

Terms of tentative national agreement set; awaiting ratification vote by active members

After 17 months of continued effort, concentrated teamwork and intense bargaining, even as the parties pursued a resolution through interest arbitration, NALC and USPS reached a tentative National Agreement on Nov. 25. The new 44-month contract will cover the period from Sept. 20, 2019, to May 20, 2023, and will cover more than 205,000 active city letter carriers.

“I’m proud of the officers and staff for staying the course and working diligently to reach this proposed National Agreement,” NALC President Fredric Rolando said. “From the beginning to the end, our team was determined to get a deal worthy of the men and women we are honored to represent.”

The provisions of the tentative agreement reward all letter carriers for their contributions to the Postal Service’s success in serving the American people; narrowing the compensation gap between city carrier assistants (CCAs) and career letter carriers; providing a 24-month automatic conversion of CCAs to career status; creating a new career Step P that will be \$444 annually greater than the current top Step O; and preserving the core achievements of our bargaining history, including regular general wage increases, cost-of-living adjustments (COLAs) and protections against outsourcing and layoffs, as well as other contractual elements that define our standard of living.

The proposed contract, which will be subject to ratification by active members in the weeks ahead, was unanimously approved by the NALC Executive Council. It provides for seven COLAs, as well as four pay raises of 1.1 percent for each of the first two years and 1.3 percent for each of the follow-

ing two years. (See details below.)

The tentative agreement also contains multiple improvements in the pay and benefits for CCAs; a renewed and expanded memorandum of understanding (MOU) aimed at improving the Postal Service’s often-troubled workplace culture; and a new option for full-time letter carriers who work their holiday. Many other provisions of the existing National Agreement were amended, and new MOUs were reached as well.

President Rolando issued the following statement after the Executive Council recommended approval of the tentative contract settlement: “I’d like to thank all the officers and staff who worked so hard to reach this proposed National Agreement. NALC followed a dual-track approach to achieve a new National Agreement with ongoing negotiations and the presentation of the best-possible case for our proposals in interest arbitration. I am proud of the case and the evidence we amassed in the interest arbitration proceeding, but I am even more pleased that letter carriers will now get to decide whether or not to accept this tentative agreement in a ratification vote, following the procedure outlined in the *NALC Constitution*. The NALC Executive Council unanimously recommends approval of the tentative agreement,” he said.

Ratification and a national rap session

Arrangements are now being made to mail a copy of the tentative contract and all associated MOUs to the active members of NALC, along with a ratification ballot and instructions on voting. As dictated by the *NALC Constitution*, only active letter carrier members of NALC will be permitted to vote. A Ballot

Committee (appointed in accordance with the *NALC Constitution*) will monitor and observe the dispatch, receipt and tabulation of the ballots.

President Rolando called for a national conference pursuant to Article 3.4(b) of the *NALC Constitution* so that branch leaders could be fully briefed on the proposed contract and be prepared to answer members’ questions before the ratification vote is taken. Due to the ongoing pandemic, the conference was held virtually in December via video conference.

Summary of the wage and salary provisions

General wage increases: Under the tentative agreement, all city letter carriers—career and non-career alike—will receive four general wage increases. Each increase will be calculated as a percentage of the basic salaries in effect at the end of the 2016-2019 National Agreement. Per Article 9, all letter carriers will receive the following pay increases:

- Effective Nov. 23, 2019—1.1 percent general increase (paid retroactively).
- Effective Nov. 21, 2020—1.1 percent general increase (paid retroactively).
- Effective Nov. 20, 2021—1.3 percent general increase.
- Effective Nov. 19, 2022—1.3 percent general increase.

If the contract is ratified, the 2019 and 2020 increases will be implemented retroactively as soon as possible. The effective date will be announced through NALC’s electronic platforms and in the *NALC Bulletin*.

Cost-of-living adjustments for career letter carriers: Over its 44-month span, the agreement provides for seven

COLAs for career letter carriers, using the same COLA formula NALC used in the previous contract and for most of our bargaining history. Wage rates will be increased by 1 cent per hour for each 0.4-point increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W). COLAs will be triggered by the release of the January and July index numbers, and July 2019 has been set as the “base month” for this contract’s COLA calculations.

