

PROPOSED AMENDMENTS TO THE *NALC CONSTITUTION*

The following proposed amendments to the *NALC Constitution* will be considered by the 74th Biennial Convention in Los Angeles, CA.

Strikethrough indicates proposed language to be deleted. Proposed new language is printed in **bold**. The *Constitution* is available on the NALC website at nalc.org/constitution.

NALC CONSTITUTION

1 Officers and Elections

Amend Article 6, Section 11 as follows:

Sec. 11. All regular members shall be entitled to one vote for each office to be filled. The voter shall indicate their **single choice or ranked** choice for each of the officers by following the procedure established by the National Election Committee as set forth in the ballot instructions. The voter shall then seal the ballot in the smaller envelope, enclose this envelope within the large one, and mail it to the post office box printed on the larger envelope. Write-in votes shall not be valid. No markings shall be made on the ballot or the smaller envelope other than as indicated in this Section.

Branch 18, Middleboro, MA
Branch 334, Framingham, MA

2 Officers and Elections

Amend Article 6, Section 11 as follows:

Sec. 11. All regular members shall be entitled to one vote for each office to be filled. **Whenever more than two candidates are nominated for any national office, with the exception of the National Trustee election, the voter shall rank the candidates for that office in order of preference, marking their first choice as 1, their second choice as 2, and continuing in order for as many candidates as they wish to rank.** The voter shall indicate their choice for each of the officers by following the procedure established by the National Election Committee as set forth in the ballot instructions. **No member shall be required to rank all candidates, and any ballot ranking at least one candidate shall be considered valid. Whenever only two candidates are nominated for an office, or in the election of National Trustees, the voter shall indicate their choice by follow-**

ing the existing procedure established by the National Election Committee. The voter shall then seal the ballot in the smaller envelope, enclose this envelope within the large one, and mail it to the post office box printed on the larger envelope. Write-in votes shall not be valid. No markings shall be made on the ballot or the smaller envelope other than as indicated in this Section.

Flatirons Branch 642, Boulder, CO

3 Officers and Elections

Amend Article 6, Section 11 as follows:

Sec. 11. All regular members shall be entitled to one vote for each office to be filled. The voter shall indicate their choice **or choices** for each of the officers by following the procedure established by the National Election Committee as set forth in the ballot instructions. The voter shall then seal the ballot in the smaller envelope, enclose this envelope within the large one, and mail it to the post office box printed on the larger envelope. Write-in votes shall not be valid. No markings shall be made on the ballot or the smaller envelope other than as indicated in this Section.

John Grace Branch 825, Oak Brook, IL

4 Officers and Elections

Amend Article 6, Section 13 as follows:

Sec. 13. The ballots shall be counted by the balloting association, under the supervision of the National Election Committee. Each candidate shall be entitled to have one observer present during the counting of ballots. Observers present for each respective candidate at the counting of ballots shall not be permitted to interfere in any manner with the counting and recording of same. Observers shall abide by all policies and rules adopted by the Balloting and Election Committees. In elections for all offices, the candidate (or candidates, where the election is for a **group of identical offices**) receiving the largest number of votes, **as provided by Section 18**, shall be declared elected. The final tabulations shall be certified by the balloting association to the National Election Committee; said results shall be promptly certified by the National Election Committee to the incumbent Secretary-Treasurer; and the results of the election shall be officially announced by the

Secretary-Treasurer in the next edition of *The Postal Record*.

Branch 18, Middleboro, MA

5 Officers and Elections

Amend Article 6, Section 13 as follows:

Sec. 13. The ballots shall be counted by the balloting association, under the supervision of the National Election Committee. Each candidate shall be entitled to have one observer present during the counting of ballots. Observers present for each respective candidate at the counting of ballots shall not be permitted to interfere in any manner with the counting and recording of same. Observers shall abide by all policies and rules adopted by the Balloting and Election Committees. In elections for all offices, the candidate (or candidates, where the election is for a **group of identical offices multi-seat office such as the Board of Trustees**) receiving the largest number of votes, **as provided by Section 18**, shall be declared elected. The final tabulations shall be certified by the balloting association to the National Election Committee; said results shall be promptly certified by the National Election Committee to the incumbent Secretary-Treasurer; and the results of the election shall be officially announced by the Secretary-Treasurer in the next edition of *The Postal Record*.

