

DOUG A. TULINO  
DEPUTY POSTMASTER GENERAL AND  
CHIEF HUMAN RESOURCES OFFICER



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## OFFICERS

SUBJECT: Tentative Agreement between United States Postal Service and  
National Rural Letter Carriers Association

I am pleased to announce that the Postal Service has reached a tentative agreement with the National Rural Letter Carriers Association (NRLCA), for a new 36-month collective bargaining agreement. The Agreement is tentative until ratified by union membership, which could take up to ten weeks. Once ratified, the Agreement will expire May 20, 2024. The Agreement is the culmination of extensive negotiations over several months beginning in March 2021.

Highlights of the new agreement include the following:

- General wage increases of 1.3 percent annually over the life of the Agreement with a Cost-of-Living-Adjustment (COLA), base month of January 2021.
- Improvements to the Rural Carrier Associate (RCA) work experience, including the ability to earn annual leave, to assist with recruitment and retention, consistent with the Postal Service's ten-year Delivering for America plan.
- Modification of the criteria for implementation of the "formula" to change the relief days in rural offices, which will allow for stabilization of work schedules and increased flexibility to use RCAs.
- Increased opportunities for RCAs with at least one year of service to convert to career positions in offices that implement the formula.
- Creation and implementation of an interim process that will allow the parties to more quickly implement the revised standards that resulted from the RRECS study.

Overall, this contract will result in the continued restraint of overall NRLCA labor costs, increase operational workforce flexibility, aid in the retention of non-career employees, and support the Delivering for America Plan's objectives to modernize Postal Service operations in support of long-term financial sustainability.

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

Doug A. Tulino