



# National Association of Letter Carriers

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President

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Dear **XXXX**,

As you are likely aware, the 2016-2019 USPS/NALC National Agreement was ratified by NALC members eligible to vote on Aug. 7. The agreement is now in effect and contains many changes that are beneficial to all letter carriers. I want to point out a few of the changes that are specific to city carrier assistants such as you.

We are pleased that the agreement includes significant wage increases and other financial benefits for CCAs, such as holiday pay and increased contributions from the Postal Service to health benefits premiums. Most of these changes require no action from you and have been or will be implemented automatically. The health benefit contribution changes may require action from you to take full advantage of these new benefits. I want to be sure you understand the new benefits and the process for taking necessary action so you can make the best decision for you and your family. Please read the following information carefully.

Under the previous collective-bargaining agreement, CCAs received a \$125 contribution per pay period from USPS, regardless of whether you chose “self only,” “self plus one” or “self and family” coverage in the USPS Non-Career Health Benefits Plan. Under the new agreement, CCAs who choose “self plus one” or “self and family” coverage will receive a contribution equal to 65 percent of the total premium during your first year of employment as a CCA and 75 percent of the total premium after the first year of employment as a CCA.

The costs of the premiums for the USPS Non-Career Health Benefit Plan in 2017 per pay period are:

Initial year of CCA employment

|                 | Total Premium | What USPS Pays | What YOU Pay |
|-----------------|---------------|----------------|--------------|
| Self only       | \$165.00      | \$125.00       | \$40.00      |
| Self plus one   | \$330.00      | \$214.50       | \$115.50     |
| Self and family | \$495.00      | \$321.75       | \$173.25     |

After a CCA's first year of employment

|                 | Total Premium | What USPS Pays | What YOU Pay |
|-----------------|---------------|----------------|--------------|
| Self Only       | \$165.00      | \$125.00       | \$40.00      |
| Self Plus One   | \$330.00      | \$247.50       | \$82.50      |
| Self and Family | \$495.00      | \$371.75       | \$123.25     |

If you do not have health insurance coverage at all, or if you have "self only" in the USPS plan and wish to have "self plus one" or "self and family" coverage, you may want to consider enrolling or changing coverage because your share of the premiums will become much more affordable. Additionally, if you are currently paying the entire premium for some other health insurance coverage, you may want to consider enrolling in the USPS plan to take advantage of the newly negotiated contribution rates from USPS. For the few CCAs who currently receive a USPS contribution toward one of the NALC consumer-driven plans, you should consider changing to the USPS plan not only because it is now more affordable but also because, under the new agreement, USPS will no longer contribute the \$125 per pay period toward the NALC plan.

In light of the increased benefits negotiated by NALC, the Postal Service has announced a special enrollment period during which CCAs are eligible to enroll in or make changes to health benefits coverage. The special enrollment period offered to CCAs began on Sept. 4 and will end on Oct. 19 at 11:59 p.m. Eastern Time. If you choose to enroll during this period, your coverage will become effective on Oct. 28.

You should have received a letter from the Postal Service that details the process for enrolling or changing your enrollment during this period. You should read the Guide to USPS Health Benefit Plan on LiteBlue at [liteblue.usps.gov/uspshbp](http://liteblue.usps.gov/uspshbp). The website contains information about the health plan and detailed information on how to enroll.

The next opportunity to enroll or make changes will occur during the annual open season, which normally begins in November. Additionally, you may also enroll or make changes to your enrollment if you have a qualifying life event (for example, marriage or birth of a child).

A limited open season also occurs upon being reappointed to another 360-day term after a five-day break in service, which allows enrollment but not changes to enrollment.

I encourage all CCAs to review the newly negotiated benefits and to decide whether you should take advantage of the upcoming special enrollment period. If you choose to change or enroll, we strongly recommend using PostalEASE via the web at [liteblue.usps.gov](http://liteblue.usps.gov) or at an employee self-service kiosk that is available at some postal facilities. This is the fastest and easiest way to enroll or change your enrollment.

If you are unable to enroll via PostalEASE online, you may call the Employee Service Line at 877-477-3273, option 1 (TTY 866-260-7507) to access PostalEASE. You may also complete the PostalEASE Worksheet (available on LiteBlue) and mail it to the Human Resources Shared Services Center at:

HRSSC  
Compensation/Benefits  
P.O. Box 970400  
Greensboro, NC 27497-0400

Thank you for your service as a letter carrier and for being a member of NALC. I hope you take full advantage of these additional benefits.

Sincerely and fraternally,



Fredric V. Rolando  
President