Branch 334, Framingham, MA

6 Officers and Elections

Amend Article 6, Section 13 as follows:

Sec. 13. The ballots shall be counted by the balloting association, under the supervision of the National Election Committee. Each candidate shall be entitled to have one observer present during the counting of ballots. Observers present for each respective candidate at the counting of ballots shall not be permitted to interfere in any manner with the counting and recording of same. Observers shall abide by all policies and rules adopted by the Balloting and Election Committees. In elections for all offices **in which only two candidates are nominated**, the candidate (or candidates, where the election is for a **group of identical offices**) receiving the largest number of votes shall be declared elected. **In elections for any office in which more than two candidates**

are nominated, ranked-choice voting shall be used to determine the winner as follows: (a) In the first round, only first-choice votes shall be counted. If a candidate receives a majority of first-choice votes cast, that candidate shall be declared elected. (b) If no candidate receives a majority of first-choice votes, the candidate receiving the fewest first-choice votes shall be eliminated. All ballots cast for the eliminated candidate shall be redistributed to the remaining candidates based upon the next-ranked choice indicated on each such ballot. (c) Following redistribution, if a candidate has achieved a majority of votes among the remaining active candidates, that candidate shall be declared elected. (d) If no candidate has yet achieved a majority following redistribution, the elimination and redistribution process shall continue in successive rounds until one candidate achieves a majority and is declared elected. (e) In the event of a tie for the fewest votes between two or more candidates subject to elimination in any round, the National Election Committee shall determine the eliminated candidate by lot using a documented and publicly witnessed random process. (f) All rounds of ballot counting shall be fully documented and publicly reported to the membership. The final tabulations shall be certified by the balloting association to the National Election Committee; said results shall be promptly certified by the National Election Committee to the incumbent Secretary-Treasurer; and the results of the election including all rounds of counting shall be officially announced by the Secretary-Treasurer in the next edition of *The Postal Record*. Notwithstanding the foregoing, the election of National Trustees shall not be subject to ranked-choice voting. The three candidates receiving the largest number of votes in the National Trustee election shall be declared elected under the existing plurality procedure, as three positions are filled simultaneously in that election.

Flatirons Branch 642, Boulder, CO

7 Officers and Elections

Amend Article 6, Section 13 as follows:

Sec. 13. The ballots shall be counted by the balloting association, under the supervision of the National Election Committee. Each candidate shall be entitled to have one observer present during the counting of ballots. Observers present for each respective candidate at the counting of ballots shall not be permitted to interfere in any manner with the counting and recording of same. Observers shall abide by all policies and rules adopted by the Balloting and Election Committees. In elections for all offices, the candidate (or candidates, where the election is for a group of identical offices) receiving the largest number of votes, as provided by Section 18,

shall be declared elected. The final tabulations shall be certified by the balloting association to the National Election Committee; said results shall be promptly certified by the National Election Committee to the incumbent Secretary-Treasurer; and the results of the election shall be officially announced by the Secretary-Treasurer in the next edition of *The Postal Record*.

John Grace Branch 825, Oak Brook, IL

8 Officers and Elections

Amend Article 6, Section 15 as follows:

Sec. 15. In elections conducted under the existing two-candidate procedure, in the case of a tie vote for a particular office, another election for that office shall be held among the candidates for whom an equal number of votes is cast. In elections conducted under ranked-choice voting, tie votes between candidates subject to elimination in any round shall be resolved by lot using a documented and publicly witnessed random process overseen by the National Election Committee, as provided in Section 13(e) of this Article. A new election shall only be required in the event of a final tie between the last two remaining candidates after all rounds of elimination and redistribution have been completed. In the election of National Trustees, in the case of a tie for the final qualifying position among candidates receiving an equal number of votes for the third seat, another election for that position shall be held among the tied candidates under the existing plurality procedure. In the event of the death of a nominee for any office, the incumbent Executive Council shall be empowered, in its own discretion, to take such action as it deems necessary, including the holding of new nominations and elections for the affected office or offices.

Flatirons Branch 642, Boulder, CO

9 Officers and Elections

Add a new Article 6, Section 18 as follows:

Sec. 18. (a). The tabulation of ballots to determine which candidate or candidates have received the largest number of votes shall be provided by this Section. If there are two candidates for any single-seat office, tabulation shall be conducted by single-choice plurality voting, in which voters are allowed to select which of the two candidates they prefer, the candidate with the largest number of votes shall be elected, and tabulation shall be complete. If there are three or more candidates for any single-seat office, tabulation shall be conducted by ranked choice voting. In a ranked choice voting election, members shall be provided a ballot on which they have the option to rank the candidates in

order of preference (first choice, second choice, and so on), and the ballots shall be tabulated in rounds.

(b). In a single-seat ranked choice election, each round shall begin by counting each ballot as one vote for its highest-ranked candidate that has not been eliminated. If more than two candidates remain, the candidate with the fewest votes shall be eliminated and a new round shall begin. If exactly two candidates remain, the candidate with the largest number of votes shall be elected, and tabulation shall be complete.

(c). The Secretary-Treasurer shall ensure ballots and tabulation systems are compatible with ranked choice voting and are conducted transparently, fairly, and in accordance with Department of Labor standards.

