



# Tampa Letter Carrier

VOLUME 21, ISSUE 4

APRIL 2022

## — Notice —

Until further notice, as has been our practice, everyone attending Branch Meetings is required to wear a facial mask...your cooperation is appreciated.

## Around The Horn from The President's Desk

Brothers and Sisters, This month I want to discuss a topic that is necessary, while perhaps not a popular subject. I want to speak about the steps to follow when an active carrier or when a retired carrier passes away. This more than likely is addressing you and me. The National Association of Letter Carriers Retirement Department has produced booklets providing advice and assistance outlining the steps necessary to assist your family in the event of a member's death.

There are, however, a few steps you can take before death to make the process less stressful for your family. These are steps to provide a path for our spouses, children, or other survivors, to obtain survivor benefits. From my experiences, first and foremost, for retirees,

make your CSA (Civil Service Active) and PIN (Personal Identification Number) known to your benefit designee as well as the phone number to the Office of Personnel Management (OPM). For active letter carriers, make your Employee Identification Number (EIN) and PIN known as well as the phone number to Human Resources Shared Service Center (HRSSC). Many of you may know your EIN or know where your CSA number is located, but how about that family member going through your paperwork? How about that PIN? Many active carriers, who are on the same route for years have not used their PIN to bid in many years and have no idea what or where their PIN is. This is your opportunity to obtain a PIN which is vital to making contact with either

agency.

Another very important number to share and have available is the number to Branch 599's office, 813.875.0599. I have received many calls over the years for guidance and advice when a member passes. This is a time of grieving, where simple tasks may be overwhelming and the entire process traumatic. Spouses and/or children have visited my office after a member passed looking for direction, and looking for assistance for all the agencies that need to be contacted.

Let's review several of the steps necessary.

### Retired member

1. Notify OPM, toll free 888.767.6738, with CSA



**Tony Diaz**  
President  
Branch 599

Branch 599  
serving  
Brandon  
Plant City  
Sun City  
Tampa

Branch 599  
Meeting

Thursday  
April 7  
7:30 PM

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**Branch 599 Office**

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**National Association of Letter Carriers, Branch 599,**

3003 W Cypress Street,  
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publishes the *Tampa Letter Carrier* monthly. The opinions expressed in this publication are those of the writers and do not necessarily reflect the opinions of Branch 599, NALC. It is the policy of this publication that all articles submitted for print must be signed by the writer.

Please submit any and all articles to be published in the *Tampa Letter Carrier* to the Editor via email at editor.nalc599@gmail.com and also to the Branch Office at nalc599@verizon.net no later than the 5<sup>th</sup> of each month in order for us to meet our time limits to the publisher.

# Officers

<i>Position</i>	<i>Officer</i>	<i>Phone</i>	<i>Email</i>
<b>President</b>	Tony Diaz	813.875.0599 cell 813.598.9635	tony_diaz599@verizon.net
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<b>Presidents Emeritus</b>	Garland Tickle • Orbe Andux • Donald Thomas Michael Anderson • James Good • Alan Peacock		

# Shop Stewards

<i>Station</i>	<i>ZIP</i>	<i>Steward</i>	<i>Station No.</i>	<i>Steward's No.</i>
Tampa Stations/Branches		Chief Steward, Brian Obst		727.458.0679
Brandon	33510/11	Osceola Williams Sr.	813.661.1636	210.445.1369
Brandon	33510/11		813.661.1636	
Carrollwood	33618	Tina Bausch	813.961.2962	813.892.2282
Commerce	33602	Cynthia Williams	813.242.4507	813.778.4373
Forest Hills	33612	JR Sanchez	813.935.2954	773.849.6229
Forest Hills Annex	33613	Becky Jones	813.935.2954	209.535.2449
Hilldale	33614		813.879.4309	
Hilldale Annex	33634		813.879.4309	
Interbay/Port Tampa	33611/16	Victoria Reeder	813.831.2034	813.525.1685
Interbay/Peninsula	33629	Clement Cheung	813.831.2034	813.758.5910
Palm River Annex	33619	Pam Benton	813.663.0048	813.475.0753
Plant City	33564	Todd Soular	813.719.6793	813.719.6793
Produce	33610	Matt Rodkey	813.239.4084	813.562.8744
Ruskin/Sun City Ctr	33570	Cherry Berry	813.634.1403	585.230.0266
Seminole Heights	33603	Michael Smith	813.237.4569	813.326.0717
Sulphur Springs	33604	J.D. Lewers	813.237.4569	813.528.5519
TCA/Hyde Park	33606		813.873.7189	
TCA/Peninsula	33609		813.873.7189	
TCA/West Tampa	33607	Michael Williams	813.873.7189	813.541.8327
Temple Terrace	33617	Juan Andujar	813.988.0152	813.377.7266
Town 'N Country	33615/35	Brian Obst	813.884.0973	727.458.0679
Ybor City	33605	Maurice Rice	813.242.4507	813.334.3189

