S. Postal Service and Its Supervisors, Managers and Postmasters

**Y**ears of NAPS' pay-talk experience, the unanimous verdict of a 2020 Federal Mediation and Conciliation Service (FMCS) fact-finding panel and the unanimous decision reached in 2022 by the U.S. Court of Appeals for the District of Columbia lead to the inescapable conclusion that the current process by which the Postal Service determines Executive Administrative Schedule (EAS)-level personnel compensation is inherently flawed. In close consultation with NAPS, Rep. Gerry Connolly (D-VA), ranking member of the House Committee on Oversight and Accountability, and longtime NAPS ally Rep. Michael Bost (R-IL) crafted effective and meaningful legislation to address the chronic impediments to reach a fair, equitable and just compensation package for postal supervisors, managers and postmasters.

### **H.R. 1560, the Postal Supervisors and Managers Fairness Act**

On Feb. 25, 2025, Connolly and Bost introduced H.R.1560, the Postal Supervisors and Managers

Fairness Act. The bill is straightforward. It accelerates the timeline of the consultative process under which compensation for EAS-level postal personnel is determined. It also provides greater accountability and transparency to the process. Specifically, the bill provides for the following:

- Not later than 60 days prior to the expiration of the previous pay decision, the Postal Service is required to provide NAPS with its new compensation proposal.
- In addition, not later than 60 days after the Postal Service and its largest postal union reach a collective-bargaining agreement, the Postal Service is required to provide NAPS with a compensation proposal with consideration as to how the bargaining agreement may impact the supervisor pay differential.
- If a FMCS fact-finding panel is established and, if after considerations of its recommendations, NAPS and the Postal Service still disagree over the FMCS recommendations, the FMCS will have 15 days to consider the comments by NAPS and the Postal

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Service and will issue its final recommendations, which shall be binding.

## **H.R. 1560 Is Vitaly Important to Postal Supervisors, Managers and Postmasters**

A key element in forging a solid and enduring relationship between Postal Service leadership and its supervisory and managerial corps is trust in the process by which pay and benefits are decided. Is it fair, equitable and just?

If the EAS workforce fails to have confidence in the process—specifically, whether its concerns and recommendations are fully considered and addressed—the results will negatively affect employee morale, retention and recruitment.

## **H.R. 1560 Assures a Just and Timely Consultative Process**

The surest way to exemplify a lack of attention to the consultative process is to drag it out. Historic inattentiveness to the duration, commencement and conclusion of pay talks is illuminating. Many times, EAS-level postal employees have been forced to work under long-expired and obsolete pay schedules.

This phenomenon creates the unjust situation of EAS-level personnel being paid using outdated levels of compensation that financially penalize supervisors, managers and postmasters. The issue of whether, when and which EAS-level employees should be compensated under the new schedule has been contentious and unjust.

The USPS' reaction to NAPS' request to apply newly implemented pay schedules retroactively has been disheartening. A just consultative process would ensure there is no lapse between agreements; if such a lapse is unavoidable, there should be a guarantee of retroactivity.

H.R. 1560 would ensure that the issue of a gap in

pay schedules would be minimized because there would be a strict timetable under which pay consultations would take place. As a result, the issue of retroactive pay and defining those entitled to such pay would be remedied.

## **H.R. 1560 Provides a Fair, Equitable and Credible Consultative Process**

Time and time again, supervisors, managers and postmasters have been disillusioned by a consultative process that ignores the constructive views and legitimate recommendations of NAPS, their legally authorized representative. In fact, two independent and legally prescribed entities—a FMCS panel and the U.S. Court of Appeals for the District of Columbia Circuit—concluded the Postal Service has failed to follow the law in the consultative process. This failure undermines the credibility and substance of the consultative process.

The existing law assumes the Postal Service would consider the recommendations and findings of an FMCS fact-finding panel, should one be assembled and issues conclusions. The entire process is rendered meaningless if the Postal Service ignores or delegitimizes the FMCS' findings and recommendations. This is exactly what happened regarding the 2019 EAS Pay Package.

H.R. 1560 would improve the credibility of the consultative process by strengthening the authority of the FMCS fact-finding panel should one be called on to render findings and recommendations. In sum, the findings and recommendations would be binding on the Postal Service after the agency is provided an opportunity to review the report and still fails to reach a consultative agreement with NAPS.

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## Upholding Due Process Rights for Postal Managers

**T**he Merit Systems Protection Board (MSPB) is an independent, quasi-judicial agency of the Executive Branch that guards the federal merit systems and promotes a work environment free of prohibited personnel practices. Generally, the MSPB adjudicates employee appeals in most adverse personnel actions.