Branch 18, Middleboro, MA

10 Officers and Elections

Add a new Article 6, Section 18 as follows:

Sec. 18. (a). The tabulation of ballots to determine which candidate or candidates have received the largest number of votes shall be provided by this Section. If there are two candidates for any single-seat office, tabulation shall be conducted by single-choice plurality voting, in which voters are allowed to select which of the two candidates they prefer and the candidate with the largest number of votes shall be elected, and tabulation shall be complete. In all other elections not declared by consent under the provisions of Section 2, tabulation shall be conducted by ranked choice voting. In a ranked choice voting election, members shall be provided a ballot on which they have the option to rank the candidates in order of preference (first choice, second choice, and so on), and the ballots shall be tabulated in rounds.

(b). In a single-seat ranked choice election, each round shall begin by counting each ballot as one vote for its highest-ranked candidate that has not been eliminated. If more than two candidates remain, the candidate with the fewest votes shall be eliminated and a new round shall begin. If exactly two candidates remain, the candidate with the largest number of votes shall be elected, and tabulation shall be complete.

(c). In a multi-seat ranked choice election, an election threshold shall be calculated by dividing the total number of valid votes in the first round by the number of seats to be filled, rounding down to the nearest whole number, then adding one. If the number of votes received by a candidate equals or exceeds the threshold, that candidate shall be elected, and the excess part of each vote received by that

candidate counts instead for that ballot's next-ranked remaining candidate. If the number of remaining candidates is equal to the remaining number of seats to be filled, all remaining candidates shall be elected, and the tabulation shall be complete. If no remaining candidate equals or exceeds the threshold and seats remain to be filled, the candidate with the fewest votes shall be eliminated and a new round shall begin.

(d). The Secretary-Treasurer shall ensure ballots and tabulation systems are compatible with ranked choice voting and are conducted transparently, fairly, and in accordance with Department of Labor standards.

Branch 334 Framingham, MA

11 Officers and Elections

Add a new Article 6, Section 18 as follows:

Sec. 18. (a). The tabulation of ballots to determine which candidate or candidates have received the largest number of votes shall be provided by this Section. For any single-seat election with fewer than three candidates and for any multi-seat election with any number of candidates, tabulation shall be conducted by plurality voting. In plurality voting, voters are allowed to select as many candidates as there are seats, and the candidates with the largest number of votes shall be elected.

(b). If there are three or more candidates for any single-seat office, tabulation shall be conducted by ranked choice voting. In a ranked choice voting election, members shall be provided a ballot on which they have the option to rank the candidates in order of preference (first choice, second choice, and so on), and the ballots shall be tabulated in rounds. Each round shall begin by counting each ballot as one vote for its highest-ranked candidate that has not been eliminated. If more than two candidates remain, the candidate with the fewest votes shall be eliminated and a new round shall begin. When exactly two candidates remain, the candidate with the largest number of votes shall be elected.

(c). The Secretary-Treasurer shall ensure ballots and tabulation systems for plurality voting and ranked choice voting are conducted transparently, fairly, and in accordance with Department of Labor standards.

John Grace Branch 825, Oak Brook, IL

12 Duties of Officers President

Amend Article 9, Section 1 (a) as follows:

Section 1 (a). The President shall preside at all meetings of the National Association and enforce all laws thereof, they shall have the general superintendency of its affairs

with power to grant dispensations when, in their judgment, the good of the Union may require it; they shall have the authority to assign National Business Agents and other representatives for the purpose of engaging in organizational activities, policing collective bargaining agreements, investigating and settling grievances, unfair labor practices, and labor disputes, and related activities, as the needs of the Union from time to time may require. **Prior to any assignment, all positions along with salary and benefits will be posted in the Members Only portal for 10 days so that all members can express interest and request consideration for the position.**

Branch 458, Oklahoma City, OK

13 Duties of Officers President

Amend Article 9, Section 1 (c) as follows:

(c). The President shall fill all vacancies occasioned by death or otherwise **within 45 days** with person duly qualified until the next election be held; between meetings of the Executive Council, authorize the expenditure of all funds they deem necessary and appropriate to furthering the aims and purposes of this Union; sign all orders on the Secretary-Treasurer drawn as provided by law; and sign all documents and papers that require their signature to properly authenticate them.

Pioneer Branch 2, Milwaukee, WI

14 Duties of Officers President

Amend Article 9, Section 1 (c) as follows:

(c). The President shall fill all vacancies occasioned by death or otherwise with person duly qualified until the next election be held; **a vacancy of the executive council shall be filled within 60 days of the vacancy, except when a longer time is agreed by the executive council;** between meetings of the Executive Council, authorize the expenditure of all funds they deem necessary and appropriate to furthering the aims and purposes of this Union; sign all orders on the Secretary-Treasurer drawn as provided by law; and sign all documents and papers that require their signature to properly authenticate them.

