



The NPMHU Legislative Agenda for the 119th Congress

Background

Though the Union worked diligently and successfully lobbied for the passage of the Postal Service Reform Act, PSRA, ([P.L. 117-108](#)) in 2022, the Postal Service still faces challenges and threats. The Mail Handlers have seen changes to the delivery network that undermines service, as well as legislative attacks against the earned benefits of the postal workforce. But the most concerning has been the growing rhetoric around privatizing the Postal Service, specifically processing jobs – mail handlers' jobs.

In the 119th Congress, NPMHU's legislative agenda will focus on protecting the fundamentals of the United States Postal Service, ensuring that it will remain a public institution and not subject to privatization. The Postal Service is engrained in the Constitution to delivery letters and packages to every single American household and business. It employs over 640,000 dedicated men and women throughout the country – including more than 50,000 mail handlers. Postal privatization fails to recognize our value to the United States of America and the communities served. Privatization would only mean increased rates and decreased service for customers, and loss of jobs for dedicated employees.

The Union's will also continue to improve the Postal Service's finances, growing postal revenue, protecting service standards for customers, defending earned retirement and healthcare benefits, promoting workers' rights, and strengthening American elections.

Fundamentals of the Postal Service

At the end of 2024, Mail Handlers heard calls from members of the House of Representatives on privatizing the Postal Service. Adding to this, there were reports the Trump Administration was considering putting the Postal Service under the jurisdiction of the Department of Commerce and outsourcing Mail Handler jobs. These elected officials fail to realize the demands from over 153.9 million residences and 12.6 million businesses it serves six-days a week. Privatizing would not only undermine service, but also put postal employees' jobs at risk.

Understanding the wide array of problems privatization could cause, bipartisan resolutions were introduced in the House of Representatives and the Senate, [H. Res. 70/S. Res. 147](#). These resolutions express that Congress should take all appropriate measures to ensure the Postal Service remains an independent establishment of the Federal Government and is not subject to privatization. As the Postal Service reaches every residence and business in every congressional district and state, there's no reason for every elected official not to become a cosponsor. Members of Congress should protect the basic mission of the Postal Service, ensuring that every American household and business, in urban, suburban, and rural areas, has access to the universal service provided by the USPS.

Strengthening Service Standards

Within the first months of his appointment, former-Postmaster General Louis DeJoy developed a ten-year plan, *Delivering for America*, in an attempt to set a path of financial stability and modernization. Within the plan, the delivery window is expanded from 2-3 days to 2-5 days, relying on surface transportation over air, as well as restructuring the overall network, and moving mail operations from facilities. The information the NPMHU, members of Congress, and the public has received from the Postal Service on this restructuring has been high on concept, but extremely low on details. The plans are fluid and constantly changing. When looking at nation-wide performance between 2025 and 2024, on time rate for mail delivery was 85.01 percent for first-class mail in 2024, but it fell to 82.78 percent for 2025. For fiscal year 2024, the United States Postal Service set an on time performance target of 92.5 percent - it failed to do so. It is NPMHU's concern that changes to the network do nothing but undermine the work of dedicated employees, negatively impact services, and drive away customers. The NPMHU asks lawmakers to work with us to fight against closures, consolidations, and subcontracting brought on by this plan.

Protecting Earned Retirement and Healthcare Benefits

At the beginning of 2025, members of Congress and the Administration moved to establish spending levels hoping to reduce the national deficit. Proposals came forth that saw postal employees' benefits as a means of saving. These proposals include:

- Increasing all FERS employees' retirement contributions to 4.4 percent of salary, regardless of hire date and without corresponding increases to benefits;
- Moving from a high-3 to a high-5 for retirement annuity calculations, which would reduce retirees' monthly annuity payments;
- Eliminating the FERS retirement supplement plan for those who retire before the age of 62; and,
- Tying employee contribution levels for retirement benefits to whether or not a postal employee elects to be at-will, resulting in unionized employees paying up to 9.4 percent towards their retirement.

Members of Congress need to be reminded that the source of the federal debt is not from the earned benefits of Mail Handlers, and they should not be seen as the solution.

In addition to protecting these benefits, the NPMHU will work with lawmakers to strengthen retirement benefits. These measures include:

- Providing temporary employees hired after January 1989 with the opportunity to make additional contributions to their retirement plans, allowing eligible employees to retire on time with full retirement benefits.
 - The Federal Retirement Fairness Act ([H.R. 1522](#)) addresses this issue.
- Create parity between CSRS and FERS retirees by providing the same COLA for both sets of retirees.
 - Currently, CSRS retirees receive a COLA that is in line with the change in the consumer price index for workers, however, FERS retirees are subject to a different calculation that is often lower than their CSRS counterparts.