The current law relating to the due-process rights of EAS-level postal employees includes an egregious omission. It fails to provide postal managers occupying positions in certain USPS Headquarters positions with the opportunity to appeal adverse actions to the MSPB. Other postal managers are entitled to that right.

These EAS-level postal employees must turn to an internal agency appeal system that uses the same chain of command that issued the adverse action. Consequently, the agency management is the arbiter of any appeal for an adverse action.

This is patently unfair and is an inherent conflict of interest. Other postal supervisors, managers and postmasters may avail themselves of specific certain

due process and procedural safeguards outlined in *Title 5*, Chapter 75 of the United States Code. However, about 5,000 EAS-level postal employees who work in certain Headquarters positions are denied such due-process rights.

### **H.R. 1559 Extends Due-Process Protections to All EAS-Level Postal Employees**

Simple fairness cries out for all EAS-level postal employees to be accorded the same procedural due-process rights. The venue of employment should not be a factor in fairness. On Feb. 25, 2025, Reps. Gerry Connolly (D-VA) and Andrew Garbarino (R-NY) introduced H.R. 1559, the Postal Employee Appeal Rights Amendment Act.

The legislation would extend to virtually all EAS-level postal employees the right to appeal adverse personnel actions to the MSPB. Those employees denied this protection have needed to rely on an internal and unfair appeal process.

## Restoring U.S. Mail Security and USPS Employee Protection

**A**t the beginning of our nation's existence, the federal government prioritized sanctity of the mail and protection of its postal employees. The very first federal law enforcement agency dates to 1772 when Postmaster General Benjamin Franklin created "surveyors" of the mail. They were tasked with, among other law enforcement responsibilities, investigating mail theft. In fact, mail was so sacred that, in 1792, Congress imposed the death penalty for the crime of mail theft.

Regrettably, over the past few years, the Postal

Service has endangered U.S. mail and the safety of the agency's employees responsible for the mail. In summer 2020, our most-trusted federal agency recklessly exposed its employees and their sacred cargo to theft and even worse.

The Postal Service carelessly constricted the law enforcement authority of the Postal Inspection Service's uniformed members. The impact of the new limits on postal police officers has been immediate and severe. Postal-related crime has exploded, under-

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mining postal-customer and employee confidence.

It is no secret that visible law enforcement presence combined with expert investigative personnel deter crime and improve the chances that criminals are apprehended. This has been the experience of the postal police force.

In 1973, the Security Street Patrol Program resulted in a “general reduction to postal crime in patrol areas,” as reported in the USPS Inspection Service’s Annual Report. A year later, the Inspection Service reported that the program “proved highly effective in high crime areas where letter carrier holdups, assaults and check letter thefts have become a serious problem.” The report concluded, officers “contributed to a reduction in the incidence of criminal attacks on the Postal Service, its customers and employees.”

In Los Angeles, the reduction was 60%. A separate case study found that assaults on Washington, DC, postal employees were reduced by over 66%. From fiscal years 2016 through 2018, postal police officers successfully conducted over 100,000 off-postal-property patrols throughout the country.

Yet, in the summer of 2020, the Postal Service inexplicably changed its policing policy. The agency decided to restrict the authority of its postal police force solely to postal-occupied facilities. No longer would postal police officers be permitted to protect postal employees, postal assets or the U.S. mail unless within a postal facility.

Since the new policy became effective, U.S. mail theft has accelerated by a factor of three. Letter carriers have been attacked on their delivery routes and postal vehicles and collection boxes have been vandalized, stolen and compromised. Check-washing has become commonplace in many locales due to the new vulnerability of mail collection boxes.

In 2023, the Washington, DC, affiliate of NBC News cited data secured through a Freedom of

Information Act request that letter-carrier robberies increased by an astonishing 853% percent since 2019 (projected for fiscal year 2023). In effect, contraction of the uniformed agents’ authority virtually eliminated “letter carrier protection patrols.”

Concurrently with the rapid rise of crime against letter carriers, there was a dramatic increase in mail theft. In fact, on Feb. 27, 2023, the Department of the Treasury’s Financial Crime Enforcement Network sent a “FinCEN Alert” to America’s financial institutions entitled, “Nationwide Surge in Mail Theft-Related Check Fraud Schemes Targeting the U.S. Mail.” Specifically, Treasury reported an astonishing increase of 161% in mail theft complaints over one year, from 2021 to 2022. NBC’s unveiled data reflects a long-term escalation of 146% since 2019.

In late September 2023, the USPS Office of Inspector General concluded: “The USPS failed to effectively deploy postal personnel to combat postal-related crime and had yet to evaluate its personnel resources to address the issue.”