Branch 709, Reno, NV

Branch 2502, Las Vegas, NV

Branch 2778, Sparks, NV

15 Duties of Officers President

Amend Article 9, Section 1 (e) as follows:

(e). The President shall have the authority and responsibility for carrying out the collective bargaining duties of the Union: they may

designate such members of the bargaining committee as they choose and take all steps they deem necessary and proper to enforce the rights of the Union and its members under all collective bargaining agreements, including the determination of referral of all matters to arbitration; and they shall appoint a Ballot Committee pursuant to Article 16 hereof. **The President shall keep a written record of all collective bargaining proposals. In the event the President is unable to perform collective bargaining duties, the Executive Vice President will be provided with such written record in order to continue the collective bargaining process with the members of the bargaining committee.**

Pioneer Branch 2, Milwaukee, WI

16 Duties of Officers President

Amend Article 9, Section 1 (e) as follows:

(e). The President shall **serve as the chief spokesperson in all collective bargaining negotiations on behalf of the National Association of Letter Carriers. A five-member committee, composed of the President, Executive Vice-President, Vice-President, Director of City Delivery, and Director of Safety and Health, shall work collaboratively in the negotiation of the collective bargaining agreement. All members of the negotiating committee shall have equal access to information and deliberative processes throughout the course of negotiations. In the event a tentative agreement is reached, the executive board will vote on it, and a majority approval is required, before sending to the membership for ratification. The committee will have the authority and responsibility for carrying out the collective bargaining duties of the Union; they may designate such members of the bargaining committee as they choose and take all steps they deem necessary and proper to enforce the rights of the Union and its members under all collective bargaining agreements, including the determination of referral of all matters to arbitration. ; and they** **The President shall appoint a Ballot Committee pursuant to Article 16 hereof.**

Branch 3, Buffalo/Western NY

17 Duties of Officers President

Amend Article 9, Section 1 (e) as follows:

(e). The President shall have the authority and responsibility for carrying out the collective bargaining duties of the Union, **and in doing so will act in the best interests of the membership;** they may designate such members of the bargaining committee as they choose and take all steps they deem necessary and proper to enforce the rights of the Union

and its members under all collective bargaining agreements, including the determination of referral of all matters to arbitration, **subject to the provisions of Article 16**; and they shall appoint a Ballot Committee pursuant to Article 16 hereof.

*New Hampshire Merged Branch 44
Branch 230, Nashua, NH*

18 **Duties of Officers**
President

Amend Article 9, Section 1 (e) as follows:

(e). The President shall **serve as the chief spokesman in all collective bargaining negotiations on behalf of the National ASSOCIATION OF Letter Carriers. A five-member committee composed of the President, Executive Vice President, Director of City Carrier, and Director of Safety and Health, shall work collaboratively in the negotiation of the collective bargaining agreement. All members of the negotiating committee shall have equal access to information and deliberative processes throughout the course of negotiations. In the event a tentative agreement is reached, the executive board will vote on it, a majority approval is required before sending it to the membership for ratification. The committee will have the authority and responsibility for carrying out the collective bargaining duties of the Union; they may designate such members of the bargaining committee as they choose and take all steps they deem necessary and proper to enforce the rights of the Union and its members under all collective bargaining agreements, including the determination of referral of all matters to arbitration; and they shall appoint a Ballot Committee pursuant to Article 16 hereof.**

Branch 370, Atlantic City, NJ

19 **Duties of Officers**
President

Amend Article 9, Section 1 (e) as follows:

(e). The President shall **serve as the chief spokesperson in all collective bargaining negotiations on behalf of the National Association of Letter Carriers. A five-member committee, composed of the President, Executive Vice President, Vice President, Director of City Delivery, and Director of Safety and Health, shall work collaboratively in the negotiation of the collective bargaining agreement. All members of the negotiating committee shall have equal access to information and deliberative processes throughout the course of negotiations. In the event a tentative agreement is reached, the executive board will vote on it, a majority approval is required, before sending to the membership for ratification.**

~~The committee will have the authority and responsibility for carrying out the collective bargaining duties of the Union; they may designate such members of the bargaining committee as they choose and take all steps they deem necessary and proper to enforce the rights of the Union and its members under all collective bargaining agreements, including the determination of referral of all matters to arbitration; and they shall appoint a Ballot Committee pursuant to Article 16 hereof.~~

Branch 709, Reno, NV

20 **Duties of Officers**
President

Amend Article 9, Section 1 (e) as follows:

(e). The President shall, **together with the Executive Council**, have the authority and responsibility for carrying out the collective bargaining duties of the Union; they may designate such members of the bargaining committee as they choose and take all steps they deem necessary and proper to enforce the rights of the Union and its members under all collective bargaining agreements, including the determination of referral of all matters to arbitration; and they shall appoint a Ballot Committee pursuant to Article 16 hereof. **Under no circumstances will they negotiate any agreement without the final acceptance or rejection of the proposed National Agreement by the members.**

John Grace Branch 825, Oak Brook, IL

21 **Duties of Officers**
President

Amend Article 9, Section 1 (e) as follows:

(e). The President shall have the authority and responsibility for carrying out the collective bargaining duties of the Union; they may designate such members of the bargaining committee as they choose; **that each member of the Executive Council (or their designee) shall be part of this bargaining committee and be present and/or briefed during any negotiations with the Employer;** and take all steps they deem necessary and proper to enforce the rights of the Union and its members under all collective bargaining agreements, including the determination of referral of all matters to arbitration; and they shall appoint a Ballot Committee pursuant to Article 16 hereof.