- The Equal COLA Act ([H.R. 491](#)) would ensure all postal retirees would receive the same COLA every year.

Improving the United States Postal Service

While the PSRA gained wide bipartisan support and passed in both the House and Senate, it only provides the first steps in improving the Postal Service.

The NPMHU will continue to work with members of the House and Senate to draft bipartisan legislation that further enforces sustainability and protects the workforce. These measures should include:

- Utilize postal-only assumptions for calculating pension liabilities.
 - The USPS Office of Inspector General reported in 2013 that this recalculation would reduce liabilities with the Civil Service Retirement System (CSRS) by \$1.3 billion while the Federal Employees Retirement System (FERS) would see a reduction of \$9.5 billion in liabilities.
 - The proposal has been supported by USPS and former Postmaster General Louis DeJoy urged the Trump Administration to adopt the practice before he left office.
- Provide for certain index fund investments for the Retiree Health Benefits Fund, rather than restricting the Fund to low-yielding Treasury bonds.
- Nonpostal services to grow revenue.
 - The USPS Shipping Equity Act, [H.R. 3011](#), would allow the shipment of alcoholic beverages directly between licensed producers and retailers to the consumer. The USPS estimated this would generate over \$50 million annually.
 - Currently, the USPS has the authority to expand nonbanking financial services, providing ATMs, check cashing, bill pay, and expanded wire transfers and money orders. In a 2015 report from the USPS Office of the Inspector General, after a 5-year ramp-up, these expansions could generate \$1 billion annually.

Promoting Workers' Rights

Over the past few years, there has been continued support from the American public on workers' rights to unionize, seen in a Gallup poll where 71 percent of Americans are in favor of union. Reflecting this support, the House of Representatives already introduced the Richard L. Trumka Protecting the Right to Organize Act ([H.R. 20](#)), and there is an identical bill in the Senate ([S. 567](#)). These bills call to strengthen current federal laws by allowing private-sector workers to organize and join a union and bargain for better wages and benefits.

As we see growing support for organizing rights for the private sector, the NPMHU along with other postal and federal workforce unions have seen increased attacks against collective bargaining rights for those working for the federal government. In March 2025, an executive order (EO) was issued dismantling the current collective bargaining agreements of 75 percent of the federal workforce citing concerns of national security. While this action does not impact NPMHU

membership, the Union is concerned about the precedent this EO sets. [H.R. 2550](#), Protecting America's Workforce, outright voids this EO. The NPMHU fully endorsed this bipartisan bill.

In addition to anti-union action from the Administration, there have been bills introduced in the House of Representatives that further target federal and postal union rights. Federal workforce unions bare the brunt of these attacks as most of the legislative targets employees under Title 5 of the U.S. Code. But in this time of uncertainty, it is imperative to show solidarity with our brothers and sisters and oppose these harmful bills. The Taxpayer Wallet Protection Act, [H.R. 1210](#), would eliminate the use of official time for only federal unions, and Preserving President Management Authority Act, [H.R. 2249](#), would allow for an incoming Administration to terminate a public sector collective bargaining agreement. Impacting those in the federal and postal workforces is the Paycheck Protection Act, [H.R. 2174](#), as it calls to prohibit payroll dues deduction, effectively gutting the fiscal stability of unions by limiting how dues are collected from members. Bills like these fail to realize the fundamental service unions provide is protecting the jobs, earned pay and benefits, and promoting workplace safety for its members. This is basic union busting that does nothing but harm middle-class workers.

Strengthen American Elections

The United States Postal Service continues to prove that voting by mail is safe and effective for eligible voters to participate in the democratic process. In 2024, over 99 million ballots were processed by the Postal Service. 99.8 percent of ballots were delivered to election officials within a week, and 97.73 percent were delivered within three days. In order for this success to occur, constant communication between USPS, postal unions and management associations, and state and local election boards was necessary. The NPMHU will promote legislation, primarily at the state and local level, to encourage democratic participation through vote by mail initiatives, and will support such efforts at the federal level as well.

The NPMHU will take all reasonable steps to ensure that mail handlers and their families are actively involved in upcoming elections, through voter registration and education efforts to increase turn-out. It is critical that all Mail Handlers and their families not only are registered to vote, but that they go to the polls to have their voices heard. We must continue to work to ensure that pro-union, pro-postal candidates are elected to represent our interests.