



GOVERNMENT AFFAIRS

May 22, 2025

House passes reconciliation package; NALC activism defeats two of three attacks aimed at letter carrier retirement benefits

This morning, the House narrowly passed the Republican-led One Big Beautiful Bill Act (H.R. 1) by a vote of 215–214–1. Passage of H.R. 1 marks a major step forward in the budget reconciliation process, which allows the Republican-led Congress to fast-track sweeping budget cuts to reduce federal programs and spending.

As it relates to letter carriers, the initial legislation contained harmful provisions, including a 4.4 percent across-the-board increase for all employees' contributions to the Federal Employee Retirement Systems (FERS) and recalculating retirees' annuities based on their high-five salary average (instead of high-three). Following aggressive lobbying efforts by NALC and the federal employee community, lawmakers removed these two provisions.



Despite our best efforts, a key threat to postal employees did pass in the House: elimination of the FERS special annuity supplement, a crucial benefit for FERS-covered employees who retire before becoming eligible for Social Security at age 62.

Other anti-federal employee provisions were advanced, including forcing new federal hires to choose between at-will employment or paying an increased FERS contribution of 9.4 percent and imposing a fee for Merit Systems Protection Board Claims and Appeals. While these provisions do not impact letter carriers, they are clear attacks on job security and union protections for hundreds of thousands of federal employees.

“Passage of this bill and any change to letter carrier retirement benefits is a direct attack on public servants who serve every community,” NALC President Brian L. Renfro said. “NALC strongly condemns the 215 lawmakers that voted for legislation that included reductions to retirement benefits for letter carriers.

“As the bill heads to the Senate, we urge every senator to oppose any letter carrier retirement benefits cuts. Letter carriers are employed by an off-budget agency that isn’t funded by taxpayer dollars. We earn our retirement benefits through hard work and contribute to them every pay period. We are fighting like hell for what we deserve and were promised.”

Next steps

H.R. 1 now heads to the Senate, where they have their ideas for changes to the House-passed bill. The Senate has a tight timeline with the goal of getting the package to President Trump’s desk by the July 4 recess.

The Senate, which will only require a simple majority to pass reconciliation (51 votes instead of the usual 60), can remove the elimination of the FERS special annuity supplement from its version of the reconciliation package. With 53 Republicans, 45 Democrats and two independents who caucus with the Democrats, there is little room for Republican objection. Senate Homeland Security and Government Affairs Chairman Rand Paul (R-KY) has already indicated his opposition, tightening an already very thin margin.

Beyond federal workforce impacts, the bill contains numerous provisions that could derail action in the Senate, including cuts to Medicaid, low-income food and nutrition programs, and clean energy programs, to name a few. H.R. 1 also expands tax cuts for corporations and the wealthiest Americans while increasing funding for national defense, border security and deportation. The bill would increase the debt limit by \$4 trillion.

Take action

The Senate can remove the elimination of the FERS special annuity supplement from its version of the reconciliation package.

[Click here](#) to ask them to oppose any cuts to letter carrier retirement benefits.

May 21, 2025

NALC mourns passing of Rep. Gerry Connolly

NALC President Brian L. Renfro released the following statement:

Congressman Connolly was a true champion for letter carriers and all federal employees. He was a strong leader who always fought to protect letter carriers and the Postal Service. We appreciate his years of unwavering fight, and we send our sincerest condolences to his family.

Update on anti-privatization resolution and postal retirement benefit cuts; take action now

May 15, 2025

The anti-privatization resolution (H.Res. 70) has reached 208 bipartisan co-sponsors. Only 10 more co-sponsors are needed to reach 218, the magic number for majority support in the House.

Meanwhile, on Capitol Hill, the House is finalizing the budget reconciliation package. The House Budget Committee is expected to release the full package as early as tomorrow, May 16. Cuts to letter carrier retirement benefits are still on the table.

TAKE ACTION

Click [here](#) to ask your representative co-sponsor H.Res. 70 and oppose cuts to postal retirement benefits.

More information on H.Res.70 is available [here](#).

More information on the proposed cuts to letter carrier retirement benefits is available [here](#).