We already know the value of the first two COLAs, since they are based on the January 2020 and July 2020 CPIs, which already have been released. The amount of the first full COLA is \$166 annually, effective Feb. 29, 2020, and the second full COLA is \$188 annually, effective Aug. 29, 2020. Upon ratification, these COLAs will be added to every step in both grades of Table 1, which covers career letter carriers appointed before Jan. 12, 2013. For letter carriers with career appointments on or after that date, the full COLAs will be added to the Step O rates of both grades in Table 2, and then applied proportionately to Steps A through N, following the practice established by the Das interest arbitration award that set the terms of the 2011-2016 contract. Beginning on Nov. 19, 2022, with the creation of Step P as the new top step (see “Wage schedule changes” below), full COLAs will be added to the Step P rates of both grades in Table 2, and then applied proportionately to Steps A through O. The first two COLAs will be paid retroactively, should the contract be ratified.

- The first full COLA will be \$166 annually, effective Feb. 29, 2020, paid retroactively.
- The second full COLA will be \$188 annually, effective Aug. 29, 2020, paid retroactively.

- The third COLA will be effective March 2021.
- The fourth COLA will be effective September 2021.
- The fifth COLA will be effective March 2022.
- The sixth COLA will be effective September 2022.
- The seventh COLA will be effective March 2023.

The future value of the remaining five COLAs will depend, of course, on the rate of inflation measured by the CPI-W between now and January 2023. Based on the inflation forecast of the Congressional Budget Office (CBO), we estimate that the expected inflation rates would generate five additional COLAs with full values of \$187, \$229, \$250, \$374 and \$374, respectively, applied to the letter carrier pay tables as described above. **Please note that these are only projected COLAs—actual COLAs may be lower or higher, depending on the rate of future inflation.** (See below for more detailed projections for both career pay tables.)

Wage schedule changes: The contract provides for the addition of a new top step to Tables 1 and 2 on Nov. 19, 2022. The new career Step P will be \$444 annually greater than Step O. Carriers with at least 46 weeks in Step O on Nov. 19, 2022, will advance to Step P. Those with fewer than 46 weeks will advance to Step P upon reaching 46 weeks in Step O.

Additionally, effective June 19, 2021, the CCA Step CC hourly pay rate (currently \$17.29) will be eliminated and CCA Step BB and its higher pay rate (currently \$17.79) will become the new entry step for newly hired CCAs.

For part-time flexibles (PTFs), a new PTF Step AA, with a waiting

period of 46 weeks to PTF Step A, has been created as the starting wage for CCAs converted to career under the new 24-month automatic conversion (discussed in detail below). The hourly pay of PTF Step AA will equal the hourly pay of full-time regular Step A. Upon conversion to full time, the PTFs will be slotted into the full-time step commensurate with their number of weeks as a PTF.

City carrier assistant provisions

Additional economic measures affecting CCAs in the tentative contract include: annual CCA pay increases in addition to the general wage increases called for in Article 9 and increased Postal Service contributions for CCA health benefits. The details are as follows:

Additional CCA general wage increases: In addition to the four general wage increases provided for all letter carriers described above, all CCA letter carriers also will receive:

- Effective Nov. 23, 2019—an additional 1.0 percent increase (paid retroactively).
- Effective Nov. 21, 2020—an additional 1.0 percent increase (paid retroactively).
- Effective Nov. 20, 2021—an additional 1.0 percent increase.
- Effective Nov. 19, 2022—an additional 1.0 percent increase.

The general wage increases, in combination with these additional increases (which are paid in lieu of COLAs) and the elimination of the CCA Step CC hourly pay rate in June 2021, will raise starting wage rates for most CCAs from \$17.29 per hour to \$19.33 per hour over the term of the agreement

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(see Table 3). For CCAs who were on the rolls as transitional employees (TEs) on Jan. 10, 2013, the starting pay will increase from \$18.72 per hour to \$20.88 per hour by the end of the proposed contract (see Table 3).

Back-pay provisions for carriers and recently retired carriers

A full back-pay calculation for all letter carriers (career and non-career alike), covering all paid hours since the expiration of the 2016-2019 contract, will be made as soon as practicable. These back-pay calculations will include the Nov. 23, 2019, and Nov. 21, 2020, general wage increases (plus the 1 percent additional increase for CCAs on those dates) and the January 2020 and July 2020 COLAs for career letter carriers.

It will take some time for the Postal Service to complete the more than 205,000 back-pay calculations, so it is impossible to know right now the exact pay period in which back pay will be issued. Carriers who have retired since September 2019 will receive the back pay for hours worked up until their retirement—and their annuities will be adjusted accordingly. (Depending on their date of retirement, it is possible that the two COLAs and the two general wage increases may slightly raise their high-3 average salary and, therefore, their monthly annuities.)

