NRLCA Reaches Tentative Agreement with USPS for Three-Year Contract

The National Rural Letter Carriers' Association and the United States Postal Service have negotiated a Tentative Agreement to cover the three-year period from May 21, 2024 to May 20, 2027. This Tentative Agreement must be ratified by a majority of the voting membership of the NRLCA to become effective. The highlights of the Tentative Agreement are outlined below. A more detailed explanation of the changes will be presented in a special Tentative Agreement edition of the *National Rural Letter Carrier* magazine and via ratification meetings to be held in every state in accordance with Article XI, Section 1 of the Constitution of the National Rural Letter Carriers' Association. The required ratification meetings will be held throughout the months of May and June 2025 in conjunction with state conventions when possible; the time and place of each meeting will be published on the NRLCA website as soon as possible.

The NRLCA National Board unanimously believes the Tentative Agreement is fair and reasonable and is in the best interests of the 131,000 hardworking rural letter carriers across the country. The Tentative Agreement provides for substantial gains in wages and benefits for all classifications of rural carriers.

Tentative Agreement
2024-2027

- **Article 38**
  - 3-Year Contract
  - Expires May 20, 2027

- **Article 9.1.A.** General Wage Increases
  - 1.3% November 2024 - retroactively applied
  - 1.4% November 2025
  - 1.5% November 2026

  Example based on a 40-hour route at Step 7 of Table One:
  1. *Effective November 16, 2024-General Wage Increase of $917 annually.*
  2. *Effective November 15, 2025-General Wage Increase of $988 annually.*
  3. *Effective November 14, 2026-General Wage Increase of $1,058 annually.*

     These amounts will vary depending on the Table, Step, and evaluated hours of the particular carrier and route.

- **Article 9.1.E.** COLA
  - Retain same formula and frequency
  - July 2024 retroactive
  - Jan 2025 retroactive
  - July 2025 retroactive *if necessary
  - Jan 2026
  - July 2026
  - Jan 2027
  - No rebase

The July 2024 COLA will be paid retroactively. This COLA will be approximately $978 annually for Table One and Step 15 of Table Two. The amount will be applied proportionally to Steps 1-14 in Table Two.

The January 2025 COLA will be paid retroactively. This COLA will be approximately $416 annually for Table One and Step 15 of Table Two. The amount will be applied proportionally to Steps 1-14 in Table Two.

The July 2025 COLA will be paid retroactively. As of April 1, 2025, this COLA stands at $312 annually. This number may fluctuate up or down depending on the CPI movement before July 31, 2025.

With the November 2024 General Wage Increase, the July 2024 and January 2025 COLAs and the July 2025 COLA so far, regular rural carriers and PTFs will receive an initial salary increase of approximately 3.7%, based on the timing of the signing of this National Agreement.

- **Article 9.1.H.** RCA and ARC Compensation
  - ALL RCAs receive 1% increase each year in lieu of COLA
    - Effective with General Wage Increases above. (retroactive)
  - Table 4 RCAs receive salary increase of $0.55 per hour effective no later than the first full pay period 180 days after contract ratification.
  - Table 4 RCAs receive salary increase of $1.00 per hour upon completion of 3 years of service, effective no later than the first full pay period 180 days after contract ratification. These adjustments reflect wage increases of 7.1% to 14.8% depending on classification over the life of the National Agreement.

RURAL CARRIER ASSOCIATE PROJECTED PAY INCREASES FOR LIFE OF 2024-2027 NATIONAL AGREEMENT-HOURLY RATE OF PAY				
	CURRENT	11/16/2024	11/15/2025	11/14/2026
		2.3% INCREASE	2.4% INCREASE	2.5% INCREASE
		PLUS .55 FOR TBL 4		
TABLE THREE SCHED 1*	25.62	26.20	26.81	27.45
TABLE THREE SCHED 2**	29.95	31.35	32.07	32.82
TABLE FOUR***	20.38	21.39	21.88	22.39
TABLE FOUR (3 YEARS SERVICE)	20.38	22.39	22.88	23.39
*RCAs hired between August 25, 1991 and August 10, 2012				
**RCAs on the rolls prior to August 24, 1991				
***RCAs and ARCs hired on or after August 11, 2012				
Increases reflect GWI applicable to all and additional one percent increases for RCAs and ARCs				

- **Article 9.1.D.** Granting Step Increases
    - The step progression for career rural carriers on Table Two is reduced from 52 weeks to 50 weeks for each step.

- **Article 9.2.C.10.** Service Changes
    - New language eliminates the 60-minute threshold for a route adjustment on routes with growth or reduction in boxes delivered and other route elements.
    - Changes in evaluation will occur as boxes are added or subtracted from the route and any salary increases (or decreases) will be processed immediately.
    - New boxes will be added as they begin delivery. Boxes shall be removed only after 90 days vacancy.
    - The formula uses the volume factor for the route, box service times, drive times and specific allowances for collection boxes, unit time, dismounts etc. to calculate the increase or decrease in evaluation.
    - This interim adjustment is temporary until the next periodic RRECS evaluation.

- **Article 10.2.D (new)** Annual Leave Exchange Option
    - Career employees will be allowed to sell back a maximum of forty (40) hours of annual leave prior to the beginning of the leave year provided the following two (2) criteria are met:

        1. The employee is at the maximum leave carryover ceiling at the start of the leave year.
        2. The employee must have used fewer than seventy-two (72) sick leave hours in the leave year immediately preceding the year for which the leave is being exchanged.

- **Article 12.2.A.2.** Seniority Lists
    - New language clarifies that seniority lists and any updates must be provided to the NRLCA District Representative for the office.

- **Article 12.3.** Rural Carrier Posting
    - Paragraph B changed to reflect 7 calendar days for a local posting instead of the current 10 calendar days.
    - Paragraph D changed to reflect 10 calendar days for a district posting instead of the current 15 calendar days.
- **Article 24.2.** Leave for Union Conventions
    - Adds specific language to include Area Conferences for approval of leave.

- **Article 30.2.A.3**
    - Changed to reflect 7 calendar days for a local posting of a new part-time flexible (PTF) position instead of the current 10 calendar days.
    - Paragraph e changed to reflect 10 calendar days for a district posting of a new PTF position instead of the current 15 calendar days.

- **Article 30.2.B.** Probationary Period
    - The probationary period for a rural carrier associate shall be 90 days actually worked or 180 calendar days, whichever comes first.
    - The probationary period for an assistant rural carrier shall be 90 days actually worked or one calendar year, whichever comes first.

- **Article 30.2.A.3**
    - Language changed to reflect that non-probationary RCAs (as redefined in 30.2.B) shall be considered for office or district postings of PTF positions.

- **MOU 3** Bereavement Leave
    - Language revised to include grandchild in the definition of Family Member.

- **MOU 8** Right-Hand Drive Vehicles
    - The incentives for utilizing a right-hand drive vehicle on an EMA route are increased as follows:
        - Incentive for purchase of new RHD vehicle increased from $1500 to $3000
        - Incentive for converting a vehicle to RHD increased from $500 to $1500
        - Incentive for purchase of used RHD increased from $500 to $1500

      These incentives represent a 100% increase for new right-hand drive vehicles and a 200% increase for conversion and used RHD vehicles.