## Around The Horn from The President's Desk

(Continued from page 1)

number and PIN. If OPM cannot be reached, the NALC Director of Retired Members is available at 202.393.4695. NALC will alert OPM to begin the process of survivor benefits.

2. Return any retirement checks not cashed; for direct deposit, notify your bank of the date of death so the monies can be returned to the Treasury Department if necessary.

3. Death certificates will be required; the funeral home will suggest the number you might need.

4. Notify the retiree's NALC Branch, **which we have discussed should be one of the first steps.**

5. Notify the Veterans Administration if the retiree was a veteran.

6. Notify your bank and other financial institutions you do business with.

7. Notify the Social Security Administration; toll free 800.772.1213.

8. Notify your health benefit provider, hopefully the NALC Health Benefit Plan, 888.636.6252.

9. Notify your Thrift Savings Plan if the retiree was a participant, 877.968.3778.

### Active member

1. Notify the member's NALC Branch; **I am placing this as the number 1 contact.** This will allow the office to assist in the initial contacts.

2. The member's supervisor or manager should be notified with the information. This is a contact the Branch office could perform if notified first.

3. Contact HRSSC, 877.477.3273, with EIN and PIN. This notification is necessary for information for any death benefits and forms needed to be filled out.

4. Notify your Thrift Savings Plan if the member was a participant, 877.968.3778.

5. Notify the Veterans Administration if the member was a veteran.

6. Notify your bank and other financial institutions you do business with.

7. Notify the Social Security Administration; toll free 800.772.1213.

8. Notify your health benefit provider, again, hopefully the NALC Health Benefit Plan, 888.636.6252.

9. Death certificates will be required; the funeral home will suggest the number you will need.

Please save these helpful steps with your CSA or EIN numbers and your PIN. Do not wait until it is too late. I challenge anyone who does not have or does not know the necessary numbers to find or obtain and share them. It is hopeful this article will help you prepare those who will be handling your business after death.

**Any further questions, please contact me at our Branch office, 813.875.0599.**

### Quick Hits:

#### Information you should know Interpretive dispute filed over PTF Step AA

NALC has filed an interpretive dispute over the Postal Service's method of calculating overtime pay,

Sunday premium pay, general wage increases, and cost of living adjustments (COLAs) for part-time flexible (PTF) employees in Step AA. This dispute centers around Article 9 Section 8 and Article 11 Section 7 of the 2019 National Agreement and how they interact with each other. Article 9 Section 8 states: *the Step AA Hourly Basic Rate will be equal to Step A of the Full-Time/Part-Time Regular Employees Hourly Basic Rate in Table Two.* Although, at the start of the term of the current collective bargaining agreement, the Postal Service paid this amount to Step AA PTFs for straight time; NALC discovered that it used a lower hourly rate to calculate overtime and Sunday premiums.

NALC's position is that their overtime and Sunday premium pay should be the same as FTR/PTR Step A.

When PTF Step AA went into effect, the hourly basic rate was \$19.88. However, the Postal Service manufactured a new lower annual rate which generated a lower hourly rate of \$19.12 as a base for calculating the overtime and Sunday premium for carriers in PTF Step AA. This resulted in PTFs in Step AA to be under paid by \$1.15 for each hour of regular overtime and \$0.19 for each straight time hour worked on a Sunday. This error has been compounded over time and now sits at \$1.21 for regular overtime and \$0.20 for Sunday premium after the release of the January COLA effective February 26.

