

COLAs total \$1,227 annually

Active career letter carriers are enjoying a boost of up to \$1,227 annually in their paychecks this month as the cost-of-living adjustments (COLAs) in the current National Agreement take effect. The first four COLAs in this National Agreement might be a bit confusing, so let's walk through them.

In accordance with the 2011-2016 National Agreement, which was finalized by arbitrator Shyam Das, the first COLA of 7 cents per hour, or \$146 annually, was originally calculated following the release of the January 2013 consumer price index (CPI), a measure of inflation. However, the National Agreement deferred payment of this COLA for approximately one year. It was paid beginning in March of this year.

The second COLA originally was calculated following the release of

the July 2013 CPI, but as with the first COLA, payment of the second COLA was deferred for approximately one year. This COLA, 26 cents per hour, or \$541 annually, becomes effective in beginning with Pay Period 20 (pay-date Sept. 26).

There was no increase in the CPI in the second half of 2013, and therefore no third COLA covering the first half of this year.

The fourth COLA of 33 cents per hour, or \$686 annually, was calculated following the release of the July 2014 CPI. Unlike the first and second COLAs, this one was not deferred, and it also became effective Pay Period 20—overlapping with the deferred second COLA from the previous year, for a total of \$1,227.

The COLA increases will be added to the salaries of all steps in Table 1 and Step O of Table 2, with proportion-

ate application of the COLA to Steps A through N of Table 2. The National Agreement calls for three more COLA calculations, scheduled for payment on a normal (non-deferred) schedule.

For example, if a carrier is on Step G of Table 2, he or she would receive 78 percent of the COLA. The percentage of the COLA increases in each step of Table 2 until it reaches 100 percent in Step O.

While city carrier assistants (CCAs) do not receive COLAs based on inflation, they receive three general wage increases over the course of the National Agreement in addition to the general wage increases all carriers receive.

"COLAs and general wage increases are among the many benefits that letter carriers, working together through our union, have secured over the years," NALC President Fredric Rolando said. **PR**

NALC producing pins, belt buckles to celebrate 125th anniversary



Images are not to scale



Delegates to the national convention in Philadelphia approved resolutions to have the union produce belt buckles and pins to commemorate the union's 125th anniversary. NALC has worked with its suppliers to design both (the final designs are at left). Details about when the pins and belt buckles will be available and at what price will be announced at a later date.

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective September 6, 2014

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

2011-2016 National Agreement

Date	Type of Increase*	Amount
Jan. 2013**	COLA	\$146
July 2013***	COLA	\$541
Nov. 16, 2013	General wage increase	1%
Jan. 2014	COLA	\$0
July 2014	COLA	\$686
Nov. 15, 2014	General wage increase	1.5%
Jan. 2015	COLA	TBD
July 2015	COLA	TBD
Nov. 14, 2015	General wage increase	1%
Jan. 2016	COLA	TBD

* Value of COLAs depends on changes in the level of the Consumer Price Index. While CCAs will not be eligible for COLAs, they will receive the general wage increases above, as well as increases of 1%, 1% and 1.5% in November 2013, 2014 and 2015.

** This COLA, calculated in 2013, was deferred and paid after release of the January 2014 CPI.

*** This COLA, calculated in 2013, was deferred and paid after release of the July 2014 CPI.

Note that 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.

Table 1: City Carrier Schedule

RSC Q (NALC)

This schedule applies to all carriers with a career appointment date prior to January 12, 2013

Basic Annual Salaries

CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	Most Prev. Step
1	46,108	49,899	51,370	54,188	54,576	54,966	55,348	55,736	56,125	56,508	56,896	57,283	57,672	58,062	58,446	388
2	48,046	52,078	52,171	55,056	55,475	55,896	56,310	56,726	57,149	57,556	57,977	58,397	58,811	59,238	59,654	421
Part-Time Flexible Employees - Hourly Basic Rates																
1	23.05	24.95	25.69	27.09	27.29	27.48	27.67	27.87	28.06	28.25	28.45	28.64	28.84	29.03	29.22	
2	24.02	26.04	26.09	27.53	27.74	27.95	28.16	28.36	28.57	28.78	28.99	29.20	29.41	29.62	29.83	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
1	22.17	23.99	24.70	26.05	26.24	26.43	26.61	26.80	26.98	27.17	27.35	27.54	27.73	27.91	28.10	
2	23.10	25.04	25.08	26.47	26.67	26.87	27.07	27.27	27.48	27.67	27.87	28.08	28.27	28.48	28.68	
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	YRS.	
Grades 1 - 2	96	96	44	44	44	44	44	44	44	34	34	26	26	24	12.4	

Table 2: City Carrier Schedule

RSC Q7 (NALC)

This schedule applies to all carriers with a career appointment date on or after January 12, 2013

Basic Annual Salaries

CC Grade	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	Most Prev. Step
1	35,945	37,551	39,159	40,766	42,374	43,980	45,588	47,195	48,803	50,409	52,017	53,624	55,232	56,839	58,446	1,608
2	36,688	38,328	39,969	41,609	43,249	44,889	46,530	48,171	49,812	51,452	53,093	54,732	56,373	58,013	59,654	1,641
Hourly Basic Rates																
1	17.28	18.05	18.83	19.60	20.37	21.14	21.92	22.69	23.46	24.24	25.01	25.78	26.55	27.33	28.10	
2	17.64	18.43	19.22	20.00	20.79	21.58	22.37	23.16	23.95	24.74	25.53	26.31	27.10	27.89	28.68	
Percent Step O																
1	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%	
2	61.50%	64.25%	67.00%	69.75%	72.50%	75.25%	78.00%	80.75%	83.50%	86.25%	89.00%	91.75%	94.50%	97.25%	100.00%	
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	YRS.	
Grades 1 - 2	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4	

City Carrier Assistant Schedule

**Hourly Rates
RSC Q7 (NALC)**

CCA Grade	BB	AA
1	15.30	16.58
2	15.63	16.92