For these reasons, NAPS strongly supports enactment of H.R. 2095, the Postal Police Reform Act. The bill clarifies and strengthens the law enforcement authority of the uniformed division of the Postal Inspection Service by empowering postal police officers to protect postal employees, postal assets and the U.S. mail whether inside or outside a postal facility.

On March 14, 2025, Rep. Andrew Garbarino (R-NY) introduced H.R. 2095. NAPS anticipates Sen. Richard Durbin (D-IL) will introduce the Senate version of the legislation.

Last Congress, the Postal Police Reform Act was endorsed by the 26,000-member Federal Law Enforcement Officers Association and the 241,000-member National Association of Police Organizations.

# Legislative Issues Brief

## Nominate and Confirm Well-Qualified and Motivated Postal Governance

Over the past decade, there have been extended periods of time when the Postal Service Board of Governors lacked a working quorum and, for more than a year, lacked any presidentially nominated members at all. A well-qualified and mission-motivated board committed to a government-run, independent agency is essential to sustain our nation's most respected and revered national treasure, the U.S. Postal Service.

American citizens entrust an affordable, universal, accessible, prompt and reliable national mail system to the board and its hires. As outlined in law, the members of the Board of Governors must represent the "public interest." Therefore, our elected leaders must hold accountable those entrusted with this sacred responsibility.

The Postal Service is governed by nine presidentially nominated and Senate-confirmed members of the Board of Governors. No more than five governors may be of the same political party. The postmaster general and deputy postmaster general also are mem-

bers of the Board of Governors, but are not nominated by the president.

The PMG is hired by the board and serves at its pleasure. The Deputy PMG is hired by the postmaster general and the other members of the board and serve at their pleasure. The current board chairman is Amber McReynolds.

Presently, six of the nine presidentially nominated seats are filled. On Dec. 8, 2025, the term of another member will lapse.

One of the unique features of the Postal Service is that it is a government agency regulated by another government agency. The Postal Regulatory Commission (PRC), through its five presidentially nominated commissioners, exercises regulatory oversight over the Postal Service in the furtherance of a universal mail system and ensuring transparency and responsiveness.

The PRC is chaired by Michael Kubayanda. All five seats on the PRC are filled.

NAPS believes President Trump must nominate

members to the Board for Governors who are committed to the mission of the Postal Service, are opposed to privatization of the agency and will maintain its statutory independence.

### Members of the Board of Governors



**Amber F. McReynolds**  
Chair, Board of Governors



**Derek Kan**  
Vice Chairman, Board of Governors



**Robert M. Duncan**  
Member, Board of Governors



**Roman Martinez IV**  
Member, Board of Governors



**Ronald A. Stroman**  
Member, Board of Governors



**Daniel Tangherlini**  
Member, Board of Governors

# Bills to Co-Sponsor

**NAPS encourages sponsorship of the following bills:**

## House Legislation

### **H.Res. 70, Expresses support for the Postal Service as an independent establishment of the government and opposition to postal privatization**

**Primary Sponsors: Reps. Stephen Lynch (D-MA), Nick Lolota (R-NY), Andrew Garbarino (R-NY) and Gerald Connolly (D-VA); introduced Jan. 28, 2025**

**Contact: Bruce Fernandez, 202-225-8273; [bruce.fernandez@mail.house.gov](mailto:bruce.fernandez@mail.house.gov)**

The non-binding House of Representatives resolution declares that the House opposes privatization of the U.S. Postal Service.

### **H.R. 1560, Postal Supervisors and Managers Fairness Act**

**Primary Sponsors: Reps. Gerry Connolly (D-VA) and Michael Bost (R-IL), introduced Feb. 25, 2025**

**Contact: Jaelin Lespier, 202-225-1492; [jaelin.lespier@mail.house.gov](mailto:jaelin.lespier@mail.house.gov)**

The bill provides for the timely start of pay talks between Executive Administrative Schedule (EAS) postal employees and the Postal Service by decoupling EAS pay consultations from the protracted timeline of collective bargaining between the largest postal union and the USPS. Under the bill, EAS pay talks would start 60 days prior to the expiration of the existing EAS “pay agreement.”

In addition, the bill would establish a fair and credible process for the conduct of pay consultations by binding the USPS and the supervisors’ organization to the findings and conclusions of an independent Federal Mediation and Conciliation Service fact-finding panel.