May 14, 2025

NALC participates in Capitol Hill roundtable on reconciliation provisions attacking letter carrier retirement benefits

Today, NALC President Brian L. Renfroe participated in a Capitol Hill roundtable focusing on provisions set to be included in the budget reconciliation package that targets federal and postal employees' retirement benefits.

"Our members are public servants who provide an essential service for every single American household and business," Renfroe said. "Our members go into public service because it's a good, stable job with reliable benefits.

"Cutting retirement benefits and increasing what we have to pay for them is unconscionable, and let's call it what it is—a pay cut." Renfroe pointed out that taxpayers do not fund letter carrier retirement benefits or USPS.

"The agency is off-budget. Lawmakers are trying to use hard-working letter carriers and postal employees to offset federal spending, even though taxpayers' dollars have nothing to do with us.

"These proposals are pay and benefit cuts for postal employees that won't make a dent in the deficit. It's an attack. Plain and simple," he said.

Representatives from other unions representing federal and postal employees also attended.

Today's round table followed the House Committee on Oversight and Accountability advancing a measure as part of the budget reconciliation process that attacks postal employee retirement benefits on April 30.

These provisions include:

- Increasing the Federal Employees Retirement System (FERS) contribution rate for existing employees up to 4.4 percent
- Cutting retirement benefits by eliminating the FERS special annuity supplement
- Reducing annuity payments by calculating a retiree's annuity based on their high-five salary average (instead of three)

The budget reconciliation process allows Republican leaders in Congress to pass these provisions with a simple majority and bypass Democratic opposition. The House is expected



to vote on the full reconciliation package by the end of the month. [Click here](#) for more information.

TAKE ACTION

[Click here](#) to ask your representative to oppose cuts to postal retirement benefits.

May 06, 2025

NALC President Brian L. Renfroe testifies in Congress, outlines urgent health and safety issues

Today, NALC President Brian L. Renfroe testified at a hearing before the House Subcommittee on Workforce Protections. The hearing focused on reform and oversight of the Federal Employees' Compensation Act (FECA) program.

Other witnesses included Scott Szymendera, Congressional Research Service, Library of Congress; Luiz Santos, Acting Inspector General, U.S. Department of Labor; and Tammy Hull, Inspector General, U.S. Postal Service.

In her opening remarks, Ranking Member Ilhan Omar (D-MN) referenced a Minnesota letter carrier who was struck by a speeding vehicle while on the job, was ultimately unable to return to work, and has been dependent on FECA for support. She also mentioned how letter carriers go above and beyond for their communities, highlighting NALC's Hero of the Year, Tesfaye Deyasso, a letter carrier from her district who saved a man from a burning vehicle.

President Renfroe used his opening remarks to highlight letter carriers' essential work and outline the critical health and safety issues facing letter carriers every day.

"Five years ago, during a global pandemic when most businesses shut down as the rest of the nation sheltered in place, letter carriers didn't take one day off," he said. "We were lifelines for the American people, delivering paychecks, bills, ballots, test kits, and other essential packages while providing a sense of normalcy during a time of worldwide uncertainty."

Next, he emphasized how vital FECA is for letter carriers. "Postal employees account for nearly half of the claims made to the Office of Workers' Compensation Programs (OWCP) each year, and letter carriers file most of these claims. FECA benefits provide critical financial support, allowing them the time to heal and rehabilitate so they can rejoin the workforce or compensate them for their lost wages if they are permanently unable to do so," he said.

Renfroe then pivoted to the pressing issues facing letter carriers, which, if appropriately addressed, could reduce workers' compensation claims – the hazards from heat and crime.

He closed by stating, "When a letter is injured, we must ensure they receive the care and the help they need. Reducing benefits or making it harder for injured workers to access care are contrary to the goals we all share – prompt provisions of benefits to injured employees and more timely return to the workplace."

Overall, questions to the witnesses focused on the administration of FECA and how to cut back on fraud and abuse.

Ranking Member Omar asked Renfroe what common challenges letter carriers face in the FECA process. He explained that provider access was one of the most significant issues and referenced the union's support for the Improving Access to Workers' Compensation for Injured Federal Workers Act (H.R. 3170). This bipartisan bill would allow nurse practitioners and physician assistants to treat federal workers' compensation claims instead of just doctors.

