

Whereas: Article 9 Section 1(m) of the NALC Constitution reads the salary of the National Association of Letter Carriers President shall be \$253,461.92 per year, payable weekly, effective August 9, 2024.

Whereas: Article 9 Section 2(d) of the of the NALC Constitution reads the salary of the National Association of Letter Carriers Executive Vice President shall be \$213,208.85 per year, payable weekly, effective August 9, 2024.

Whereas: The NALC President and Executive Vice President are primarily responsible for negotiating the pay and benefits of the city letter carrier.

Whereas: Those currently holding the seats of the above two offices have not corrected the National pay disparity that occurred to city letter carriers in 2013 nor have they made it a priority to correct this insult.

Whereas: Until City Letter Carrier pay is returned to the Table 1 levels the NALC President and Executive Vice President shall receive no more than \$150,000 per annum, payable weekly.

Resolved: that The Montana State Association of the NALC calls on the National NALC to afford the national membership a vote for changing the salary structure in the NALC Constitution to correct the salary rates for the NALC President and Executive Vice President; said Constitutional Amendment shall be to Article 9 Section 1(m) and Article 9 Section 2(d) and reads as follows:

1). (m). For the faithful performance of the above duties, they shall receive the sum of \$150,000 per annum, payable weekly, effective August 10, 2026, provided, that future salary adjustments will be made with the same percentage given top grade letter carriers in their salary increases. They shall be entitled to the same sick and annual leave provisions of letter carriers, and they shall be scheduled for three weeks of annual leave each year, until newly hired city letter carriers are returned to Table 1 salary rates at which point the salary will be returned to the 2025 rate.

2). (d) For the faithful performance of the above duties, they shall receive the sum of \$150,000 per annum, payable weekly, effective August 10, 2026, provided, that future salary adjustments will be made with the same percentage given top grade letter carriers in their salary increases. They shall be entitled to the same sick and annual leave provisions of letter carriers, and they shall be scheduled for three weeks of annual leave each year, until newly hired city letter carriers are returned to Table 1 salary rates, at which point the salary will be returned to the 2025 rate.