



November 2022 wage increases

Effective Nov. 19, all career city carriers will receive a 1.3 percent general wage increase. City carrier assistants (CCAs) will receive a 2.3 percent general wage increase effective the same date. These are the fourth and final general wage increases of the 2019-2023 National Agreement.

In addition, a new top step will be added to Tables 1 and 2 on Nov. 19. The new career Step P will be \$444 annually greater than Step O. Carriers with at least 46 weeks in Step O on Nov. 19 will advance to Step P. Those with fewer than 46 weeks will advance to Step P upon reaching 46 weeks in Step O. The updated pay chart is below.

The four general wage increases have added 8.8 percent to CCAs' pay and 4.8 percent to career city carriers' pay. When coupled with the six cost-of-living adjustments (COLAs) already received from this National Agreement, these increases have resulted in a total pay increase for each step in the career pay schedules of at least 14.8 percent. The seventh and final COLA from this National Agreement will be based on the January 2023 consumer price index, and will be announced in February.

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Nov. 19, 2022 (Nov. 19, 2022 general wage increase)

The following salary and rate schedule is for all NALC-represented employees.

Career city letter carrier increases

Effective Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	1.1%
Feb. 29, 2020	January COLA	\$166
Aug. 29, 2020	July COLA	\$188
Nov. 21, 2020	General wage increase	1.1%
Feb. 27, 2021	January COLA	\$416
Aug. 28, 2021*	July COLA	\$1,934
Nov. 20, 2021	General wage increase	1.3%
Feb. 26, 2022*	January COLA	\$1,331
Aug. 27, 2022*	July COLA	\$2,455
Nov. 19, 2022	General wage increase	1.3%
TBA*	January COLA	TBD

City carrier assistant increases

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	2.1%
Nov. 21, 2020	General wage increase	2.1%
Nov. 20, 2021	General wage increase	2.3%
Nov. 19, 2022	General wage increase	2.3%

NOTE: Upon conversion to Full-Time, Part-Time Flexible employees in Table Two will be slotted into the Full-Time Step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.

NOTE: Effective Nov. 19, 2022, Table One and Table Two will be modified to include an additional Step P that is \$444 more than Step O of the basic salary schedule in Tables One and Two.

NOTE: Carrier Technicians receive additional compensation equivalent to 2.1% of the employee's applicable hourly rate for all paid hours.

NOTE: The full COLAs will be added to the salaries of all steps in Table 1 and Step O of Table 2, with proportionate application of the COLA to Steps A-N of Table 2.

* NOTE: In accordance with Article 9.3.B, COLAs become effective the second full pay period after the release of the January and July Consumer Price Index for Urban Wage Earners and Clerical Workers.

Table 1: City Carrier Schedule															RSC Q (NALC)		
This schedule applies to all carriers with a career appointment date prior to Jan. 12, 2013.																	
Basic Annual Salaries																	
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	MOST PREV. STEP
City Carrier (Grade 2)	61,870	66,309	66,411	69,588	70,048	70,512	70,969	71,425	71,889	72,338	72,804	73,266	73,722	74,192	74,647	75,091	464
Carrier Technician**	63,169	67,701	67,806	71,049	71,519	71,993	72,459	72,925	73,399	73,857	74,333	74,805	75,270	75,750	76,215	76,668	474
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	31.06	33.29	33.34	34.93	35.16	35.40	35.63	35.86	36.09	36.31	36.55	36.78	37.01	37.25	37.47	37.70	
Carrier Technician**	31.71	33.99	34.04	35.67	35.90	36.14	36.38	36.61	36.85	37.08	37.32	37.55	37.79	38.03	38.26	38.49	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	29.75	31.88	31.93	33.46	33.68	33.90	34.12	34.34	34.56	34.78	35.00	35.22	35.44	35.67	35.89	36.10	
Carrier Technician**	30.37	32.55	32.60	34.16	34.38	34.61	34.84	35.06	35.29	35.51	35.74	35.96	36.19	36.42	36.64	36.86	
Step Increase Waiting Periods (In Weeks)																	
Steps (From-To)	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	O-P	YRS.	
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	46	13.3	