Omar also questioned him about the importance of timely OWCP hearings. He said timeliness was "very important" and in the best interest of the workers, the Department of Labor and OWCP.

Rep. Tim Walberg (R-MI) started his questioning by thanking letter carriers for their service before detailing the importance of H.R. 3170, the bill he co-leads.

Ranking Member Bobby Scott (D-VA) asked Renfroe if management had resistance to letter carriers taking a break when the temperature was extremely high. Renfroe explained that while USPS has a heat illness prevention program in place, it does not include all provisions recommended by experts. He added that OSHA's heat safety standard rule is the comprehensive solution to addressing heat safety for letter carriers and every worker who is exposed to extreme heat.

Rep Joe Courtney (D-CT), the co-lead of H.R. 3170, referenced the legislation. He also asked Renfroe if the union supported cracking down on "waste, fraud and abuse" in FECA. "One hundred percent," Renfroe said. He emphasized that NALC has worked for years with OWCP and past administrations to make the process as efficient as possible.

In her closing remarks, Omar said, "FECA is not just a program; it's a promise." She then voiced her support for the heat safety standard, saying it is "morally right and fiscally savvy."

President Renfroe's full testimony is available [here](#).

House introduces bill expanding provider access for federal workers injured on the job

May 01, 2025

Today, Reps. Tim Walberg (R-MI) and Joe Courtney (D-CT) introduced the Improving Access to Workers' Compensation for Injured Federal Workers Act ([H.R. 3170](#)).

The bill would expand access to providers by amending the Federal Employees' Compensation Act to allow federal workers injured on the job to receive treatment from physician associates/physician assistants (PAs) and nurse practitioners (NPs). Current law prohibits PAs and NPs from treating federal workers in worker compensation cases. Increasingly, PAs and NPs provide critical care to patients, especially in rural and underserved communities. This bill would increase the number of eligible providers, making it easier for injured federal workers, including letter carriers, to access the care they need.

"Postal employees account for nearly half of the claims made to the Office of Workers' Compensation Programs each year, and letter carriers file most of these claims," NALC President Brian L. Renfro said. "Our jobs are physical, repetitive, and outdoors, which can lead to on-the-job injuries.

"If you are injured on the job, finding convenient care with the provider of your choice is the top priority. NALC supports this bill and calls on Congress to pass it," he said.

Take Action

[Click here](#) to take action.

[Click here](#) for NALC's fact sheet.

April 30, 2025

Tell Congress to oppose cuts to letter carrier retirement benefits

Today, as part of the budget reconciliation process, in a 22-21 vote, the House Committee on Oversight and Accountability advanced a measure that would reduce benefits for federal employees, including letter carriers.

These proposals include:

- Increasing the Federal Employees Retirement System (FERS) contribution rate for existing employees up to 4.4 percent
- Cutting retirement benefits by eliminating the FERS special annuity supplement
- Reducing annuity payments by calculating a retiree's annuity based on their high-five salary average (instead of three)

Our benefits are not free. We earn them through hard work and contributions.

[Click here](#) to contact your representative and ask them to OPPOSE cuts to letter carriers retirement benefits.

The budget reconciliation process allows Republican leaders in Congress to pass these provisions with a simple majority and bypass Democratic opposition, making it easier for them to cut services, many directly targeting active and retired letter carriers and federal employees.

The Republican-supported House budget resolution that passed earlier this year tasked the COR committee with cutting \$50 billion. This measure aims to meet this threshold by cutting federal employee benefits at a cost to the employees.

At the markup, Chairman James Comer (R-KY) said these cuts would save federal funds while Acting Ranking Member Stephen Lynch (D-MA) referred to it as an attack on the federal government and its workers.

Many Democratic members praised federal employees for their dedicated service and spoke against benefit cuts.

One Republican, Mike Turner (R-OH), opposed the measure. "I believe that making changes to pension retirement benefits in the middle of someone's employment is wrong. Employee benefits are not a gift. They are earned," he said.