### **H.R. 1559, Postal Employee Appeal Rights Amendment Act**

**Primary Sponsors: Reps. Gerry Connolly (D-VA) and Andrew Garbarino (R-NY-2), introduced Feb. 25, 2025**

**Contact: Jaelin Lespier, 202-225-1492; [jaelin.lespier@mail.house.gov](mailto:jaelin.lespier@mail.house.gov)**

The bill confers to approximately 5,000 non-supervisory managerial postal employees the right to appeal significant personnel actions to the Merit Systems Protection Board (MSPB). Non-supervisory postal personnel currently only may appeal such actions through an internal USPS process that lacks impartial, third-party review. Postal supervisory personnel and nearly all federal civil service employees already enjoy MSPB appeal rights.

### **H.R. 491, Equal COLA Act**

**Primary Sponsor: Rep. Gerry Connolly (D-VA), introduced Jan. 16, 2025**

**Contact: Jaelin Lespier, 202-225-1492; [jaelin.lespier@mail.house.gov](mailto:jaelin.lespier@mail.house.gov)**

The bill would create parity between the cost-of-living-adjustment with respect to a Federal Employees Retirement System (FERS) annuity and a Civil Service Retirement System (CSRS) annuity.

### **H.R. 1522, Federal Retirement Fairness Act**

**Primary Sponsor: Rep. Gerry Connolly (D-VA), introduced Feb. 24, 2025**

**Contact: Jaelin Lespier, 202-225-1492; [jaelin.lespier@mail.house.gov](mailto:jaelin.lespier@mail.house.gov)**

The bill would permit certain federal and postal employees who participate in FERS to make “catch-up” retirement contributions for the time spent as non-career employees after Dec. 31, 1988.

### **H.R. 2095, Postal Police Reform Act**

**Primary Sponsor: Rep. Andrew Garbarino (R-NY), introduced March 14, 2025**

**Contact: Niko Keddy, 202-225-7896; [niko.keddy@mail.house.gov](mailto:niko.keddy@mail.house.gov)**

The bill would reverse a 2020 directive from the Chief Postal Inspector that limited the jurisdiction of the U.S. Postal Police to postal facilities. Under the directive, postal police are not able to investigate crimes against postal personnel and property not situated on postal-owned or -leased real estate.

### **H.R. 2103, Protect Postal Performance Act**

**Primary Sponsor: Rep. Nikki Budzinski (D-IL), introduced March 14, 2025**

**Contact: Matthew Brush, 202-225-2371; [matthew.brush@mail.house.gov](mailto:matthew.brush@mail.house.gov)**

The bill would prevent the Postal Service from downsizing facilities in underserved areas, provide more oversight over modifications to delivery schedules and increase public transparency on proposed changes.

## Senate Legislation

### **S. 624, Equal COLA Act**

**Primary Sponsor: Sen. Alex Padilla (D-CA), introduced Feb. 18, 2025**

**Contact: Adrienne Epstein, 202-224-3553; [adrienne\\_epstein@padilla.senate.gov](mailto:adrienne_epstein@padilla.senate.gov)**

The bill would create parity between cost-of-living-adjustments with respect to a Federal Employees Retirement System (FERS) annuity and a Civil Service Retirement System (CSRS) annuity.

## Frequently Asked Questions About

### **What is NAPS?**

The National Association of Postal Supervisors (NAPS) is a management association representing over 47,000 active and retired postal supervisors and other managerial personnel, including postmasters. Collectively, this group of supervisory and managerial postal employees are categorized as Executive Administrative Schedule (EAS)-level postal employees. Organized in 1908, NAPS exists to improve the Postal Service and the pay, benefits and working conditions of its members. NAPS is a management association, not a union.

### **Who are typical NAPS members?**

Most are first-line supervisors and managerial employees working in either mail processing or mail delivery—what’s called “operations.” Others are employed at Postal Headquarters or in area offices. In addition, NAPS membership includes postmasters—the managers in charge of independent post offices. NAPS represents the men and women working in virtually every functional unit in the Postal Service, including Sales, Human Resources, Training, Corporate Relations, Law Enforcement and Health and Safety.

### **Where do NAPS' members live?**

NAPS members live in all 50 states (and virtually every congressional district), as well as in Puerto Rico, the Virgin Islands and Guam.

### **What legislative issues generally concern NAPS?**

NAPS devotes its greatest attention to legislation that promotes the vitality, security and stability of the Postal Service. It also supports legislation that assures fairness in the treatment of federal and postal employees and retirees.

### **How have changes in the Postal Service impacted NAPS members?**

Postal instability, inadequate postal resources, workforce downsizing and other challenges and changes have dramatically impacted postal supervisors and other managerial employees, including postmasters. NAPS supports changes in the law, infrastructure and operations of the Postal Service that will sustain and modernize the operations and products of the Postal Service, without impairing service.