Additionally, the Postal Service is calculating general wage increases

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# Sharing Our Members' Joys and Sorrows

**Our deepest sympathy** and prayerful support is extended to **Kerry Bolio** [Interbay] and family at the passing of his brother, Bruce, February 20; and to former St. Petersburg Branch 1477 President Leslie *Les* Stroup and family at the tragic loss of his son, Joe, January 29.

## Polick Retired!

President Diaz presented **Kelly Polick** [Brandon] with her retirement pin and gratuity at our March meeting.

### Remember to keep our office updated with your contact info.

You can do so via US Mail, email, or by calling.  
We'd appreciate your phone numbers, address, and email address.

nalc599@verizon.net ♦ 813.875.0599

### **NOTICE** – Meetings are subject to change due to any upsurges of COVID.

<b>Shop Stewards</b>	Tuesday	April 5	7:00 PM
<b>Executive Board</b>	Thursday	April 7	6:30 PM
<b>Branch 599</b>	Thursday	April 7	7:30 PM
<b>Retirees Breakfast</b>	Tuesday	April 12	10 AM

Bob Evans, 12272 Morris Bridge Road, Temple Terrace

## Around The Horn from The President's Desk

*(Continued from page 3)*

and COLAs for PTFs in Step AA using its manufactured lower annual rate. This includes falsely creating and using a lower proportion of COLA. This has resulted in an hourly rate for PTF Step AA which no longer equals FTR/PTR Step A. This deviation will continue to compound over time as

more general wage increases and COLAs are received.

Furthermore, with the addition of the Juneteenth National Independence Day holiday, the Postal Service's misapplication of Article 11.7 is creating an even larger straight time hourly rate deviation between PTF

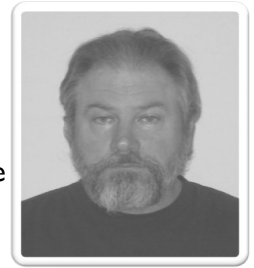
Step AA and FTR/PTR Step A.

The grievance is currently scheduled for national arbitration before Arbitrator Dennis Nolan on April 21.

–*nalc.org* February 18, 2022

**Look forward to talking to you again on the next *Around The Horn***

# Unionism — Grievance Interviewing Skills



**Brian Obst**  
Vice President  
Branch 599

As a Steward you will be presented with various grievance issues, ranging from disputes on contract interpretation to management's application of discipline. One of the most important skills that you can develop is the ability to interview people to develop evidence, allowing you to be successful in processing your case.

I relate a good interviewer to a miner. You have an idea that there are large deposits of information out there available to you and you have to mine these deposits to get the useable pieces for your file. A good interviewer will be able to separate what is important from what is just filler.

As a steward, you will represent carriers when they are on the receiving end of many Investigative Interviews. One of the first things I noticed was that management always asked questions that they already knew the answers to. They are not as interested in finding out new information as they are in hearing how you will answer when they know the answer already. This is an investigative technique that is helpful in determining if one is telling the truth or making it up as one goes along. Additionally, they will ask the same question in different ways to see if they can trip up the interview subject, another tool for finding out if one is being less than truthful.

The key to a successful interview is the ability to obtain the most useful information possible from said interview. Besides the techniques described previously that management uses, a good interviewer will count

on the five W's to ensure the ability to get the facts. The five W's are simple, and you probably already know them, they are Who, What, When, Where and Why.

**WHO: *Who is the worker*** (the basics on the individual such as name, job title, position, length of time on the job, seniority, etc.)?

Who witnessed the incident, who was involved, who was the management individual involved, etc.?

**WHAT: *What happened or failed to happen?*** What did the worker do or fail to do, what did the management official do or fail to do, what was done in the past and what should be done to remedy the situation.

**WHEN: *When did the incident happen?*** Date and time.

**WHERE: *Where did the incident happen?*** Location of the incident.

**WHY: *Why is this incident a grievance?*** Why did the incident happen? (This generally creates opinion rather than evidence, however, it is important to the resolution of the grievance).

