



The NPMHU Legislative Agenda for the 119th Congress, Second Session - 2026

Background

As an institution over 250 years old, the United States Postal Service and its Mail Handlers, along with the rest of the postal workforce, are seen as a dedicated service across the country. Mail Handlers sort and process over 110 billion pieces of mail and over 7 billion packages a year, serving 166 million American households and business across the nation, and employs over 640,000 men and women. We ensure the delivery of tax returns, necessary medications, government correspondence, packages, and letters from loved ones. Despite this work, 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 second session of the 119th Congress, NPMHU's legislative agenda will continue to 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 advocate for improvements to 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

Going into the first session of the 119th Congress, Mail Handlers heard calls from members of the House of Representatives to privatize processing jobs at 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 the Postal Service 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, every elected official should 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 Performance

Within the first months of his appointment, former-Postmaster General Louis DeJoy developed a ten-year plan, Delivering for America (DFA). While the goal of DFA is to achieve efficiencies throughout the postal network, customers have noticed delays in delivery. The NPMHU is concerned that continued negative impacts on performance will drive away customers, and in turn drive down mail volume and revenue, leading to fiscal instability. In 2025, during a hearing before the House Subcommittee on Government Operations, members of the committee and witnesses both mentioned that while complete privatization of USPS is not feasible, subcontracting processing jobs – Mail Handlers jobs – could be done. However, between 2023 and 2024, NPMHU and USPS issued multiple memorandums of understanding, rolling back subcontracted jobs across the country, bringing them back to Mail Handlers. The NPMHU sees these MOUs as the Postal Service understanding the value of work done by Mail Handlers. Our processing and distribution work is vital within the postal network and privatization or subcontracting of our jobs would jeopardize not only the earned pay and benefits of the dedicated Mail Handlers across the country, but also the flow of delivery and disenfranchise postal customers. The NPMHU will continue to educate elected officials on the problems of subcontracting, as well as the need to promote timely performance across the country.

Protecting Earned Retirement and Healthcare Benefits

During the federal spending limit talks for H.R. 1, early drafts of the reconciliation bill included drastic changes to all Mail Handlers' retirement benefits that would reduce take home pay, as a means of federal deficit reduction. The House Oversight and Government Reform Committee's draft included:

- Across the board increases to employees' FERS contributions to 4.4 percent of their salary, regardless of hire date;
- Elimination of the FERS Annuity Supplement for those eligible for early retirement;
- Utilization of an employee's highest five earning years instead of the current highest three earning years to calculate annuity payments; and,
- Newly hired employees would choose between the choice of being represented by union or paying an additional 5 percent to their FERS contributions – a total of 9.4 percent.

The version of the bill that passed out of the House only included the elimination of the FERS supplement, the change of the high-3 to the high-five, and union membership tied to FERS contributions for new hires. When H.R. 1 moved to the Senate, the Senate Homeland and Governmental Affairs Committee called for across the board increases to employee FERS contributions, to 9.4 percent for all postal and federal employees. The Senate Budget Committee, however, removed this harmful language. Nothing in the final bill that was signed into law directly impacts Mail Handlers' – or any postal or federal employees' – retirement benefits.

Though NPMHU effectively worked to protect all postal employees during these spending talks, these threats are unfortunately not new. The NPMHU will continue to remind members of Congress 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 banning the practices that interfere with the ability of 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. This was the largest act of union busting in the history of the country. While this action does not impact NPMHU membership, the Union is concerned about the precedent this EO sets. [H.R. 2550/S. 2837](#), Protecting America's Workforce, outright voids this EO. The NPMHU fully endorsed this bipartisan bill, which passed in the House and awaits movement in the Senate.

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. Impacting those in the postal and federal 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. This could also undermine unions' financial accountability and transparency. 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.

Federal workforce unions are seeing the brunt of these attacks as most of the legislation targets employees under Title 5 of the U.S. Code. 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. While these bills do not impact the NPMHU directly, postal unions can easily be similarly targeted. In this time of uncertainty, it is imperative to show solidarity with our brothers and sisters and oppose these harmful bills.

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.

Despite success seen in vote by mail, there are several bills in Congress that undermine vote by mail and the democratic process as a whole. The Safeguard American Voter Eligibility (SAVE) Act (H.R. 22), the SAVE America Act (H.R. 7296), and the Make Elections Great Again (MEGA) Act (H.R. 7300), all move to federalize elections, taking constitutional rights away from states to administer elections. All three bills make it harder to register to vote, place restrictions on vote by mail, and limit how ballots are counted. These bills do nothing to protect elections, and NPMHU will continue to speak out against them.

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.