J. Carlton Sauer Branch 2076, Des Plaines, IL

22 **Duties of Officers**
President

Amend Article 9, Section 1 (h) as follows:

(h). The President ~~is authorized to appoint~~ **shall propose appointment or removal of** Regional Administrative Assistants in such

established NALC Regions in accordance with the needs of each respective NALC Region. **This action will be confirmed by majority vote of the Executive Council.** They shall establish and appoint full-time Regional Administrative Assistants based on the request of the National Business Agents, who must document and support their need, and such other organizers, representatives, assistants, counsel, accountants, industrial engineers and other professional administrative personnel as they may require to assist them in the operation of the Union and to fix their compensation, subject to the approval and ratification of the Executive Council. The President may also employ an expert accountant or audit company to audit the books and records of the Union or any of its subsidiaries at any time when, in their discretion, it may be deemed necessary; and said expert accountant or audit company shall give satisfactory bond as to the accuracy and correctness of the audit.

Branch 79, Seattle, WA

23 **Duties of Officers**
President

Amend Article 9, Section 1 (h) as follows:

(h). The President is authorized to appoint Regional Administrative Assistants in such established NALC Regions in accordance with the needs of each respective NALC Region. They shall establish and appoint full-time Regional Administrative Assistants based on the request of the National Business Agents, who must document and support their need, and such other organizers, representatives, assistants, counsel, accountants, industrial engineers and other professional administrative personnel as they may require to assist them in the operation of the Union and to fix their compensation, subject to the approval and ratification of the Executive Council. **The intent to fill or create additional positions along with salary and benefits will be posted on the members only portal so that all members can express interest and request consideration for the position. Prior to any full-time NALC employee being removed from their position, they will receive notification in writing explaining the reason for the decision and the right to appeal their removal with a fair hearing before the Executive Council.** The President may also employ an expert accountant or audit company to audit the books and records of the Union or any of its subsidiaries at any time when, in their discretion, it may be deemed necessary; and said expert accountant or audit company shall give satisfactory bond as to the accuracy and correctness of the audit.

Branch 458, Oklahoma City, OK

24 Duties of Officers President

Amend Article 9, Section 1 (m) as follows:

(m). For the faithful performance of the above duties, they shall receive the sum of **180% of top step full time carrier technician pay (\$152,953.20 as of March 7, 2026)** ~~\$253,461.92~~ per annum, payable weekly, effective ~~August 9, 2024~~ **January 1, 2027**, 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.

Branch 701, Missoula, MT

25 Duties of Officers Executive Vice President

Amend Article 9, Section 2 (d) as follows:

(d). For the faithful performance of the above duties, they shall receive the sum of **175% of top step full time carrier technician pay (\$148,704.50 as of March 7, 2026)** ~~\$213,208.85~~ per annum, payable weekly, effective ~~August 9, 2024~~ **January 1, 2027**, 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.

Branch 701, Missoula, MT

26 Duties of Officers Vice President

Amend Article 9, Section 3 as follows:

Sec. 3. The Vice President shall assist the Executive Vice President in the performance of their duties. They shall exercise direct, immediate supervision over the National Business Agents and other representatives, insofar as their duties relate to their duties. They shall perform such other duties as may be assigned to them by the President. They shall make a complete report of their acts at each Convention. For their services, they shall receive the sum of ~~\$206,910.74~~ **170% of top step full time carrier technician pay (\$144,455.80 as of March 7, 2026)** per annum, payable weekly, effective ~~August 9, 2024~~ **January 1, 2027**, 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.

Branch 701, Missoula, MT

27 Duties of Officers Secretary-Treasurer

Amend Article 9, Section 4 (o) as follows:

(o). The Secretary-Treasurer shall perform such other duties as the laws require, and as the President may from time to time assign them. For their services, they shall receive the sum of ~~\$206,910.74~~ **165% of top step full time carrier technician pay (\$140,207.10 as of March 7, 2026)** per annum, payable weekly, effective ~~August 9, 2024~~ **January 1, 2027**, 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 the letter carriers, and they shall be scheduled for three weeks of annual leave each year.