When you are preparing for the interview, it is important that you prepare your interview questions in advance. This allows you to determine the direction of your interview and the basic scope of the information you are trying to obtain. You should take good notes and write down all responses verbatim, and verify the answers you write down. Even though you have written down your questions there is nothing that prevents you from adding questions

as you obtain the answers from your initial questions. A good interviewer will adjust on-the-fly based on new information that has been presented to them.

Remember that management tends to forget what the interviewer is looking for, so the techniques that they use themselves are forgotten when they are being interviewed. The ability to glean nuggets of important information from your interviews is normally the difference between being successful or not in processing your grievances.

Some information for this article comes from *The Union Steward's Complete Guide 2<sup>nd</sup> Edition* edited by David Prosten. This is an excellent reference for all stewards and is recommended to be included in your reference library.

This is just a basic primer on interviewing and if you would like further information feel free to contact me or any of your stewards and Branch officers; we will be happy to assist you in developing this important steward skill.

As an aside, I would like to address what I see as a disturbing trend with carriers in the installation. When management gives a carrier a directive/instruction, the carrier is obligated to follow the instruction in almost all cases. We work under the *Obey now, Grieve later* guideline in our contract. That means, simply

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# Town and Country Station won the Safety Board Contest

We apologize for the delay in printing this news; space was not available until now.

Jackie Villemaire, Officer in Charge, Tampa, teamed up with NALC Branch 599 President, Tony Diaz, and Tampa Safety Captains to improve safety. Part of the project is to meet monthly to share safety stats, and talk about accidents or ideas. Each office is asked to share 1-2 slides of photos taken throughout the month on how they involve others with safety. The Safety Captain talks through each slide as they share their photos. Some have photos of dog spray activities, mirror station demonstrations, safe lifting demonstrations, shoe check activities, etc.

For the month of October, a contest was created challenging all offices to

update their Safety Boards with current, creative, informative safety information that would grab attention and help educate employees. Photos were requested before and after. This contest was based on two categories – Content and Visualization.

Town and Country Station won the Safety Board Contest judged by Jackie Villemaire and Tony Diaz. Both agreed there were several very good presentations, but Town and Country stood above the rest.

**Safety Captain, Terrelle Brown, and Manager, Jessica Robinson,** brainstormed together deciding to ask each carrier for something they experienced as a safety issue while on their route. They compiled the input from their office, bringing attention to and alerting other employees.

Manager Robinson tasked Terrelle with walking through the facility to see what stood out as a safety concern. Terrelle then incorporated the ideas from his coworkers as well as his facility walk-thru and went to the drawing board (literally). He drew the concerns of all and made them into a live story board that continues to grow as new issues arise. This is a fun, team activity that keeps carriers and clerks alerted to potential safety issues.

Town and Country has had one industrial accident in FY22 (Fiscal Year 2022), a reduction of 50% to the same period last year. Total Accident Rate for this office is 9.07% YTD (year-to-date) with a 100% improvement for MVA (motor vehicle accidents).

***Great Job! Town & Country Station***

## Unionism — Grievance Interviewing Skills

*(Continued from page 5)*

stated, follow the instruction/directive given and if you feel it is improper, then ask for your steward to file a grievance on the issue. We do not have the luxury of failing to follow directives/instructions given by our supervisors.

Article 41.3.I addresses the Iron Rule of *Obey Now, Grieve Later*, but they do point out the narrow focus of a potential safety issue where there is a reasonable belief of imminent danger

to life and limb where the individual could refuse to follow an instruction. However, one must be able to show this as a simple belief, is not enough to prove imminent danger, so take care before choosing to refuse to follow an instruction. Additional reasons for refusal would be directions that would be illegal, or instructions of an immoral nature, both of which should be reported to the proper authorities should that occur. Remember, if you engage in actions contrary to directives/instructions

given by management, you open yourself to potential disciplinary action up to and including removal from your position with the Postal Service. If you have questions on this issue, please reach out to your steward or any of your Executive Board officers for guidance.

Until next time I leave you, as always  
– **Knowledge is the Key.**

*Brian Obst*  
Vice President

# Proposed Bylaw Change

## ARTICLE VI Duties of Officers Duties of Trustees

### Section 11, (A)

#### Currently reads as follows:

The Trustees shall examine and report to the branch the condition of the books of the officers at least once every four (4) months, compare the vouchers and records and see that they correspond with the collections and disbursements. They shall have custody of all branch property and shall perform such other duties as the Branch Bylaws may require of them. The Board of Trustees shall be known as the Trustees of A. R. "Tony" Huerta Branch 599 of the National Association of Letter Carriers of the United States of America.

