

# Carrier Pay Chart

## City Carrier Wage Schedule: Effective September 6, 2003

The following salary and rate schedule for all NALC-represented employees includes a cost-of-living adjustment of \$312 on September 6, 2003—the second of eight COLAs provided by the 2001-2006 National Agreement.

### 2001-2006 National Agreement

Date	Type of Increase*	Amount
Nov. 17, 2001	General wage increase	1.8%
Sept. 7, 2002	Cash payment	\$312
Nov. 16, 2002	General wage increase	1.5%
March 8, 2003	COLA	\$229
Sept. 6, 2003	COLA	\$312
Nov. 15, 2003	General wage increase	1.2%
March 2004	COLA	tba
Sept. 2004	COLA	tba
Nov. 27, 2004	General wage increase	1.3%
March 2005	COLA	tba
Sept. 2005	COLA	tba
Nov. 26, 2005	General wage increase	1.3%
March 2006	COLA	tba
Sept. 2006	COLA	tba

\* Value of COLAs depends on changes in level of the Consumer Price Index.

### CITY CARRIER GRADE 1

Step	Waiting period to next step (in weeks)	Yearly	Hourly	Bi-Weekly <sup>1</sup>	Regular overtime <sup>2</sup>	Hourly Rate for Part-time Flexibles
A	96	\$33,758	\$16.2298	\$1,298.38	\$24.34	\$16.88
B	96	37,085	17.8293	1,426.34	26.74	18.54
C	44	38,375	18.4495	1,475.96	27.67	19.19
D	44	40,847	19.6380	1,571.04	29.46	20.42
E	44	41,187	19.8014	1,584.11	29.70	20.59
F	44	41,529	19.9659	1,597.27	29.95	20.76
G	44	41,865	20.1274	1,610.19	30.19	20.93
H	44	42,206	20.2913	1,623.30	30.44	21.10
I	44	42,546	20.4548	1,636.38	30.68	21.27
J	34	42,882	20.6163	1,649.30	30.92	21.44
K	34	43,224	20.7808	1,662.46	31.17	21.61
L	26	43,563	20.9438	1,675.50	31.42	21.78
M	26	43,903	21.1072	1,688.58	31.66	21.95
N	24	44,245	21.2716	1,701.73	31.91	22.12
O	--	44,583	21.4341	1,714.73	32.15	22.29

### CITY CARRIER GRADE 2<sup>3</sup>

Step	Waiting period to next step (in weeks)	Yearly	Hourly	Bi-Weekly <sup>1</sup>	Regular overtime <sup>2</sup>	Hourly Rate for Part-time Flexibles
A	96	\$35,459	\$17.0476	1,363.81	25.57	\$17.73
B	96	38,996	18.7481	1,499.85	28.12	19.50
C	44	39,077	18.7870	1,502.96	28.18	19.54
D	44	41,608	20.0038	1,600.30	30.01	20.80
E	44	41,977	20.1813	1,614.50	30.27	20.99
F	44	42,345	20.3582	1,628.66	30.54	21.17
G	44	42,708	20.5327	1,642.62	30.80	21.35
H	44	43,075	20.7091	1,656.73	31.06	21.54
I	44	43,444	20.8865	1,670.92	31.33	21.72
J	34	43,802	21.0587	1,684.70	31.59	21.90
K	34	44,172	21.2365	1,698.92	31.85	22.09
L	26	44,540	21.4135	1,713.08	32.12	22.27
M	26	44,904	21.5885	1,727.08	32.38	22.45
N	24	45,277	21.7678	1,741.42	32.65	22.64
O	--	45,642	21.9433	1,755.46	32.91	22.82

1. Due to differences in rounding because of the impact of annual leave, sick leave, etc., these figures may vary slightly from the figures in any given paycheck.

2. Calculations are for regular overtime rate (1.5 times the base hourly straight-time rate) as provided for in Article 8.4A of the 1994 National Agreement.

3. Carriers bidding to a CC Grade 2 position must begin a new waiting period for their next step increase. Those bidding from steps A, B, and C are subject to the promotion pay anomaly, which results in the payment of so-called 'ABC' lump-sum payments. Such payments offset any wage losses that would otherwise occur due to the anomaly. However, they do not compensate carriers for reduced Thrift Savings Plan contributions, earnings and tax savings. The timing of ABC promotions can greatly affect total earnings—carriers should exercise great caution when bidding to carrier-technician positions.