Branch 701, Missoula, MT

28 Duties of Officers Assistant Secretary-Treasurer

Amend Article 9, Section 5 as follows:

Sec. 5. The Assistant Secretary-Treasurer shall serve as Secretary-Treasurer in the absence of the Secretary-Treasurer. They shall be under the direct supervision of the President and shall perform such duties as may be assigned to them from time to time by the President. They shall serve as Secretary of the Executive Council when it is in session. They shall be bonded in a good and sufficient sum to be determined by the Executive Council, which bond must be deposited with the Executive Council. For their services, they shall receive the sum of ~~\$206,910.74~~ **165% of top step full time carrier technician pay (\$140,207.10 as of March 7, 2026)** per annum, payable weekly, effective ~~August 9, 2024~~ **January 1, 2027**, 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 the letter carriers, and they shall be scheduled for three weeks of annual leave each year.

Branch 701, Missoula, MT

29 Duties of Officers Director of City Delivery

Amend Article 9, Section 6 (f) as follows:

(f). For their services, they shall receive the sum of ~~\$206,910.74~~ **165% of top step full time carrier technician pay (\$140,207.10 as of March 7, 2026)** per annum, payable weekly, effective ~~August 9, 2024~~ **January 1, 2027**, 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 the letter carriers,

and they shall be scheduled for three weeks of annual leave each year.

Branch 701, Missoula, MT

30 Duties of Officers Director of Safety and Health

Amend Article 9, Section 7 (b) as follows:

(b). For the faithful performance of the above duties, they shall receive the sum of ~~\$206,910.74~~ **165% of top step full time carrier technician pay (\$140,207.10 as of March 7, 2026)** per annum, payable weekly, effective ~~August 9, 2024~~ **January 1, 2027**, 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 the letter carriers, and they shall be scheduled for three weeks of annual leave each year.

Branch 701, Missoula, MT

31 Duties of Officers National Business Agents

Amend Article 9, Section 8 as follows:

Sec. 8. There shall be fifteen (15) National Business Agents, who shall devote full time to their duties. Subject to the ultimate direction of the President, and the immediate direction of the Executive Vice President and the Vice President in their respective spheres of authority, they shall perform duties relating to organizing, contract administration and interpretation, and the processing of grievances and unfair labor practices. Their functions shall include, but not be limited to, assisting in organization campaigns, gathering evidence for legal proceedings, assisting in the preparation of grievances and arbitration hearings, assisting in the mediation and conciliation of labor disputes, advising members and local officers upon practice and procedure, assisting in all activities relating to legislation; conducting training and educational seminars; and all other functions relevant to their duties. In the performance of their duties they may be assigned by the President in such numbers and to such functions and localities as they deem fit and necessary. They shall have such control and authority over other representatives as the President shall determine. They shall be members of the Executive Council. For their services, they shall receive ~~\$147,853.70~~ **the sum of 165% of top step full time carrier technician pay (\$140,207.10 as of March 7, 2026)** per annum, payable weekly, effective ~~August 9, 2024~~ **January 1, 2027**, 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 the letter carriers, and

they shall be scheduled for three weeks of annual leave each year.

Branch 701, Missoula, MT

32 **Duties of Officers**

Director of Retired Members

Amend Article 9, Section 9 (c) as follows:

(c). The salary of the Director of Retired Members shall be ~~\$206,910.74~~ **165% of top step full time carrier technician pay (\$140,207.10 as of March 7, 2026)** per annum, payable weekly, effective ~~August 9, 2024~~ **January 1, 2027**, 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 the letter carriers, and they shall be scheduled for three weeks of annual leave each year.

Branch 701, Missoula, MT

33 **Duties of Officers**

Executive Council

Amend Article 9, Section 11(e) 2 as follows:

(2) establish and order compliance with such rules, regulations, or procedures, consistent with this Constitution, as are required for the effective management of the affairs of the Union **and post rules, regulations, or procedures on the Members Only page;**

Branch 458, Oklahoma City, OK

34 **Duties of Officers**

Executive Council

Add a new Article 9, Section 11 (f) as follows:

(f). The Executive Council shall, together with the President, have the authority and responsibility for carrying out the collective bargaining duties of the Union.

John Grace Branch 825, Oak Brook, IL

35 **Removal of Officers**

Amend Article 10 as follows:

In case of neglect of duty or violation of this Constitution on the part of any officer of this Association or a State Association, the Executive Council shall have power to remove them from office, impose such other penalty as it may deem proper, or suspend such State Association after a fair hearing, subject to appeal to the National Convention. Any member may file with the Executive Council a charge that an officer of the National Association or a State Association has been guilty of neglect of duty or violation of this Constitution. Upon the filing of such charge, the President or Executive Vice President (or the Vice President if the charge is against both the President and Executive Vice President) shall, ~~as soon as practicable;~~ **within 30 days** (a) send, by registered mail,

a copy of the charges to the officer or officers charged, and (b) appoint a member, who is not involved in the charge, to investigate the same and to make a report in writing within 30 days to the Executive Council on the results of their findings. A copy of such report shall be sent by mail to the charging member and to the officer against whom the charge was filed. The Executive Council shall determine whether a substantial charge is presented by the report and, if so, shall direct a hearing thereon before a panel of three disinterested members, excluding the investigator. The panel shall make a report with recommendations to the Executive Council which shall be served on the accused officer and charging member, who may, within 15 days, file with the Executive Council objections or comments thereon. If the Executive Council finds the officer guilty, it shall be empowered to remove them from office, or impose such other penalty as it may deem proper. Any member aggrieved by such decision of the Executive Council shall have the right to appeal to the National Convention.