** Carrier Technicians receive an additional 2.1%

Table 2: City Carrier Schedule																	RSC Q7 (NALC)	
This schedule applies to all carriers with a career appointment date on or after Jan. 12, 2013.																		
Basic Annual Salaries																		
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	MOST PREV. STEP
City Carrier (Grade 2)	45,911	47,961	50,014	52,067	54,121	56,171	58,226	60,281	62,332	64,384	66,438	68,489	70,545	72,595	74,647	75,091	2050	
Carrier Technician**	46,875	48,968	51,064	53,160	55,258	57,351	59,449	61,547	63,641	65,736	67,833	69,927	72,026	74,119	76,215	76,668	2098	
Part-Time Flexible Employees - Hourly Basic Rates																		
City Carrier (Grade 2)	22.18**	23.05	24.08	25.11	26.14	27.17	28.20	29.23	30.26	31.29	32.32	33.35	34.38	35.41	36.44	37.47	37.70	
Carrier Technician**	22.64**	23.53	24.58	25.63	26.69	27.74	28.79	29.84	30.90	31.95	33.00	34.05	35.10	36.16	37.21	38.26	38.49	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																		
City Carrier (Grade 2)	22.07	23.06	24.05	25.03	26.02	27.01	27.99	28.98	29.97	30.95	31.94	32.93	33.92	34.90	35.89	36.10		
Carrier Technician**	22.54	23.54	24.55	25.56	26.57	27.57	28.58	29.59	30.60	31.60	32.61	33.62	34.63	35.63	36.64	36.86		
Percent Step O																		
	61.14%	63.87%	66.60%	69.34%	72.07%	74.80%	77.54%	80.28%	83.01%	85.74%	88.48%	91.21%	93.95%	96.68%	99.41%	100.00%		
Step Increase Waiting Periods (In Weeks)																		
Steps (From-To)	AA-A	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	O-P	YRS.	
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	13.3	

** Carrier Technicians receive an additional 2.1%

***The PTF Step AA pay dispute was settled April 20, 2022 (M-01980). The correct rates and retroactive pay adjustments will be implemented as soon as administratively practicable.

Table 3: City Carrier Assistant Schedule					Hourly Rates		RSC Q4 (NALC)	
This schedule applies to CCA Hires with no previous TE service.							This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.	
	BB	AA					BB	AA
City Carrier (Grade 2)	19.33	19.83					20.88	21.38
Carrier Technician (add 2.1%)	19.74	20.25					21.32	21.83
Steps (From BB to AA) in weeks	52						52	

NOTE: Effective June 19, 2021, the Step CC pay rate in Table Three was eliminated. All CCAs at step CC as of that date were moved into step BB, receiving a 50 cent per hour raise. Step BB and its pay rate are the new entry step for new CCA hires. The new waiting period from Step BB to Step AA is 52 weeks. CCAs who were in step CC on June 19, 2021, will maintain their time-in-step credit toward step AA and will receive their next step increase to step AA after 52 weeks of service. CCAs that were in step BB as of June 19 will have 12 weeks added to their current time-in-step credit toward step AA. This will ensure all CCAs will reach step AA after 52 weeks of service.

Branch Officers Training set for Los Angeles

An NALC Branch Officers Training session has been set for Jan. 30 to Feb. 2 in Los Angeles.

Branch Officers Training sessions consist of three and a half days of educational seminars tailored to assist branch presidents, vice presidents, treasurers, recording secretaries, financial secretaries and trustees in the performance of their duties.

The training covers the basics for financial officers: taxes; accounting systems and maintenance of proper controls; reporting to the Department of Labor; fiduciary duties under the Landrum-Griffin Act; bonding of branch officers and IRS reporting requirements.

Additional training topics include the NALC Constitution and branch bylaws; branch operations and identifying branch policies; maintaining accurate and complete meeting minutes; member notification requirements; record keeping; branch elections; and branch dues and how to read a dues roster.

The registration deadline for this training session is Dec. 22. Room rate (single/double) is \$259 plus tax.

Use the registration form at right to register. **Note: Please do not make airline reservations until you receive an acceptance letter.**

Penalty overtime exclusion

As referenced in Article 8, Sections 4 and 5 of the USPS-NALC National Agreement, the December period (during which penalty overtime regulations are not applicable) consists of four consecutive service weeks. This year, the December period begins Pay Period 26-22, Week 1 (Dec. 3, 2022) and ends Pay Period 01-23, Week 2 (Dec. 30, 2022).

