

us postal service eas pay schedule 2014 Updated Version

US Postal Service EAS Pay Schedule 2014

Introduction

US Postal Service EAS pay schedule 2014 refers to the structured salary framework established for the Executive and Administrative Schedule (EAS) employees working within the United States Postal Service (USPS) during the year 2014. The EAS classification encompasses a wide range of managerial, supervisory, and administrative positions critical to the USPS's operations. Understanding the pay schedule for this group provides insight into the compensation structure, progression, and benefits offered to high-level postal employees during that period.

In 2014, the USPS EAS pay schedule was influenced by federal pay scales, collective bargaining agreements, and internal policies aimed at maintaining competitive salaries to attract and retain qualified personnel. This article delves into the specifics of the pay schedule, including the grade structure, pay ranges, steps, and the factors affecting salary adjustments for EAS employees during that year.

Overview of the EAS Classification System

What is the EAS?

The Executive and Administrative Schedule (EAS) is a pay system used primarily for managerial and supervisory employees within federal agencies, including the USPS. Employees classified under EAS typically hold positions that involve significant managerial responsibilities, policy implementation, and administrative oversight.

EAS Grades and Levels

The EAS structure is divided into grades, numbered from EAS Step 1 (entry-level) up to EAS Step 15 (senior leadership). Each grade corresponds to a salary range, with higher grades representing increased responsibility and compensation.

Purpose of the Pay Schedule

The pay schedule aims to:

- Standardize salaries across the USPS for managerial roles.
- Provide clear pathways for salary progression.
- Ensure competitive compensation aligning with federal standards.
- Incorporate periodic adjustments based on economic factors and policy changes.

The 2014 EAS Pay Schedule Structure

Salary Ranges for 2014

In 2014, the USPS EAS pay schedule was aligned with the General Schedule (GS) and other federal pay scales, but with specific distinctions suited for postal management. The pay ranges for each EAS grade were established based on the federal government’s pay policies, with adjustments for the USPS.

The salary ranges generally followed this structure:

| Grade | Minimum Salary | Maximum Salary |

|-----|-----|-----|

| EAS Step 1 | \$X,XXX | \$X,XXX |

| EAS Step 15 | \$X,XXX | \$X,XXX |

(Note: Exact figures vary by grade; specific data for 2014 are detailed below.)

Step Progression and Salary Increases

Within each grade, employees can advance through steps (from Step 1 to Step 15), with salary increases awarded typically annually. The increase from one step to the next is usually a percentage of the current salary, often around 3-4%.

Factors Influencing Pay in 2014

- Cost-of-Living Adjustments (COLA): Adjustments based on inflation and economic conditions.
- Performance-based increases: Merit increases linked to employee performance.
- Union agreements: Negotiated salary adjustments for unionized management.

Detailed Breakdown of EAS Pay in 2014

Grade-specific Salary Ranges

While exact figures for 2014 vary depending on the specific postal management level, a representative sample includes:

- EAS Grade 24:
 - Minimum: approximately \$130,000
 - Maximum: approximately \$180,000

- EAS Grade 23:
 - Minimum: approximately \$120,000
 - Maximum: approximately \$170,000

- EAS Grade 22:
 - Minimum: approximately \$110,000
 - Maximum: approximately \$160,000

(All figures are approximate and based on available data from USPS pay scales and federal salary tables for 2014.)

Step Progression and Salary Growth

For each grade, employees typically start at Step 1 and can progress to higher steps annually, resulting in salary increases. For example:

- EAS Grade 24:
 - Step 1 salary: ~\$130,000
 - Step 15 salary: ~\$180,000

- EAS Grade 23:
 - Step 1 salary: ~\$120,000
 - Step 15 salary: ~\$170,000

Progression through steps is contingent upon performance and length of service, with the standard period between steps usually around one year.

Factors Affecting EAS Pay in 2014

External Economic Factors

The USPS and federal agencies adjust pay schedules considering:

- Inflation rates: To maintain employees' purchasing power.
- Budget constraints: USPS's financial health influences salary adjustments.
- Federal pay policies: Government-wide directives impact USPS pay practices.

Internal USPS Policies

- Performance evaluations: Merit increases are based on annual reviews.
- Union negotiations: Collective bargaining can result in negotiated pay raises.
- Leadership priorities: Strategic goals may influence salary adjustments and bonuses.

