

Resolution:

### **Pay Veterans at Their Military Pay Grade When Transitioning to the USPS**

Whereas: The United States Postal Service is the single largest employer of our Military Veterans in the United States, and

Whereas: The NALC & USPS recognizes the invaluable contributions of our Military Veterans, stating they “value the leadership, reliability, and high-tech skills veterans bring to the organization, as well as their loyalty”, as noted in the “USPS literature “Careers for Veterans”, and

Whereas: Many veterans face financial challenges transitioning back to civilian life, which enabling them to carry over their total monthly military compensation at time of war employment would help them, and in turn amplify attracting these high-quality employees to the USPS, and

Whereas: Currently the USPS does not pay veterans at their comparable military pay grades that they received, potentially leading to pay decreases, and

Whereas: Implementing such a program would demonstrate national gratitude and further support veteran integration, and

Whereas: Other federal agencies and companies provide incentives for veterans, the USPS should align with such programs like the HIRE Vets Medallion Program, the Homeless Veterans’ Reintegration Program, and the U.S. Department of Labor’s Veterans’ Employment & Training Service, (VETS), so let it be

Resolved: the NALC negotiate with the USPS, other Postal Unions, the federal government, and its agencies to enable veterans to be paid a salary at least equal to their total military monetary compensation at the time they transition from military service, but not exceeding the maximum pay for the position they occupy in the USPS, encompassing base pay, benefits, standard allowances, and reflecting current military wages.