Mutual Benefit Association offers short-term disability insurance

In November 2021, the U.S. Letter Carriers Mutual Benefit Association (MBA) began selling its new short-term disability insurance—MBA Individual Disability Income (MBA IDI). The MBA had not offered this type of insurance since the early 1990s.

As postal employees, city letter carriers are not provided with disability insurance from the federal government and are not covered by state-run plans. If a carrier is ill or injured and have exhausted all of their sick and annual leave, their only option is leave without pay. The MBA IDI helps cover carriers when the unexpected happens. It helps ensure that they have the money they need and are able to continue living the lifestyle they've worked for if they become hurt or too sick to work.

An insert in the September/October edition of *The Postal Record* includes an application for the MBA IDI and a business reply envelope. If you reside in the states of California, Florida or South Dakota, you will have received an application specifically for use in your state. All other states use the same application. Unfortunately, the MBA sells our products only within the 50 states; they are unavailable in Guam, Puerto Rico or the Virgin Islands. You can also download the application from the MBA website, nalc.org/mba, or call the MBA's office.

MBA IDI is available for purchase by all active NALC members between the ages of 18 and 59. Spouses and family members are not eligible. The plan is guaranteed renewable to age 65. As long as the premium is paid on time, MBA cannot change any benefits or refuse to renew your policy. However, MBA reserves the right to change premiums.

Premiums will not be changed on an individual basis. Premiums will be based on the table of rates in effect for all people insured under the policy who have the same issue age and policy date and are in the same class as you. Any premium paid after age 65 for a period not covered by your policy will be returned. For the table of rates, please see the insert.

Premiums may be paid through biweekly payroll deduction or directly to the MBA office on a monthly or annual basis. Electronic funds transfer (EFT) is also an option for paying your premiums. To calculate the annual premium, multiply the appropriate biweekly premium amount by 26. For a monthly premium amount, divide the annual premium amount by 12.

The MBA designed this plan specifically for letter carriers. The plan is offered at three monthly benefit levels and two benefit periods. Your options are a benefit level of \$650, \$1,350 or \$2,000 per month, for a period of either six or 12 months.

The MBA IDI contains a 14-day elimination period, as compared to longer periods you will find with other disability products offered by other private insurers. Disability benefits start after the elimination period as defined in the policy. The elimination period begins the day your total disability starts.

MBA IDI does contain a pre-existing condition limitation. A pre-existing condition is defined as a condition for which symptoms existed that would cause an ordinary prudent person to seek diagnosis, care or treatment within a one-year period preceding the policy date, or for which medical advice or treatment was recommended or received by a physician within a two-year period preceding the policy date.

The pre-existing condition limitation states that if total disability starts within two years from the policy date, and is due to a pre-existing condition, benefits will not be paid unless you have gone for a period of one year while the policy is in force without receiving any medical advice or treatment for that condition.

For the purpose of determining the benefit period, MBA will treat a total disability as a recurrence of a prior disability if: (a) it is due to the same or related cause applicable to the prior period of total disability and (b) it occurs within 180 days after the end of the prior total disability. If it is determined that your disability is a recurrence, your payments will be limited to the remaining balance of your purchased term. If your disability does not meet these criteria, it will be treated as a new disability and be payable for your full purchased term.

For more information about the MBA IDI plan or any of the MBA products, please call the MBA office toll-free at 800-424-5184, Tuesdays and Thursdays, 8 a.m. to 3:30 p.m., or call 202-638-4318, Monday through Friday, 8 a.m. to 3:30 p.m. Eastern time. You also may visit the website at nalc.org/mba.

Branch Officers Training registration form

Please register me for the following NALC Branch Officers Training seminar:

Jan. 30-Feb. 2 in Los Angeles

Registration deadline is Dec. 22. Room rate [single/double] is \$259 plus tax.*

PLEASE PRINT LEGIBLY

Name _____ (one registrant per form, please)

Branch or state position _____

Branch # _____ Branch city _____ State _____

Home address _____

City _____ State _____ ZIP _____

Phone number (required) _____

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FAX: 202-737-1540

* Please do not make airline reservations until you receive an acceptance letter.

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