#### Proposed to read as follows:

The Trustees shall audit the condition of the books of the Treasurer and Financial Secretary at least once every three (3) months. They shall compare the vouchers and records and see that they correspond with the collections and disbursements. They shall report to the branch the results and findings of such audit at the next regular Branch Meeting following the audit.

They shall have custody of all branch property and shall perform such other duties as the Branch Bylaws may require of them. The Board of Trustees shall be known as the Trustees of A. R. "Tony" Huerta Branch 599 of the National Association of Letter Carriers.

*Bylaw proposal signed by:* Jim Good, Lori McMillion, Detlev C. Aeppel, José Oliva, and Mike Brink

## District 2 Training Report

District 2 Training/Meeting was hosted at Branch 599's union hall on Sunday, March 6. The training, possibly the final event hosted by Branch 599 at our current location, outside our regular Branch and steward meetings, was deemed a success. Members from seven different Branches attended. Special

guest was US Representative Kathy Castor, who addressed the members. Other guests were: Special Assistant to National President Rolando, Eddie Davidson; National Business Agent, Lynne Pendleton; District 2 Chair, JoAnn Cannon; Nalcrest Trustees President, Matty Rose; and Florida State Association of Letter Carriers

President (FSALC), Al Friedman. The agenda included contractual and legislative topics, as well as the latest news and NALC challenges to be prepared for. Donuts, coffee, lunch, and beverages were provided by the FSALC. Social distancing was observed by all.

# Letter Carrier Pay Schedule

## City Carrier Wage Schedule: Effective Feb. 26, 2022 (January 2022 COLA)

The following salary and rate schedule is for all NALC-represented employees.

### Career city letter carrier increases

Effective Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	1.1%
Feb. 29, 2020	January COLA	\$166
Aug. 29, 2020	July COLA	\$188
Nov. 21, 2020	General wage increase	1.1%
Feb. 27, 2021	January COLA	\$416
Aug. 28, 2021*	July COLA	\$1,934
Nov. 20, 2021	General wage increase	1.3%
Feb. 26, 2022*	January COLA	\$1,331
TBA*	July COLA	TBD
Nov. 19, 2022	General wage increase	1.3%
TBA*	January COLA	TBD

### City carrier assistant increases

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	2.1%
Nov. 21, 2020	General wage increase	2.1%
Nov. 20, 2021	General wage increase	2.3%
Nov. 19, 2022	General wage increase	2.3%

**NOTE: Upon conversion to Full-Time, Part-Time Flexible employees in Table Two will be slotted into the Full-Time Step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.**

NOTE: Effective Nov. 19, 2022, Table One and Table Two will be modified to include an additional Step P that is \$444 more than Step O of the basic salary schedule in Tables One and Two.

NOTE: Carrier Technicians receive additional compensation equivalent to 2.1% of the employee's applicable hourly rate for all paid hours.

NOTE: The full COLAs will be added to the salaries of all steps in Table 1 and Step O of Table 2, with proportionate application of the COLA to Steps A-N of Table 2.

\* NOTE: In accordance with Article 9.3.B, COLAs become effective the second full pay period after the release of the January and July Consumer Price Index for Urban Wage Earners and Clerical Workers.

**Table 1: City Carrier Schedule**

**RSC Q (NALC)**

This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.

