

November Legislative Report

NAPS HD and the USPS have approved the EAS Pay Decision thru May 22, 2026. I have given Michael a copy of the decision, however, it can be seen by going to the naps.org website. Highlights of the decision in part are the Pay for Performance 10 Point rating system for Postmasters, Field Managers and Field Supervisors; Headquarters Managers and Supervisors and for those in the Performance Pilot Program. Salary Ranges will increase for EAS 17 through 21 by 3%. Salary range minimums and maximums for the remaining EAS grades and other salary schedules will be increased by 1%. Health benefits, annual leave exchange and other items can be reviewed on the NAPS website.

Open Season for health benefits is open, Nov. 10 to Dec. 8, 2025. Many changes on some plans and not others. I listened to the November segment of NAPS Chat by Bob Levi. I highly recommend that you listen to his latest nap chat which details how important it is to review that plan that you have now versus the plans that may be more beneficial depending on your individual circumstances. Use the consumer checkbook to help you out in making a decision. There are webinars and virtual benefits fairs for you to utilize. You can text BENEFITS to 39369 or to myhr.usps.gov/openseason for more information.

COLA benefits for annuitants will be 2.8% for CSRS Annuitants and only 2% for FERS Annuitants. This unfairness is being addressed in congress so please call your Senators and ask them to cosponsor the **Senate Bill S624** and your congressman to cosponsor **HR1522**. These bills have been introduced to have both FERS and CSRS Annuitants receive equal COLA benefits. As of yesterday **HR1522**, has 115 cosponsors; Congressmen Jared Moskowitz, Lois Frankel, Debbie Wasserman-Schultz, and Darren Soto, all Democrats, are the only ones from Florida who have signed on as cosponsors thus far although around the country there has been bi-partisan support. **S624** has 14 cosponsors, none from Florida and only has support from Democratic Senators and Independents. If you want to check the status of any Bill just go to [Congress.gov](https://congress.gov).

Other bills to continue to ask your congressmen and senators to cosponsors are:

HR 2095 – Postal Police Reform Act

HR 1560 the Postal Supervisors and Managers Fairness Act

HR 1559 – the Postal Employees Appeal Rights Amendment Act

House Resolution 70 and S Resolution 147 which opposes Postal Privatization