To perfect such appeal to the National Convention, the aggrieved member must, no later than sixty (60) days prior to the National Convention, file with the Chairperson of the Executive Council, by registered mail, notice of appeal, together with a full written statement of the reasons why the appeal should be granted; if the adverse decision of the Executive Council is not rendered until sixty-five (65) days or less prior to the National Convention, the notice to appeal and statement of reasons must be filed as soon after receipt of the decision as is reasonably possible.

Branch 458, Oklahoma City, OK

36 **Resolutions**

Amend Article 12 as follows:

Any Branch in good standing or any State Association may, at any time, forward to the National Secretary-Treasurer resolutions properly attested by their President and Secretary-Treasurer for consideration by the appropriate Union authority. Such resolutions must be in duplicate, and each shall be on a separate sheet of paper. Resolutions pertaining to the National Working Agreement, which should, insofar as possible, identify the Article and Section to be changed, shall be forwarded to the Chief Spokesperson of the NALC Negotiating Team; those pertaining to legislation shall be forwarded to the NALC Director of Legislation; and all others shall be forwarded to the NALC Executive Council for their consideration and appropriate action. Those appropriate authorities shall report to the National Convention **and regular members** on all such resolutions and the action taken thereon.

Branch 79, Seattle, WA

37 **Resolutions**

Add a new Article 12, Section 2 as follows:

Sec. 2. Reconsideration. Resolutions previously proposed and adopted by majority vote of the delegates of the Association assembled in convention shall after five conventions or ten (10) years be available to the members for reconsideration to the delegation for new discussion and vote if not already implemented or enacted upon.

A year prior to the National Convention, the national secretary-treasurer shall publish a list of any resolution(s) and the resolved clauses that would be up for reconsideration at the National Convention for possible resubmission and reconsideration.

Resolutions that fail to secure a majority vote of the delegates of the Association assembled in convention will be removed from the Resolutions and Amendments report and the list of official positions of the NALC.

North Sound Branch 450, Bellingham, WA

38 **Collective Bargaining**

Amend Article 16, Section 1 as follows:

Section 1. Every member, by becoming or remaining a member of the Association, appoints the Association as their exclusive bargaining representative for purposes of entering into collective bargaining agreements with their employer, and for the resolution of any grievances or claims arising under such agreement. Each member agrees not to bring any action against the Association or any officer or representative thereof, for any act or omission by it in the exercise of its responsibility as their exclusive bargaining representative; provided, that such suit may be brought against the Association, or an officer or representative, if the Association or that officer or representative has been guilty of a deliberate breach of trust injuring the suing member.

Any tentative agreement reached by the Union must be presented to the Executive Council for review, and be accepted by a majority vote of such, prior to submission to the membership for ratification.

The determination of the matters to be referred to arbitration by the President shall be subject to review of the Executive Council, with any member of the Executive Council having the right to petition for any matter or matters to be included or excluded from referral or stipulation. Any such petition will be subject to a vote of the Executive Council, and enacted upon reaching a majority vote of the same. A record of individual votes cast under this provision shall be made available to the general membership upon request of any NALC member.

The President shall appoint a Ballot Committee composed of fifteen (15) members from Branches in not less than fifteen (15) states.

Ratification shall be a mail referendum vote, and the ballot shall be mailed only to regular members of the NALC, as defined in Article 2, Section 1(a), excluding retirees, OWCP departees, and non-letter carrier regular members, as shown by the records of the National Secretary-Treasurer as of ninety (90) days prior to the date that the proposed agreement is reached. The ballot shall provide only for the acceptance or rejection of the entire proposed agreement.

The Ballot Committee shall be called to National Headquarters by the National President, commencing with the conclusion of negotiations for the sole purposes of monitoring and observing the dispatch, receipt, and tabulation of the Ratification Ballot, and to determine the validity of challenged ballots, and of any objections to the conduct of the election.

Membership acceptance or rejection of a proposed National Agreement shall be by majority of valid ballots returned by the voters. When such majority votes to accept a proposed agreement, no other action shall be required of the Union membership. Suitable and timely notice of such results shall be made and certified to the membership by the Ballot Committee through *The Postal Record* and/or the *NALC Bulletin*. When a majority of valid ballots returned by the voters rejects the proposed agreement, the Ballot Committee shall: (a) cause suitable and timely notice of such results to be furnished and certified to the membership through the pages of *The Postal Record* and/or the *NALC Bulletin*; and (b) furnish and certify the same information to the National President.

