

# New contract's pay increases and adjustments update

**O**n Sept. 6, NALC President Fredric Rolando and U.S. Postal Service Postmaster General Megan Brennan signed the ratified 2016-2019 National Agreement between NALC and USPS. The signing was ceremonial, as the provisions of the contract had already gone into effect with the ratification date of Aug. 7, when the results of the vote on the proposed agreement were announced.

However, because of the many calculations to determine the full extent of the increase in pay and back pay for each letter carrier covered by the new agreement, as well as the many improvements for city carrier assistants (CCAs), some of the provisions of the new agreement could not be made effective immediately. Below is a look at which pay rate and CCA provisions have become effective since the announcement of the ratification.

## New pay rates

### Career employees:

- Effective Aug. 19 (Sept. 8 paycheck), career employees' wage rates reflected the addition of the September 2016 cost-of-living adjustment (COLA); the Nov. 26, 2016, 1.2 percent general wage increase; and the March 2017 COLA.
- Effective Sept. 2 (Sept. 22 paycheck), career employees' wage rates reflected the addition of the September 2017 COLA.

### City carrier assistants:

- Effective Sept. 16 (Oct. 6 paycheck), wage rates reflected the Nov. 26, 2016, CCA step increases in table three. In the new pay scale, CCAs receive a 50 cents per hour increase after 12 weeks of service and an additional 50 cents per hour increase after 52 weeks of service.
- Effective Sept. 16 (Oct. 6 paycheck), wage rates reflected the Nov. 26, 2016, 2.2 percent wage increase for CCAs.

## MOU Re: Conversion of CCA with Creditable TE Service

- On Aug. 19 and going forward, any CCA who was employed as a transitional employee (TE) after Sept. 29, 2007, and is converted to a career city carrier position will be converted into the lowest Table Two step that is higher than the employee's current CCA pay rate.
- Also on Aug. 19, any career city carrier in Step A of Table Two with prior creditable service as a TE after Sept. 29, 2007, will advance to Step B of Table Two.

## MOU Re: CCA Conversions to Career Status

- On Sept. 30, CCAs with 30 months of relative standing prior to Aug. 7, 2017, in 200-workyear offices were scheduled to be converted to full-time regular career status.
- Also on Sept. 30, CCAs with 30 months of relative standing prior to Aug. 7, 2017, in 100- and 125-workyear offices were scheduled to be converted to part-time flexible career status.

## CCA health benefits

Between Sept. 4 and Oct. 19, 2017, there is a special enrollment period for CCAs to take advantage of new health benefits detailed in the new agreement. The Postal Service will make a bi-weekly contribution equal to 65 percent of the total premium for any CCA employee who wishes to participate in the USPS Non-career Health Care Plan (USPS Plan) for either "self plus one" or family coverage during a CCA's initial year of employment. After a CCA's first year of employment, the Postal Service will make a bi-weekly contribution equal to 75 percent of the total premium for either



NALC President Fredric Rolando and USPS Postmaster General Megan Brennan (seated) sign the agreement at USPS headquarters. Joining them are, from left, NALC Executive Vice President Brian Renfro, USPS VP Labor Relations Doug Tulino and USPS Chief Human Resources Officer Jeffrey Williamson.

"self plus one" or family coverage. CCAs who enroll during this special enrollment period will have their new benefits take effect Oct. 28, 2017.

## CCA holidays

Effective with the new agreement, CCAs are entitled to receive holiday pay for six holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day.

## Uniforms

Letter carriers with anniversary dates after May 21, 2017, will receive a 5 percent increase in eligible employees' uniform allowances. This will likely be implemented in October with applicable retroactive adjustments.

## Back pay

Applicable back pay and other adjustments relative to the effective dates of the various increases/benefits will be processed and paid as soon as practicable. Preliminary information from the Postal Service indicates that career back pay/adjustments will likely be included in a regular paycheck sometime in December, while CCA back pay/adjustments will likely be included in a regular paycheck sometime in late January/early February. The delay is anticipated due to the necessary programming involved in the new CCA wage structure. **PR**