



## NATIONAL ASSOCIATION OF POSTAL SUPERVISORS

*National Headquarters*  
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**November 25, 2020**

### **Board Memo 085-2020: USPS HQ and NALC Reach Tentative Collective Bargaining Agreement**

Executive Board,

The Postal Service and the National Association of Letter Carriers (NALC) have reached a tentative agreement on a 44-month contract that covers more than 206,000 employees represented by the union. (See attached USPS HQ Memo).

NAPS and USPS pay and benefits consultation process is governed by federal law under Title 39 U.S.C. §1004. Basically, pay consultations between NAPS and the USPS will begin within 45 days from when the largest postal union ratifies their national agreement with the USPS. See the respective Title 39 reference below.

**Title 39, Section (e) (1)** *The Postal Service shall, within 45 days of each date on which an agreement is reached on a collective bargaining agreement between the Postal Service and the bargaining representative recognized under section 1203 of this title which represents the largest number of employees, make a proposal for any changes in pay policies and schedules and fringe benefit programs for members of the supervisors' organization which are to be in effect during the same period as covered by such agreement.*

Please share this NAPS memo and attachment with your respective membership.

Thank you.

NAPS Headquarters

DOUG A. TULINO  
CHIEF HUMAN RESOURCES OFFICER  
AND EXECUTIVE VICE PRESIDENT



November 25, 2020

## OFFICERS

SUBJECT: Tentative Agreement with the National Association of Letter Carriers, AFL-CIO

I am pleased to announce a tentative agreement with the National Association of Letter Carriers (NALC) on a new 44-month collective bargaining agreement. The tentative agreement is subject to a ratification vote by the union membership, a process that could take up to ten weeks. Once ratified, the new contract will expire on May 20, 2023.

Highlights of the new agreement include the following:

- General wage increases ranging between 1.1 percent and 1.3 percent over the life of the Agreement with a cost-of-living (COLA) base month of July 2019.
- Reduction in the USPS share of health insurance premiums.
- Increased flexibility to use additional City Carrier Assistants.
- Conversion of CCAs with at least 24 months of service to part-time flexible career status.

Overall, this contract will result in the continued restraint of city carrier labor costs, will increase workforce flexibility, and provide a positive contribution toward efforts to achieve our financial and operational objectives.

A handwritten signature in black ink, appearing to read "D. Tulino".

Doug A. Tulino