	Basic Annual Salaries															MOST PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	58,728	63,112	63,213	66,350	66,805	67,263	67,714	68,165	68,623	69,066	69,526	69,983	70,433	70,897	71,347	458
Carrier Technician**	59,961	64,437	64,540	67,743	68,208	68,676	69,136	69,596	70,064	70,516	70,986	71,453	71,912	72,386	72,845	468
<b>Part-Time Flexible Employees - Hourly Basic Rates****</b>																
City Carrier (Grade 2)	29.48	31.68	31.73	33.31	33.54	33.77	33.99	34.22	34.45	34.67	34.90	35.13	35.36	35.59	35.82	
Carrier Technician**	30.10	32.35	32.40	34.01	34.24	34.48	34.71	34.94	35.17	35.40	35.64	35.87	36.10	36.34	36.57	
<b>Full-Time/Part-Time Regular Employees - Hourly Basic Rates</b>																
City Carrier (Grade 2)	28.23	30.34	30.39	31.90	32.12	32.34	32.55	32.77	32.99	33.20	33.43	33.65	33.86	34.09	34.30	
Carrier Technician**	28.83	30.98	31.03	32.57	32.79	33.02	33.24	33.46	33.68	33.90	34.13	34.35	34.57	34.80	35.02	
<b>Step Increase Waiting Periods (In Weeks)</b>																
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O		YRS.
	96	96	44	44	44	44	44	44	44	34	34	26	26	24		12.4

\*\* Carrier Technicians receive an additional 2.1%

\*\*\*\*See "PTF hourly rates to be implemented by March 26, 2022"

**Table 2: City Carrier Schedule**

**RSC Q7 (NALC)**

This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.

	Basic Annual Salaries															MOST PREV. STEP	
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N		O
City Carrier (Grade 2)	43,881	45,841	47,803	49,765	51,728	53,688	55,652	57,616	59,576	61,538	63,501	65,461	67,426	69,386	71,347	1,960	
Carrier Technician**	44,803	46,804	48,807	50,810	52,814	54,815	56,821	58,826	60,827	62,830	64,835	66,836	68,842	70,843	72,845	2,001	
<b>Part-Time Flexible Employees - Hourly Basic Rates****</b>																	
City Carrier (Grade 2)	21.19***	22.03	23.01	24.00	24.98	25.97	26.95	27.94	28.92	29.91	30.89	31.88	32.86	33.85	34.83	35.82	
Carrier Technician**	21.63***	22.49	23.50	24.50	25.51	26.51	27.52	28.52	29.53	30.54	31.54	32.55	33.55	34.56	35.56	36.57	
<b>Full-Time/Part-Time Regular Employees - Hourly Basic Rates</b>																	
City Carrier (Grade 2)	21.10	22.04	22.98	23.93	24.87	25.81	26.76	27.70	28.64	29.59	30.53	31.47	32.42	33.36	34.30		
Carrier Technician**	21.54	22.50	23.46	24.43	25.39	26.35	27.32	28.28	29.24	30.21	31.17	32.13	33.10	34.06	35.02		
<b>Percent Step O</b>																	
	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%		
<b>Step Increase Waiting Periods (In Weeks)</b>																	
Steps (From-To)	AA-A	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	YRS.	
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4	

\*\* Carrier Technicians receive an additional 2.1%

\*\*\*See "interpretive dispute filed over PTF Step AA"

\*\*\*\*See "PTF hourly rates to be implemented by March 26, 2022"

**Table 3: City Carrier Assistant Schedule**

**Hourly Rates**

**RSC Q4 (NALC)**

This schedule applies to CCA Hires with no previous TE service.

This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

	BB	AA	BB	AA
City Carrier (Grade 2)	18.92	19.42	20.44	20.94
Carrier Technician (add 2.1%)	19.32	19.83	20.87	21.38
Steps (From BB to AA) in weeks	52		52	

NOTE: Effective June 19, 2021, the Step CC pay rate in Table Three was eliminated. All CCAs at step CC as of that date were moved into step BB, receiving a 50 cent per hour raise. Step BB and its pay rate are the new entry step for new CCA hires. The new waiting period from Step BB to Step AA is 52 weeks. CCAs who were in step CC on June 19, 2021, will maintain their time-in-step credit toward step AA and will receive their next step increase to step AA after 52 weeks of service. CCAs that were in step BB as of June 19 will have 12 weeks added to their current time-in-step credit toward step AA. This will ensure all CCAs will reach step AA after 52 weeks of service.



# Cost-of-Living adjustment memo

5th Contract COLA: \$1,331

The fifth regular COLA under the 2019-2023 National Agreement is \$1,331 following the release of the January 2022 Consumer Price Index.