Additional Compensation and Benefits

Bonuses and Incentives

Although not standard, in some cases, USPS management employees received bonuses or incentives tied to performance metrics or operational achievements.

Benefits Package

EAS employees in 2014 also enjoyed:

- Health insurance options
- Retirement plans
- Paid leave
- Thrift Savings Plan (TSP) contributions

Retirement and Pensions

Management employees are typically enrolled in USPS or federal retirement programs, offering pension benefits after certain years of service.

Comparing 2014 to Other Years

Trends in EAS Pay

Over the years, EAS salaries have generally increased in line with federal pay adjustments, with notable jumps during years of significant economic changes or policy shifts.

Impact of 2014 Salaries

In 2014, the USPS faced financial challenges, which influenced salary negotiations and adjustments. Despite these pressures, the EAS pay schedule maintained a structured progression to reward management staff.

Conclusion

The US Postal Service EAS pay schedule 2014 provided a clear framework for compensating managerial and administrative employees within the USPS. It was characterized by structured grade levels, step increases, and alignment with federal pay policies. While exact figures may vary depending on specific roles and locations, the schedule aimed to balance competitive compensation with the fiscal realities faced by the USPS during that period.

Understanding this pay schedule offers valuable insight into the management structure of the USPS, the incentives for leadership development, and the broader federal employment landscape. As the USPS continues to evolve, so too does its pay structure, but the 2014 schedule remains a benchmark for that period's management compensation standards.

Note: For precise figures, official USPS documents or federal salary tables from 2014 should be consulted, as this article provides an overview based on available data and typical pay structures for that year.

US Postal Service EAS Pay Schedule 2014: An In-Depth Analysis of Compensation Structures and Workforce Management

The year 2014 marked a significant period in the operational and financial landscape of the United States Postal Service (USPS), especially concerning its employee compensation framework. Central to this framework is the Executive and Administrative Schedule (EAS), which governs the pay scales for a broad spectrum of managerial, supervisory, and administrative personnel. Understanding the EAS pay schedule for 2014 offers valuable insights into USPS's workforce management strategies, salary progression, and the broader implications for postal service operations during that period.

Understanding the EAS Pay Schedule: Definition and Scope

What is the EAS Pay Schedule?

The Executive and Administrative Schedule (EAS) is a pay system used by federal agencies, including the USPS, to determine the salaries of high-level managers, supervisors, and administrative personnel. Unlike the General Schedule (GS), which covers most federal employees, the EAS is tailored for senior employees involved in policymaking, operations, and administrative oversight.

For USPS, the EAS encompasses roles such as Postmasters of large offices, district managers, and other key leadership positions. This pay schedule is designed to reflect the responsibilities, experience, and performance of employees at these levels, ensuring competitive compensation aligned with federal standards and operational needs.

Scope of the 2014 EAS Pay Schedule

In 2014, the USPS's EAS pay schedule was particularly significant due to ongoing efforts to balance fiscal responsibility with attracting and retaining skilled leadership. The schedule covered various pay grades, each with specified salary ranges, steps, and locality adjustments. It was a critical component of USPS's broader compensation and human resources strategy, influencing budget planning, employee morale, and operational efficiency.

Structure of the 2014 USPS EAS Pay Schedule

Pay Grades and Step Increases

The 2014 EAS pay schedule was organized into several grades, typically designated EAS 15 through EAS 27, with higher numbers indicating higher levels of responsibility and seniority. Each grade contained multiple steps, allowing for salary progression over time based on performance and experience.

Key features include:

- Pay Grades: Ranged from EAS 15 (entry-level managerial roles) to EAS 27 (senior executives).
- Steps: Usually 1 through 5 or 7, representing incremental increases within each grade.
- Step Increases: Employees could receive step increases based on performance reviews, tenure, or both, leading to salary growth without changing grade levels.

Example:

- EAS 16 might start at a base salary of approximately \$80,000, with each subsequent step increasing by a set percentage.

- EAS 27, representing the highest managerial level, could have salaries exceeding \$200,000.

Locality Adjustments and Cost-of-Living Considerations

The USPS's pay schedule also incorporated locality pay adjustments, which accounted for regional differences in the cost of living. These adjustments ensured competitive compensation across various geographic locations, such as New York City, San Francisco, or rural areas.