When the majority of total votes cast is for rejection, the NALC negotiators shall inform the USPS and reopen negotiations within five (5) days after the vote is tallied. If negotiations are not reopened, the NALC negotiators shall determine if there will be binding arbitration, an immediate work stoppage, or a designated job action. If negotiations are reopened, they will not exceed a period of fifteen (15) calendar days, at which time a second ballot shall be mailed to each member for ratification or rejection. If the membership rejects this second ballot, then the National President will determine if there will be binding arbitration, an immediate work stoppage, or a designated job action.

*New Hampshire Merged Branch 44
J. Carlton Sauer Branch 2076, Des Plaines, IL*

39 Collective Bargaining

Amend Article 16, Section 1 as follows:

Section 1. Every member, by becoming or remaining a member of the Association, appoints the Association as their exclusive

bargaining representative for purposes of entering into collective bargaining agreements with their employer, and for the resolution of any grievances or claims arising under such agreement. Each member agrees not to bring any action against the Association or any officer or representative thereof, for any act or omission by it in the exercise of its responsibility as their exclusive bargaining representative; provided, that such suit may be brought against the Association, or an officer or representative, if the Association or that officer or representative has been guilty of a deliberate breach of trust injuring the suing member.

The President shall appoint a Ballot Committee composed of fifteen (15) members from Branches in not less than fifteen (15) states.

Ratification shall be a mail referendum vote, and the ballot shall be mailed only to regular members of the NALC, as defined in Article 2, Section 1(a), excluding retirees, OWCP departees, and non-letter carrier regular members, as shown by the records of the National Secretary-Treasurer as of ninety (90) days prior to the date that the proposed agreement is reached. The ballot shall provide only for the acceptance or rejection of the entire proposed agreement.

The Ballot Committee shall be called to National Headquarters by the National President, commencing with the conclusion of negotiations for the sole purposes of monitoring and observing the dispatch, receipt, and tabulation of the Ratification Ballot, and to determine the validity of challenged ballots, and of any objections to the conduct of the election.

Membership acceptance or rejection of a proposed National Agreement shall be by majority of valid ballots returned by the voters. When such majority votes to accept a proposed agreement, no other action shall be required of the Union membership. Suitable and timely notice of such results shall be made and certified to the membership by the Ballot Committee through *The Postal Record* and/or the *NALC Bulletin*. When a majority of valid ballots returned by the voters rejects the proposed agreement, the Ballot Committee shall: (a) cause suitable and timely notice of such results to be furnished and certified to the membership through the pages of *The Postal Record* and/or the *NALC Bulletin*; and (b) furnish and certify the same information to the National President.

When the majority of total votes cast is for rejection, the NALC negotiators shall inform the USPS and reopen negotiations within five (5) days after the vote is tallied. **The members will be informed weekly of progress during which no stipulated agreement shall be made without members voting for ratification or rejection.** If negotiations are not reopened, the NALC negotiators **will not engage in stipulated agreements but**

shall determine if there will be **full** binding arbitration, an immediate work stoppage, or a designated job action. If negotiations are reopened, they will not exceed a period of fifteen (15) calendar days, **during which members will be informed weekly of proceedings and NALC Negotiators will not engage in stipulated agreements without members ratification or rejection**, at which time a second ballot shall be mailed to each member for ratification or rejection. If the membership rejects this second ballot, then the **NALC Negotiators will adhere to the will of the membership to begin full binding arbitration, or determine if National President will determine if there will be binding arbitration; an immediate work stoppage is necessary, or a designated job action.**

John Grace Branch 825, Oak Brook, IL

40 Referendum and Amendments to the Constitution

Add a new Article 19, Section 7 as follows:

Sec. 7. Reconsideration. Resolutions previously proposed and adopted by majority vote of this Association in convention shall after three conventions or six (6) years be available to the members for resubmission to the delegation for new discussion if not already implemented or enacted. The National Secretary-Treasurer shall print in bold type the header or title of any resolution(s) available for re-enactment in the Resolutions and Amendments report provided to delegates to the National Convention.

Branch 79, Seattle, WA

CONSTITUTION AND GENERAL LAWS OF THE UNITED STATES LETTER CARRIERS MUTUAL BENEFIT ASSOCIATION

41 General Laws

Law 1

Qualifications of Applicants for Membership

Amend General Law 1 as follows:

Section 1. An applicant for admission to membership in the MBA must be a letter carrier or other non-supervisory employee of the Postal Service who is a member in good standing of the NALC, or the spouse, child, step-child, grandchild, step-grandchild, great grandchild, step-great grandchild, **niece, great niece, nephew, great newpew,** parent or legal guardian (up to the age of 80) of a member of the NALC. Employees of the NALC and its subsidiaries, their spouse, and children are also eligible applicants for membership in the MBA.

Long Island Merged Branch 6000