

March 13, 2026

Collective-bargaining update

In the first two weeks of negotiations for a new collective-bargaining agreement for letter carriers, NALC and USPS representatives continue working to clearly outline and understand the parties' respective economic priorities.

Additionally, representatives have discussed dozens of proposed changes and additions to the agreement on a variety of issues affecting the wages, hours and working conditions of letter carriers. Among those issues are improvements to letter carriers' leave provisions (Article 10), the grievance-arbitration procedure (Article 15), and the discipline procedure and protections (Article 16).

Each of these potential contract changes or additions were created by subcommittees of NALC Executive Council members after months of intensive preparation. The subcommittees developed these and many other concepts and proposals after consideration of NALC's official bargaining positions adopted at national conventions, feedback from branch and state leaders at the 2025 national rap session, rank-and-file bargaining committees, the participation of members across the country in surveys, and more.

The parties will continue to bargain on these and other priorities as the negotiation process continues.

March 27, 2026

Collective-bargaining update

After four weeks of negotiations with the Postal Service for a new collective-bargaining agreement, NALC has now presented and discussed almost five dozen proposals to make improvements to the *National Agreement* on a multitude of topics to improve the wages, hours and working conditions of letter carriers. Some of NALC's proposals submitted so far include ideas such as:

- Increasing the number of days city letter carriers may use annual leave, sick leave or leave without pay for bereavement leave, and adding to the list of family members for which bereavement leave may be used.
- Providing letter carriers with paid parental leave for the birth of a son or daughter, to care for such son or daughter, or placement of a son or daughter through adoption or foster care.
- Reducing the length of time that records of disciplinary actions can be considered in any subsequent disciplinary action.
- A one-time purge of active letters of warning from letter carriers' personnel folders.
- Additional rest breaks for overtime.
- Additional options for letter carriers to volunteer to work overtime.
- Improved layoff protections.

As previously stated, these and other potential contract changes or additions were created by subcommittees of NALC Executive Council members after consideration of NALC's official bargaining positions adopted at national conventions, feedback from branch and state leaders at the 2025 national rap session, input from Rank-and-File Bargaining Committees, the participation of members across the country in surveys, and other feedback from the membership.

As the collective-bargaining process progresses, NALC will continue working to clearly present our work rule and economic demands to the Postal Service.

April 10, 2026

Collective-bargaining update

NALC and the Postal Service have now completed six weeks of negotiations for a new collective-bargaining agreement for city letter carriers. At this point, NALC has presented and discussed more than six dozen proposals on a multitude of subjects designed to improve wages, hours and working conditions. In addition to previously reported items, some of the proposals submitted so far by NALC include ideas such as:

- Ensuring flexible workforce employees are utilized up to eight hours a day or 40 hours a week before assigning work to employees who are temporarily reassigned from outside of their office.
- Equitable distribution of work hours for flexible workforce employees.
- Improved transfer rules.
- Enhanced sick leave for dependent care benefits.
- Additional protection for letter carriers who do not want to work overtime.
- Ideas to further protect letter carriers from hazardous animals on their routes.
- Additional improvements to Article 8 – Hours of Work.
- Improving the grievance-arbitration procedure.

NALC still has additional proposals to submit and will do so as the parties continue negotiations next week. Collective-bargaining subcommittees comprised of each member of NALC's Executive Council and Headquarters letter carrier staff helped create our proposals from the ideas we received from rank-and-file bargaining committees, delegates at past national conventions who adopted our official bargaining positions, branch and state leaders at the 2025 national rap session, and members from all over the country who offered their feedback.

Although official negotiations with the Postal Service have only been taking place for the last six weeks, the collective-bargaining subcommittees have been in place crafting proposals and ideas to achieve our goals for the past eight months. As we continue negotiating with the Postal Service to present and discuss our work rule and economic proposals, we are simultaneously preparing for interest arbitration in the event a negotiated agreement cannot be reached. If an agreement cannot be reached that rewards America's letter carriers for the hard work they do day in and day out, we will not hesitate to present our demands and argue our case in front of an arbitrator.

April 24, 2026

Collective-bargaining update

NALC and the Postal Service have now completed nine weeks of negotiations for a new collective-bargaining agreement for city letter carriers. At this point, NALC has presented and discussed more than six dozen proposals on a multitude of subjects designed to improve wages, hours and working conditions. In addition to previously reported items, some of the proposals submitted so far by NALC include ideas such as:

- Relaxing the procedures relating to rest breaks and lunches.
- Notifying the union of all accidents, not just vehicle accidents.
- Increasing the number of paid holidays for city carrier assistants.
- Modifying the uniform program for an immediate allowance rollover and removing the seasonal change of uniforms so that letter carriers can determine the appropriate uniform based on the weather.
- Expanding the non-discrimination provisions of Article 2.

NALC has additional proposals to submit and will do so as the parties continue negotiations.

The Postal Service has now submitted more than a dozen proposals. These proposals call for various changes, including modifications to the discipline procedure, weakening the no-layoff and reduction-in-force provisions of Article 6, placing larger burdens on letter carriers for damage caused to postal vehicles, and restricting employee claims under Article 27.

There are four weeks remaining before the expiration of the current National Agreement. As we continue negotiating with the Postal Service to present and discuss our work rule and economic proposals, we are simultaneously preparing for interest arbitration in the event a negotiated agreement cannot be reached. If an agreement cannot be reached that rewards America's letter carriers for the hard work they do day in and day out, we will not hesitate to present our demands and argue our case in front of an arbitrator.

May 8, 2026

Collective-bargaining update

NALC and the Postal Service have now completed 11 weeks of negotiations for a new collective bargaining agreement. NALC has presented and discussed 85 different proposals covering a wide range of topics to improve the wages, hours, and working conditions of America's city letter carriers. The Postal Service has now presented more than 20 proposals. Some of NALC's most recent bargaining proposals submitted include ideas for:

- Improving the transfer and mutual exchange process.
- Eliminating the use of temporary supervisors (204b) to supervise city letter carriers.
- Putting safeguards in place to protect our craft from the use or implementation of artificial intelligence (AI).
- Improving the uniform program.
- Protecting letter carriers from managers conducting surprise PS Form 3999 inspections of their routes.
- Addressing non-compliance with grievance settlements.
- Implementing a jointly administered heat illness prevention program.

The 2023-2026 National Agreement expires in two weeks. Beginning on May 17th the entire NALC Executive Council, along with headquarters letter carrier staff, legal counsel, and professional staff will come together with the Postal Service's bargaining team at a Washington, DC area hotel for the entire final week of the contract in an attempt to reach a deal with USPS. If an agreement cannot be reached that rewards America's letter carriers for the hard work they do day in and day out, we will not hesitate to present our demands and argue our case in front of an arbitrator.