On February 10, 2022, the Bureau of Labor Statistics announced that the CPI for Urban Wage Earners and Clerical Workers (CPI-W, 1967=100) stood at 823.000 in January, 77.624 points above the base level of

745.376 in July 2019. The 5th COLA stood at 64 cents per hour or \$1,331 annually.

The sixth COLA will be based on the increase in the CPI-W between the base index month and July 2022, less any previously calculated COLAs, and will be payable the second full pay period following the release of the July 2022 index. The five COLAs that

have been calculated under the 2019-2023 National Agreement, totaling 194 cents per hour, are as follows: 1st COLA, 8 cents per hour (\$166 annually), 2nd COLA, 9 cents per hour (\$188 annually), 3rd COLA, 20 cents per hour (\$416 annually), the 4th COLA, 93 cents per hour (\$1,934 annually), and the 5th COLA, 64 cents per hour (\$1,331 annually).

# Postal Reform Act passes in Senate

and sent to President Biden's desk!

On March 8, in a 79-19 vote the Senate passed the Postal Service Reform Act of 2022 (H.R. 3076). Following House passage on February 8, the bill will now be sent to President Biden for his signature to become law.

*This is a monumental victory for letter carriers and all Americans who depend on the Postal Service for affordable and high-quality universal service, NALC President Fredric Rolando said. I want to congratulate and thank all the NALC members who lobbied their members of Congress to win passage in the Senate and the House. Thanks to your support, dedication and action,*

*bipartisan postal reform, that was 12 years in the making, has finally passed in both chambers.*

This bipartisan legislation will improve the financial stability of the Postal Service. It includes key provisions for letter carriers, including one that eliminates the mandate that requires the Postal Service to pre-fund its retiree health care benefits decades in advance, and another that codifies six-day mail delivery in federal law. This will eliminate the need to renew the six-day requirement every year through the congressional appropriations process. The bill also maximizes the integration of future postal annuitants into Medicare.

The legislation, which was led in the Senate by Homeland Security and

Governmental Affairs Committee (HSGAC) Chairman Gary Peters (D-MI) and Ranking Member Rob Portman (R-OH), reflects a broad bipartisan consensus that is supported by the four postal unions, the mailing industry and Postal Service management.

*NALC commends Chairman Peters and Ranking Member Portman for their bipartisan leadership to get this critical bill passed in the Senate, President Rolando said. We also appreciate every senator who voted "yes" on this bill.*



Visit the NALC Legislative Action Center to thank members of Congress who voted yes on H.R. 3076.

—*nalc.org*



at [nalc.org](http://nalc.org)

Get involved!  
Your future depends on it!


**“Mary Lou Jackman - William Corbeau”**  
**2022 Florida State Association of Letter Carriers Scholarship Application**  
*Al Friedman, President*


PLEASE DO NOT CUT OR REDUCE THE SIZE OF THIS APPLICATION, AND PRINT LEGIBLY

Name of Student: \_\_\_\_\_

Male  Female  (You must select only ONE box. If more than one child is eligible, please use a separate/additional forms.)

Address: \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

NALC Branch Name and/or Number: \_\_\_\_\_

Branch Contact Phone Number: \_\_\_\_\_

NALC Branch Member's Name: \_\_\_\_\_

Applicant/Member Phone number: \_\_\_\_\_

By signing below, I certify the above named member of the FSALC is in good standing.

\_\_\_\_\_  
*Signature of Local Branch President or Secretary* *Date*

(DO NOT CUT THE APPLICATION, MAIL ENTIRE FORM. PLEASE PRINT LEGIBLY)

