

Veterans Group

The response to the interest card in last month's issue of *The Postal Record* has been tremendous. Headquarters is processing the cards and began sending out Veterans Group lapel pins in October. Due to the large volume of responses, shipping times on pins could be delayed.



Letter carriers to receive wage increase; CCAs to receive two

City letter carriers will receive a 1 percent general wage increase this month. The paycheck boost, which will take effect Nov. 14, is the third under the terms of the 2011-2016 National Agreement between NALC and the USPS finalized by arbitrator Shyam Das (the “Das award”). It is the last of three general wage increases in the National Agreement.

In addition to this 1 percent increase, city carrier assistants (CCAs) will receive an additional 1.5 percent increase.

Under the terms of the National Agreement, all letter carriers received a 1 percent general wage increase in November of 2013 and a 1.5 percent increase in November of last year. The contract also provided

for variable cost-of-living adjustments (COLAs) for career carriers based on changes in the Consumer Price Index and fixed additional raises for CCAs.

Like past general wage increases, these will be calculated from the pay rate at the start of the contract—the wage increase percentage multiplied by the pay rate at the beginning of the current National Agreement, before any COLAs or wage increases are included—and added to current pay rates.

“General wage increases and COLAs are some of the many benefits that all letter carriers, working together as part of their union, have secured,” NALC President Fredric Rolando said. **PR**

New T-shirt available to display Muscular Dystrophy Assoc. support



Show off your true colors with this new T-shirt vowing that we will continue to work to “Deliver the Cure” for muscular dystrophy. This stylish gray T-shirt has a custom blue design that reveals the long-standing partnership NALC has had and continues to have with the MDA. The back identifies the National Association of Letter Carriers, “Established 1889.” The shirts come in sizes from small to 4XL and are available to order from NALC’s Supply Department at NALC Headquarters by mailing your payment of \$15 per shirt to the NALC Supply Department, 100 Indiana Ave. NW, Washington, DC 20001-2144, or by calling 202-393-4695 to order by phone. There is a \$10 minimum for all credit-card orders. **PR**

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Nov. 14, 2015

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	\$0
July 2015	COLA	\$0
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 are not 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, respectively.

** 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	47,215	51,100	52,608	55,495	55,893	56,293	56,684	57,081	57,480	57,873	58,271	58,667	59,065	59,465	59,859	398
2	49,201	53,333	53,428	56,385	56,814	57,246	57,670	58,096	58,529	58,946	59,378	59,809	60,233	60,670	61,097	432
Part-Time Flexible Employees - Hourly Basic Rates																
1	23.61	25.55	26.30	27.75	27.95	28.15	28.34	28.54	28.74	28.94	29.14	29.33	29.53	29.73	29.93	
2	24.60	26.67	26.71	28.19	28.41	28.62	28.84	29.05	29.26	29.47	29.69	29.90	30.12	30.34	30.55	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
1	22.70	24.57	25.29	26.68	26.87	27.06	27.25	27.44	27.63	27.82	28.01	28.21	28.40	28.59	28.78	
2	23.65	25.64	25.69	27.11	27.31	27.52	27.73	27.93	28.14	28.34	28.55	28.75	28.96	29.17	29.37	
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	36,814	38,459	40,106	41,751	43,399	45,043	46,690	48,335	49,983	51,627	53,274	54,920	56,567	58,213	59,859	1,647
2	37,575	39,255	40,936	42,615	44,295	45,974	47,655	49,336	51,017	52,697	54,377	56,055	57,736	59,416	61,097	1,681
Hourly Basic Rates																
1	17.70	18.49	19.28	20.07	20.86	21.66	22.45	23.24	24.03	24.82	25.61	26.40	27.20	27.99	28.78	
2	18.06	18.87	19.68	20.49	21.30	22.10	22.91	23.72	24.53	25.34	26.14	26.95	27.76	28.57	29.37	
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 Q4 (NALC)**

CCA Grade	BB	AA
1	16.06	17.40
2	16.39	17.74