

Remembering Our Past

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NRLCA Timeline 100 years

It bothers me when I hear; I'm not going to join the NRLCA because they don't do anything for me. Why should I join?

Let's take a look at what this NRLCA has done for you.

Then ask yourself how could I not join?

The information for this NRLCA Timeline was taken from:
The National Rural Letter Carrier, August 2003

1903-Annual salary \$600

1904-Annual salary \$720

1906-Rural carriers granted six national holidays

1907-Annual salary \$900

1912-Annual salary \$1,100

1914-Annual salary \$1,200

1918-Annual salaries increase by 20 percent

1919-Annual salary \$1,700

1923-Christmas becomes holiday for rural carriers

1925-EMA becomes law

1930-Public Law 71-279 passes which improves rural carriers' retirement

1934-EMA is 5 cents/mile

1948-Seniority Law offers rural carrier seniority bidding rights on new or vacant routes and promotions

1949-EMA is 8 cents/mile

1951-Congress approves pay and EMA increases, and improves annual and sick leave

1954-Life insurance program becomes law

1956-Another law continues Group Life Insurance coverage for employees under Workers' Compensation (OWCP)

1958-EMA increases. Rural carrier salaries increase. Annuities increase.

1960-Federal Employees' Health Insurance Bill becomes law. Rural carrier salaries increase. NRLCA Health Insurance Plan becomes a government plan. Holiday Law allows for compensation if a holiday is on a Saturday. Subs receive holiday pay if they work the day before and the after a holiday.

1962-The Heavy Duty Agreement, or the Evaluated Pay System, instituted.

Vehicle Liability Bill becomes law. The Salary Protection Bill becomes law.

President Kennedy signs major Postal Rate, Salary, EMA and Annuity Increase Bill

1964-Rural carrier salaries increase

1965-Rural carrier salaries and annuities increase

1966-Rural carrier salaries increase. Retirement Law improves.

1968-Monday Holiday Bill becomes law with four new Monday holidays

1970-President Richard Nixon signs the Postal Reorganization Act (PRA) into law. The Post Office Department becomes the United States Postal Service (USPS). NRLCA becomes a union, with collective bargaining rights for wages and fringe benefits.

1971-NRLCA steward system instituted

1972-Cancer coverage is added to the Rural Carrier Health Benefit Plan

- 1974-Public Law 93-136 provides federal employees retiring after a COLA increase an annuity no less than if retirement occurred prior to COLA increase.
President Nixon signs several retirement and health insurance laws.
- 1975-National Agreement provides first priority bidding rights to subs. Several Retirement laws enacted. NRLCA creates Political Action Committee (PAC)
- 1976-New COLA formula becomes law. FLSA Agreement signed
- 1977-After dissension on issues with NALC, NRLCA elects to bargain alone with the USPS, without the other three postal unions.
- 1978-NRLCA negotiates first contract separately with USPS, includes salary increases, COLA, EMA increases, and more.
- 1981-New National Agreement includes salary increases, COLA, and more USPS creates "L" route. USPS creates new category: Rural Carrier Relief (RCR)
- 1982-NRLCA agrees to participate in USPS's Quality of Work Life/Employee Involvement Process (QWL/EI).
- 1983-NRLCA reaches agreement with USPS on postal vehicle agreement
- 1986-Federal Employees' Retirement System (FRS) becomes law. RCRs receive bidding rights. USPS institutes Rural Carrier Associate (RCA) classification.
- 1988-NRLCA and USPS reach new National Agreement on basic provisions include salary increase, lump sum payment, and COLA.
- 1989-Medicare Catastrophic Health Law repealed. Congress approves bill allowing Rural carriers to use 150 percent factor of IRS standard to determine costs of operations on the route.
- 1990-NRLCA and USPS agree on Memorandum of Understanding (MOU) to cushion effect of automation on carriers' compensation. Among issues agreed to: no lay-off, EMA increase, four-week mail count every other year, leave replacement improvements, annual leave carry-over, parcel time allowance, rotating relief day. NRLCA Board approves Long-Term Care.
- 1992-Present George Bush's budget threatens to abolish six-day delivery, hard work by NRLCA and other federal organizations block passage of harmful budget.
- 1993-QWL/EI process monitors implementation of Delivery Point Sequence (DPS) program. USPS implements DPS standards.
- 1994-Oakton-Vienna arbitration decision favors NRLCA.
- 1995-Contract creates position of Temporary Relief Carrier (TRC) and allows \$500.00 right-hand drive vehicle incentive.
- 1996- USPS celebrates 100 years of Rural Free Delivery in Charles Town, WV, where It all began.
- 2000-Legislation successes are many: repeal of half-cent retirement contribution, long term care, erroneous retirement correction, Thrift Savings Plan improvements, and EMA revisions. A Bylaws change grants all regular, part-time flex, subs, RCA, RCR and aux rural carriers in good standing a vote on all National Agreements.

. I condensed this article and picked out a few things that have directly affected your pay, benefits, retirement and working conditions, so you could see what the NRLCA, your union has done and continues to do for you.

YOUR NRLCA NEEDS YOUR SUPPORT

It is time to JOIN!!!!