

## **Resolution to Establish an All-Career Workforce and \$30 Starting Wage for Letter Carriers**

**Whereas**, City Carrier Assistants (CCAs) perform substantially the same work as career city letter carriers while receiving lower pay and reduced benefits and

**Whereas**, the non-career workforce model has resulted in excessive turnover (estimated at 50–60% nationally) leading to increased costs in hiring, training, and overtime and

**Whereas**, the long-term stability of the Postal Service depends on retaining experienced employees rather than cycling through a temporary workforce and

**Whereas**, equal work demands equal pay and a clear path to career status

**Resolved**, that the National Association of Letter Carriers adopt as its official collective bargaining position the elimination of the non-career City Carrier Assistant classification and **Resolved**, that all city letter carriers be brought into a fully career workforce structure and

**Resolved**, that all entry-level city letter carriers be compensated at a starting wage of no less than \$30 per hour and

**Resolved**, that NALC leadership prioritize this transition as a core bargaining objective to improve retention, morale, and service reliability.

Respectfully submitted,