

**Resolution to Establish a 15% General Wage Increase as the Official NALC Collective Bargaining Position**

**Whereas**, city letter carriers have experienced significant erosion of real wages due to inflation exceeding 20% in recent years and

**Whereas**, retention and recruitment remain critical challenges, with high turnover rates among newer carriers placing financial strain on the Postal Service and

**Whereas**, a competitive wage structure is essential to maintaining a stable, career workforce and ensuring reliable mail delivery and

**Whereas**, the rank and file have increasingly called for a bold and unified wage demand reflective of the value of the letter carrier craft

**Resolved**, that the National Association of Letter Carriers adopt as its official collective bargaining position a **15% general wage increase** over the life of the next National Agreement and

**Resolved**, that this demand be recognized as part of the broader **“30 for 30” standard**, establishing a **starting career wage of \$30 per hour** as a baseline for the modern letter carrier workforce and

**Resolved**, that NALC leadership actively advocate for this position in all negotiations, public messaging, and arbitration proceedings.