Several amendments were introduced at the markup, but all were rejected. Notably, Rep. Emily Randall (D-WA) introduced an amendment to add the text of the Federal Retirement Fairness Act (H.R. 1522). H.R. 1522 would allow federal employees, including letter carriers, to make catch-up retirement contributions for time served as non-career employees, making it credible under FERS. Although the amendment failed, H.R. 1522 remains a top priority for NALC.

"NALC completely opposes this measure," NALC President Brian L. Renfro said. "We see this for what it is – a pay cut for letter carriers and all federal employees.

"Our retirement benefits aren't free handouts. We earn them through our years of service and contributions.

"Taxpayers don't fund the Postal Service or letter carriers' retirement benefits. Cutting our benefits will do nothing to improve the federal deficit. If Congress wants to balance the budget, changes to our independently funded retirement benefits will not do it and should be off limits.

"This is a disgusting attack on every letter carrier, postal employee and federal employee. We will continue fighting like hell against these attacks to preserve the retirement benefits that we've earned, and that we already pay our fair share for every pay period."

The next step is for the measure to be considered by the full House. Republican House leadership has indicated it plans to vote on all reconciliation measures before the end of May.

Given the controversial and harmful elements of this package, it is unclear whether it will pass in the House even with the reconciliation process. While advancing through the committee was almost certain, with extremely tight margins in the House, passing in the full chamber will be more difficult.



House bills

Protect Our Letter Carriers Act - H.R. 1065

Status: Introduced by Reps. Brian Fitzpatrick (R-PA) and Greg Landsman (D-OH) on Feb. 6, 2025

Co-sponsors: 123 (112 Democratic – 11 Republican)

To facilitate the implementation of security measures undertaken by the United States Postal Service, and for other purposes.

Fact sheet

Federal Retirement Fairness Act - H.R. 1522

Status: Introduced by Reps. Gerry Connolly (D-VA), Nikki Budzinski (D-IL), David Valadao (R-CA), and Don Bacon (R-NE) on Feb. 24, 2025

Co-sponsors: 102 (88 Democratic – 14 Republican)

To amend title 5, United States Code, to provide that civilian service in a temporary position after December 31, 1988, may be creditable service under the Federal Employees Retirement System, and for other purposes.

Fact sheet

Improving Access to Workers' Compensation for Injured Federal Workers Act (H.R. 3170)

Status: Introduced by Reps. Tim Walberg (R-MI) and Joe Courtney (D-CT) on May 1

Co-sponsors: 1 (1 Democratic – 0 Republican)

To amend chapter 81 of title 5, United States Code, to cover, for purposes of workers' compensation under such chapter, services by physician assistants and nurse practitioners provided to injured Federal workers, and for other purposes.

Fact Sheet

USPS Shipping Equity Act - H.R. 3011

Status: Introduced by Reps. Dan Newhouse (R-WA) and Suhas Subramanyam (D-VA) on April 24, 2025

Co-sponsors: 1 (1 Democratic – 0 Republican)

To amend title 18, United States Code, and title 39, United States Code, to provide the United States Postal Service the authority to mail alcoholic beverages, and for other purposes.

Fact Sheet

House resolution

Anti-privatization resolution - H. Res. 70

Status: Introduced by Reps. Stephen Lynch (D-MA) and Nick LaLota (R-NY) on Jan.28, 2025

Co-sponsors: 213 (200 Democratic – 13 Republican)

Expressing the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.

Fact sheet

Senate bill

Protect Our Letter Carriers Act - S. 463

Status: Introduced by Sens. Kirsten Gillibrand (D-NY) and Josh Hawley (R-MO) on Feb. 6, 2025

Co-sponsors: 7 (6 Democratic – 1 Republican)

To facilitate the implementation of security measures undertaken by the United States Postal Service, and for other purposes.

Fact sheet

Senate resolution

Anti-privatization resolution - S. Res. 147

Status: Introduced by Sens. Gary Peters (D-MI), Dan Sullivan (R-AK), Lisa Murkowski (R-AK), Susan Collins (R-ME), Thom Tillis (R-NC) and Maggie Hassan (D-NH) on March 28, 2025

Co-sponsors: 7 (4 Democratic – 3 Republican)

Expressing the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.

Fact sheet