

LETTER CARRIER PAY SCHEDULE

City Carrier Wage Schedule: Effective August 30, 2008

The following salary and rate schedule for all NALC-represented employees includes the \$1,497 annual cost-of-living adjustment on August 30, 2008—the third of nine such increases provided by the 2006-2011 National Agreement. The next COLA will be payable in March 2009.

2006-2011 National Agreement

Date	Type of Increase*	Amount
Nov. 25, 2006	General wage increase	1.4%
Sept. 21, 2007	COLA**	\$0
Oct. 19, 2007	Lump-sum COLA***	\$686
Nov. 24, 2007	General wage increase	1.8%
March 2008	COLA	\$458
Sept. 2008	COLA	\$1,497
Nov. 22, 2008	General wage increase	1.9%
March 2009	COLA	tba
Sept. 2009	COLA	tba
Nov. 21, 2009	General wage increase	1.9%
March 2010	COLA	tba
Sept. 2010	COLA	tba
Nov. 20, 2010	General wage increase	1.85%
March 2011	COLA	tba
Sept. 2011	COLA	tba

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

** Two-month COLA; CPI had not increased over this timespan.

*** Lump-sum COLA covering November 2005-May 2007; was not added to basic pay.

CITY CARRIER GRADE 1

Step	Waiting period to next step (in weeks)	Yearly	Hourly	Bi-Weekly ¹	Regular overtime ²	Hourly Rate for Part-time Flexibles
A	96	\$41,166	\$19.7913	\$1,583.30	\$29.69	\$20.58
B	96	44,726	21.5029	1,720.23	32.25	22.36
C	44	46,106	22.1663	1,773.30	33.25	23.05
D	44	48,750	23.4375	1,875.00	35.16	24.38
E	44	49,116	23.6135	1,889.08	35.42	24.56
F	44	49,481	23.7889	1,903.11	35.68	24.74
G	44	49,840	23.9615	1,916.92	35.94	24.92
H	44	50,205	24.1370	1,930.96	36.21	25.10
I	44	50,569	24.3120	1,944.96	36.47	25.28
J	34	50,928	24.4846	1,958.77	36.73	25.46
K	34	51,294	24.6606	1,972.85	36.99	25.65
L	26	51,656	24.8346	1,986.77	37.25	25.83
M	26	52,021	25.0101	2,000.81	37.52	26.01
N	24	52,387	25.1861	2,014.89	37.78	26.19
O	--	52,748	25.3596	2,028.77	38.04	26.37

CITY CARRIER GRADE 2³

Step	Waiting period to next step (in weeks)	Yearly	Hourly	Bi-Weekly ¹	Regular overtime ²	Hourly Rate for Part-time Flexibles
A	96	\$42,986	\$20.6663	1,653.30	31.00	\$21.49
B	96	46,771	22.4861	1,798.89	33.73	23.39
C	44	46,857	22.5274	1,802.19	33.79	23.43
D	44	49,565	23.8293	1,906.34	35.74	24.78
E	44	49,958	24.0183	1,921.46	36.03	24.98
F	44	50,354	24.2087	1,936.70	36.31	25.18
G	44	50,743	24.3957	1,951.66	36.59	25.37
H	44	51,134	24.5837	1,966.70	36.88	25.57
I	44	51,530	24.7740	1,981.92	37.16	25.77
J	34	51,912	24.9577	1,996.62	37.44	25.96
K	34	52,308	25.1481	2,011.85	37.72	26.15
L	26	52,702	25.3375	2,027.00	38.01	26.35
M	26	53,091	25.5245	2,041.96	38.29	26.55
N	24	53,491	25.7168	2,057.34	38.58	26.75
O	--	53,882	25.9048	2,072.38	38.86	26.94

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 2006 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.