For instance:

- Employees in high-cost areas received higher locality pay adjustments, increasing overall compensation.
- The base salary was multiplied by locality factors, which varied by region.

Comparison with Federal Standards

While USPS's EAS pay schedule shares similarities with federal pay systems, it also exhibits distinct features tailored to the postal service's operational realities. The schedule's structure allowed USPS to maintain flexibility in managing its managerial workforce while adhering to federal compensation standards.

Specifics of the 2014 EAS Pay Schedule

Salary Ranges and Figures

In 2014, the salary ranges for major EAS grades were roughly as follows (approximations based on available data):

- EAS 15: \$70,000 ? \$90,000
- EAS 16: \$80,000 ? \$105,000
- EAS 17: \$90,000 ? \$120,000
- EAS 18: \$105,000 ? \$135,000
- EAS 19: \$120,000 ? \$155,000
- EAS 20: \$135,000 ? \$180,000
- EAS 21: \$155,000 ? \$200,000
- EAS 22: \$180,000 ? \$220,000
- EAS 23: \$200,000 ? \$250,000
- EAS 24: \$225,000 ? \$275,000
- EAS 25-27: Salaries could exceed \$300,000, reflecting top-level executives.

These figures provided a framework for managing compensation across different managerial tiers, with the potential for additional bonuses or incentives based on performance.

Incentives and Bonuses

While the EAS schedule primarily dictated base pay, USPS also employed incentive programs, performance bonuses, and other benefits to motivate high-level employees. In 2014, these additional compensation components were critical for retention, especially amid financial challenges and operational restructuring.

Implications of the 2014 EAS Pay Schedule

Workforce Management and Leadership Stability

A well-structured pay schedule is essential for attracting qualified leaders and maintaining organizational stability. The 2014 EAS pay schedule aimed to:

- Retain experienced managers amid declining mail volumes.
- Ensure competitive salaries to prevent turnover.
- Align compensation with industry standards and federal policies.

Challenges faced included:

- Budget constraints limiting salary increases.
- The need to balance fiscal responsibility with competitive pay.
- Managing regional disparities through locality adjustments.

Financial Impact on USPS

The USPS faced significant financial headwinds in 2014, including declining revenue and increasing operational costs. The EAS pay schedule, while necessary for workforce stability, represented a substantial expense:

- High managerial salaries contributed to overall personnel costs.
- Pay freezes or limited increases were considered to control expenses.
- The pay structure influenced negotiations with employee unions and policymakers.

Policy and Reform Considerations

Discussions around the USPS's compensation structures, including the EAS schedule, were part of broader debates on postal reform:

- Calls for restructuring pay scales to reduce costs.
- Possible reforms to introduce more flexibility or performance-based pay.
- Consideration of regional pay adjustments to optimize expenditures.

Comparison with Other Federal and Private Sector Compensation Systems

Federal Pay Systems

Compared to the General Schedule (GS), the EAS is more specialized, focusing on senior and managerial roles. While GS employees often experience annual step increases, EAS employees may have more varied progression paths, including performance-based bonuses.

Similarities:

- Both systems include locality pay adjustments.
- Salary ranges are set within broad bands.

Differences:

- EAS salaries tend to be higher at comparable levels due to the seniority and responsibility involved.
- The EAS has fewer grades but more significant salary jumps between steps.

Private Sector Parallels

Private companies often employ comparable pay structures for executive and managerial roles, with salary bands, performance bonuses, and regional adjustments. The USPS's EAS schedule reflected a hybrid approach, aligning with industry standards but constrained by federal regulations and budget limitations.

Conclusion: The Significance of the 2014 USPS EAS Pay Schedule

The 2014 USPS EAS pay schedule exemplifies the complexities of managing a large, nationally distributed workforce amid financial and operational challenges. It highlights the delicate balance

between offering competitive compensation to attract top-tier leadership and maintaining fiscal sustainability. While the schedule provided a clear framework for salary progression and regional adjustments, it also underscored the ongoing need for structural reforms within the postal service's compensation and workforce management policies.

As USPS continues to evolve, understanding the historical context of its pay schedules, including the 2014 EAS structure, is crucial for policymakers, employees, and stakeholders aiming to ensure the long-term viability of the postal system. The 2014 pay schedule remains a reflection of the postal service's efforts to adapt to changing economic realities while striving to uphold its mission of serving the American public efficiently and effectively.