\*\*\*\*\* TO QUALIFY, THE FOLLOWING REQUIREMENTS MUST BE MET: \*\*\*\*\*

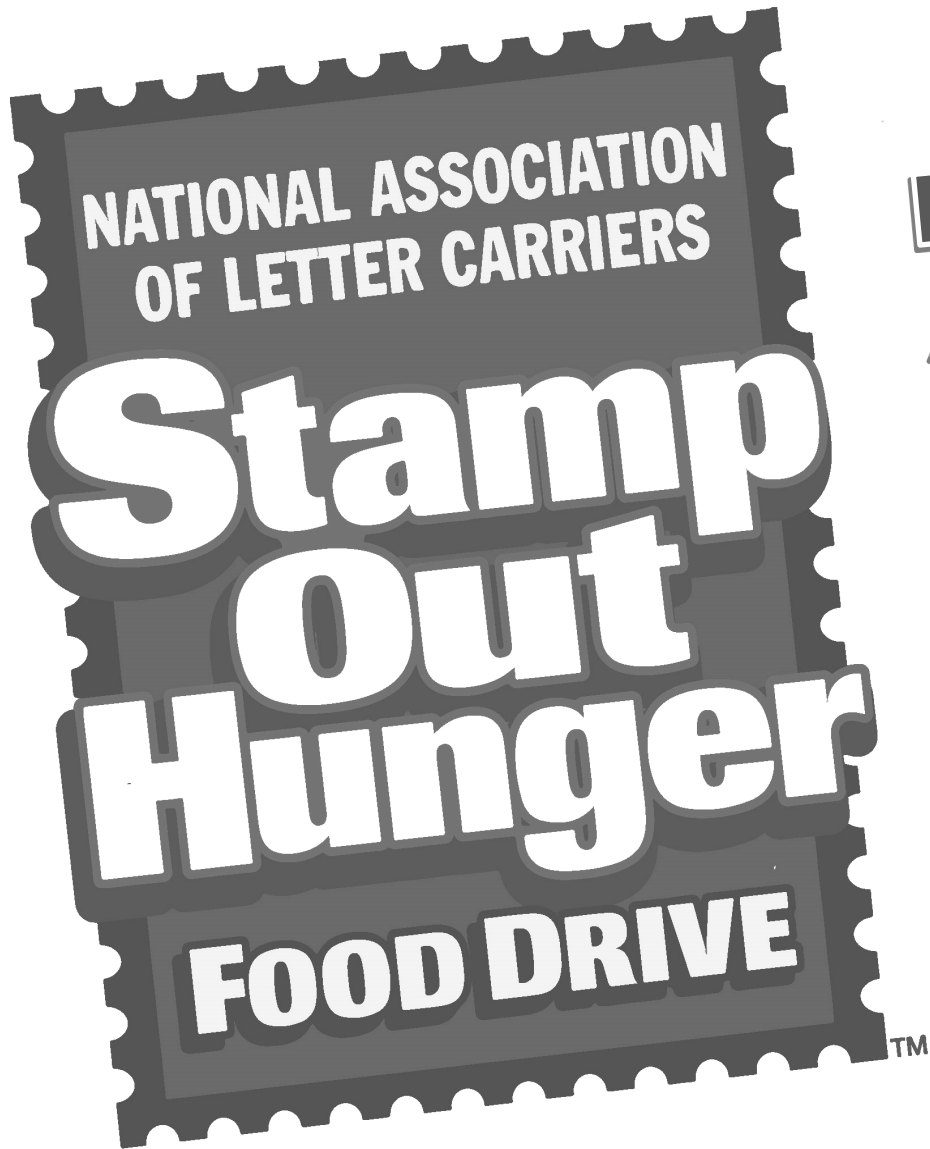
- 1) The student must have graduated from an accredited High School or have a GED.
- 2) The Student must be a dependent of a member or the spouse of a deceased member of the FSALC who has not remarried.
- 3) Applicant must enroll as a full-time student in an accredited college or university and submit proof of enrollment to receive the funds if awarded. Winners will be notified by mail. **DO NOT SUBMIT PROOF OF ENROLLMENT AT THIS TIME.**
- 4) **Applications must be postmarked on or by July 1, 2022.** Entries received with a postmark after July 1, 2022 will not be open or returned. Only one application per applicant will be accepted

This scholarship award is based on a random drawing, not on academic records or qualifications. There will be a total of four (4) scholarships awarded - two for female applicants and two for male applicants - each in the amount of \$2000.00. **This drawing will be held during the NALC 72nd Biennial Convention, August 8 - 12, 2022 in Chicago, IL.** Winners will be notified via mail.

\_\_\_\_\_  
**FOR FSALC USE ONLY**

**RETURN ALL APPLICATIONS TO:**  
**John W. Mitchell**  
**FSALC Director of Education,**  
**C/O Branch 1779 NALC**  
**2434 Golfview Street**  
**Lakeland, FL 33801**





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