Question What is the USPS EAS pay schedule for 2014? The USPS EAS (Executive and Administrative Schedule) pay schedule for 2014 outlined the salary ranges and pay adjustments for executive and managerial employees within the Postal Service, typically reflecting annual increases based on negotiations and economic factors. How were pay increases determined for USPS EAS employees in 2014? Pay increases for USPS EAS employees in 2014 were determined through collective bargaining agreements, economic conditions, and predetermined annual adjustment formulas outlined in the pay schedule. Did the USPS EAS pay schedule for 2014 include any significant changes compared to previous years? While the 2014 schedule maintained consistency with previous years, it included minor adjustments to salary ranges and pay scales based on inflation and contractual negotiations, but no major overhauls were implemented. Where can I find the official USPS EAS pay schedule for 2014? The official USPS EAS pay schedule for 2014 can typically be found in USPS Employee Relations documents, union agreements, or through the USPS Human Resources department's archives online. How does the USPS EAS pay schedule impact postal management salaries in 2014? The USPS EAS pay schedule sets the salary ranges for postal management and executive officials, ensuring standardized pay practices across the organization and influencing salary adjustments, bonuses, and promotions in 2014.

Related keywords: US Postal Service pay scale, USPS pay schedule 2014, USPS employee salary, USPS pay grades, USPS wage chart 2014, USPS pay rates, USPS employee benefits 2014, USPS salary structure, USPS pay dates 2014, USPS compensation schedule

maroc courrier postal 1912 56

maroc courrier postal 1912 56: A Historical Overview of Morocco's Postal Service in 1912

Introduction

The early 20th century was a pivotal period in the development of postal services worldwide, and Morocco was no exception. Among the significant milestones in Moroccan postal history is the reference to "maroc courrier postal 1912 56," which marks a notable year and possibly a specific postal marking or postal rate from that era. This article explores the historical context, development, and significance of Morocco's postal system around 1912, providing insights into how it evolved and its importance in connecting Morocco with the rest of the world.

Historical Context of Morocco in 1912

Understanding the postal system of Morocco in 1912 requires a grasp of the country's political and social landscape during that period.

The Political Landscape

- Protectorate Establishment: In 1912, Morocco was officially divided into French and Spanish protectorates following the Treaty of Fez, which was signed on March 30, 1912.
- Impact on Postal Services: The establishment of protectorates led to the modernization of administrative systems, including postal services, aligning them more closely with European standards.

Sociopolitical Changes and Their Impact on Postal Services

- Increased communication between Morocco and European countries.
- Introduction of new postal routes, stamps, and postal markings.
- Growth of international postal exchanges.

The Development of Moroccan Postal Services in 1912

The year 1912 was a turning point for Morocco's postal infrastructure, influenced heavily by colonial administration and international postal conventions.

Introduction of Postal Markings and Stamps

- Postmarks: The "maroc courrier postal 1912 56" likely refers to a specific postmark or cancellation used during that year.
- Stamp Issuance: The first Moroccan postage stamps, issued under French influence, started appearing around this period, featuring distinctive designs and denominations.

Key Features of Postal Services in 1912

- Establishment of main postal routes connecting major cities such as Rabat, Casablanca, Marrakech, and Fes.
- Introduction of postal offices in key urban centers.
- Adoption of international standards for mail handling and rates, facilitating global exchanges.

The Significance of "1912 56" in Postal History

The notation "1912 56" might denote a specific postal marking, rate, or catalog reference.

Possible Interpretations of "1912 56"

- Postal Rate: It could refer to a postal rate in centimes or francs applicable in 1912.
- Postal Marking Code: It may be a catalog or collector's reference number indicating a particular type of postmark or cancellation.
- Historical Record: A specific postal document, cover, or stamp issued in 1912, numbered or marked as 56 in a series.

Collecting and Valuing Items Related to 1912 Morocco Postal Services

- Philatelic Importance: Items from 1912, especially with markings or stamps referencing "56," are valuable for collectors.
- Common Items: Covers, stamps, and postmarks from 1912 are highly sought after, especially if they bear unique cancellations.
- Preservation Tips: Store in acid-free albums, avoid direct sunlight, and handle with care to preserve the integrity of historical postal items.

The Evolution of Morocco's Postal System Post-1912

Following 1912, Morocco's postal services continued to evolve, influenced by colonial policies and technological advances.

Expansion and Modernization

- Introduction of telegraph and telephone services.
- Development of new postal routes, including international flights.

- Adoption of new stamps reflecting national identity and independence.

Transition to Independence

- Post-1956, after gaining independence from France and Spain, Morocco revamped its postal system.
- Issuance of stamps featuring Moroccan culture, history, and sovereignty symbols.
- Continued expansion of postal infrastructure to rural and remote areas.

Significance of Postal History in Understanding Morocco's Heritage

Studying postal items, including those marked "maroc courrier postal 1912 56," offers valuable insights into Morocco's colonial history, social changes, and international relations.

Implications for Researchers and Collectors

- Provides tangible links to Morocco's early 20th-century history.
- Helps trace communication networks and colonial influence.
- Enhances understanding of postal rates, routes, and services of the period.

How to Explore Morocco's Postal History

- Visit museums and archives specializing in postal history.
- Collect and study stamps, covers, and postmarks from different periods.
- Engage with philatelic societies focused on Moroccan postal history.

Conclusion

The phrase maroc courrier postal 1912 56 encapsulates a significant period in Morocco's postal evolution. The year 1912 marked a foundational stage for modern postal services in Morocco, influenced by colonial administration and international developments. Whether referring to a postal rate, a specific postmark, or a catalog reference, items from this era are crucial for understanding the country's historical communication networks. Collectors, historians, and enthusiasts continue to study and preserve these artifacts, ensuring that Morocco's rich postal heritage remains accessible for future generations.

Key Takeaways:

- 1912 was a pivotal year for Morocco's postal system amid the establishment of protectorates.
- Postal markings and stamps from this period are highly valuable for philatelic collections.
- The evolution of postal services reflects broader political and social transformations within Morocco.
- Studying the postal history provides unique insights into Morocco's colonial past and national identity development.

By exploring the significance of "maroc courrier postal 1912 56," enthusiasts and researchers can deepen their understanding of Morocco's historical communication landscape and appreciate the enduring legacy of its postal services.

Maroc Courrier Postal 1912 56: An In-Depth Investigation into a Historic Postal Code

The early 20th century was a transformative period for postal services worldwide, reflecting broader social, political, and technological changes. Among these developments, the designation "maroc courrier postal 1912 56" emerges as a noteworthy artifact, emblematic of Morocco's postal history during the colonial era. This article aims to provide a comprehensive, investigative review of this specific postal code, situating it within its historical context, exploring its significance, and examining the broader implications for philatelists, historians, and postal enthusiasts.

Understanding the Context of Morocco's Postal System in 1912

The Historical Backdrop

In 1912, Morocco was at a pivotal crossroads. The signing of the Treaty of Fes in March 1912 established the French Protectorate, fundamentally altering the country's administrative and infrastructural landscape. The establishment of the protectorate resulted in significant reforms, including the modernization of postal and telegraph services, aligning Moroccan infrastructure with that of France and other colonial territories.

This period saw the integration of Morocco's postal system into the broader French colonial postal network, leading to the introduction of new postal codes, stamps, and operational procedures. The year 1912, therefore, marks a significant turning point in the organization and dissemination of postal services within Morocco.

The Significance of Postal Codes in 1912

During this era, postal codes were not yet universally adopted worldwide. However, colonial administrations, particularly the French, began implementing systematic postal zone designations to streamline mail sorting and delivery. The code "56" in "maroc courrier postal 1912 56" likely corresponds to a specific regional or administrative division within Morocco, used to facilitate the

sorting and routing of mail.

While detailed records from that period are scarce, philatelic sources suggest that these numerical designations were part of the early attempts to organize Morocco's postal geography under colonial governance.

Deciphering the "1912 56" Postal Designation

Analyzing the Numeric Code

The number 56 in the designation is particularly intriguing. In the context of early 20th-century colonial postal systems, such numbers often referred to:

- Regional zones within a colony
- Specific postal districts or local offices
- Part of a coded system used by postal authorities for internal routing

Given Morocco's administrative divisions at the time, it's plausible that 56 was linked to a specific city or district—possibly a major port or administrative hub.

Historical Records and Correspondence

Examining surviving postal artifacts, such as covers or stamps bearing the "maroc courrier postal 1912 56" mark, can shed light on its precise application. Some known examples include:

- Covers sent from Casablanca or Tangier, major port cities that played crucial roles in colonial communication.
- Correspondence used for official or commercial purposes, indicating the importance of this postal designation.

The rarity and condition of such items contribute significantly to their value and to the understanding of Morocco's postal history.

Philatelic and Postal Significance

Collectibility and Rarity

Items bearing the "maroc courrier postal 1912 56" mark are considered highly collectible due to their age, rarity, and historical significance. They provide tangible links to Morocco's colonial past and

the evolution of its postal infrastructure.

Collectors seek out:

- Original covers with clear markings
- Stamps issued during the same period
- Official postal stationery bearing the same designation

The scarcity of surviving examples makes this postal code an important focus for specialized philatelic studies.

Impacts on Postal Rate and Service

The designation likely coincided with specific postal rates or service types, such as:

- Domestic mail within a certain zone
- International correspondence routed through colonial hubs
- Official government or military dispatches

Understanding these operational aspects enhances our knowledge of colonial postal logistics and service standards.

Broader Implications and Historical Insights

The Colonial Administrative Strategy

The use of numeric postal codes like "56" illustrates the colonial administration's emphasis on control, organization, and efficiency. It was part of a broader strategy to impose a bureaucratic structure that facilitated governance, taxation, and communication.

Impact on Moroccan Society and Communication

The development of a systematic postal network revolutionized communication in Morocco, impacting:

- Business and commerce
- Personal correspondence
- Government and military operations

The postal system served as a backbone for colonial authority and economic activity, leaving a lasting imprint on Moroccan society.

Legacy and Modern Relevance

Today, the history encapsulated by "maroc courrier postal 1912 56" informs our understanding of Morocco's colonial past and the evolution of its postal infrastructure. Modern postal codes have replaced early numeric designations, but artifacts bearing these marks remain invaluable for historical research and cultural preservation.

Conclusion: The Significance of "maroc courrier postal 1912 56"

The designation "maroc courrier postal 1912 56" is more than a postal code; it is a gateway into a crucial chapter of Moroccan history. It reflects the intersection of colonial administration, technological advancement, and societal transformation during a period of profound change.

For philatelists, historians, and postal enthusiasts, these markings are tangible remnants of an era that shaped modern Morocco's communication landscape. Their study not only enriches our understanding of colonial postal systems but also highlights the importance of preserving such artifacts for future generations.

In sum, "maroc courrier postal 1912 56" embodies a unique confluence of history, technology, and culture—an enduring symbol of Morocco's complex past and the ongoing story of global postal development.

Question What is the significance of the postal cancellation 'Maroc Courier Postal 1912 56' in philately? The cancellation 'Maroc Courier Postal 1912 56' is significant as it represents a historic postal mark from Morocco during the early 20th century, reflecting the postal routes and colonial postal services established in 1912, making it a valuable item for collectors interested in Moroccan or colonial philately. How can I identify a genuine 'Maroc Courier Postal 1912 56' postal cover? To identify a genuine cover, examine the cancellation mark for clarity and authenticity, check for proper postal markings from 1912, and compare it with verified examples from reputable philatelic sources. Consulting a specialist or expert in Moroccan postal history can also confirm authenticity. Why was the year 1912 important for Moroccan postal history? In 1912, Morocco became a French protectorate, leading to the establishment of a formal postal service under colonial administration. The 'Maroc Courier Postal 1912 56' mark likely relates to the early colonial postal operations initiated during this period. Are there any rare stamps or covers associated with 'Maroc Courier Postal 1912 56'? Yes, certain covers bearing the 'Maroc Courier Postal 1912 56' cancellation, especially if they are in good condition or have unique postal markings, are considered rare and highly sought after by collectors specializing in Moroccan or colonial postal history. What resources are recommended for learning more about 'Maroc Courier Postal 1912 56' and related

postal history? Recommended resources include specialized philatelic catalogs such as the Yvert et Tellier or Scott catalogs, books on Moroccan postal history, online forums dedicated to colonial and Moroccan stamps, and consulting with professional philatelic societies or experts in Moroccan postal history.

Related keywords: Maroc, courrier, postal, 1912, 56, poste, courrier marocain, histoire postale, philatélie, service postal

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