New 24-month automatic conversion of CCAs to career status

Upon ratification, CCAs who have not been converted to career status by the time they reach 24 months of relative standing in their installation will now be converted to PTF career status in their installation, rather than con-

tinuing as non-career employees. This automatic conversion after reaching 24 months of relative standing will take place in every size office throughout the country, providing full fringe benefits and peace of mind to non-career carriers.

Those CCAs who have reached 24 months of relative standing without being converted to career will be converted to PTFs and placed in a new PTF Step AA in Table 2. The Step AA hourly rate will equal the full-time Step A hourly rate, and PTFs in Step AA will receive proportional COLAs as described above. The waiting period in PTF Step AA to PTF Step A will be 46 weeks. Upon conversion to full time, regardless of the PTF step they currently are in, PTFs will be placed in the full-time step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.

Conversions to career status detailed above will be effective as soon as practicable, but no later than 60 days from the ratification date of the 2019 National Agreement (for CCAs who already have 24 months of relative standing at that time) or the first day of the third full pay period that follows the date on which a CCA achieves 24 months of relative standing in the future. CCAs converted pursuant to this provision will not have to serve a probationary period, since they will already have successfully completed one 360-day term as a CCA.

CCAs converted to PTF employees under this MOU will count as full-time career carriers for purposes of calculating the CCA cap. In offices with 200 or more workyears, PTF employees converted under this MOU will not

be counted for purposes of calculating the full-time staffing percentage in Article 7.3.A during their first 52 weeks as PTFs.

Health benefits

Career letter carriers: In 2020 and 2021, there is no reduction in the Postal Service's share of premium costs for career letter carriers' health insurance (73 percent of the weighted average Federal Employees Health Benefits (FEHB) Program plan premium, capped at 76 percent of any given plan's premium). The Postal Service's share will decline by 1 percentage point to 72 percent in 2022 and 2023, and will be capped at 75 percent of any given plan's premium.

The biweekly impact of these Article 21 changes will depend on which plans carriers enroll in, but will, in any case, represent a small fraction of the biweekly pay increases provided by Article 9 of the tentative agreement.

CCA health benefits: The tentative agreement maintains the Postal Service's biweekly contribution of \$125 toward self-only coverage in the USPS Non-career Health Plan for Plan Years 2020 and 2021. For CCAs who wish to select self-plus-one or self-and-family coverage under the USPS plan, the first-year contribution by USPS will be 65 percent in Plan Years 2020 and 2021, rising to 75 percent in their second year of service. However, effective in Plan Year 2022, the Postal Service will contribute 75 percent of the premiums for self only, self plus one or self and family, regardless of the year of employment.

Uniform allowances

Under Article 26 of the current contract, letter carriers in 2019 were

entitled to a uniform allowance of \$464 annually, with an additional credit of \$107 for newly eligible career carriers. The proposed contract calls for a 5 percent increase in 2021 and a 2.5 percent increase in 2022 in the annual uniform allowance for career city carriers. The allowances for the next two years would be as follows:

- May 21, 2021: \$487, plus an additional \$113 for a newly eligible carrier.
- May 21, 2022: \$499, plus an additional \$116 for a newly eligible carrier.

The credit for newly eligible carriers may be used only once, but the current procedures for employees transferring from one allowance category to another (e.g., from CCA to career carrier) will be continued.

CCA carriers are entitled to the same uniform allowances provided to career carriers, but they do not receive the additional amount for the “newly eligible” until they are converted to career status.

In addition, the parties modified MOU Re: City Carrier Assistant Uniforms Task Force to establish a national-level task force to improve the efficiency and accessibility of the uniform program and to improve the overall quality of available uniform items in a cost-effective manner for all letter carriers, career and non-career. The task force also will explore ways to incorporate improved materials and uniform designs into the uniform program while continuing to supply city carriers with sufficient uniform items.

Other key provisions and MOUs

Maintain sub-contracting and no-layoff protections: The no-layoff

clause that protects letter carriers after six years of service as career employees is retained in the tentative agreement. In addition, prohibitions against contracting out city carrier work would be continued for the duration of the 2019-2023 contract, if the contract is ratified.

Annual leave in lieu of holiday pay: Full-time and PTR letter carriers who work their holiday, at their option, may elect to have their annual leave balance credited with up to eight hours of annual leave in lieu of holiday leave pay. Such leave will be subject to all applicable rules for requesting and scheduling annual leave and shall be combined with annual leave and counted as annual leave for purposes of annual leave carryover. Article 11, Sections 3 and 4 will be modified accordingly if the contract is ratified.

Qualifying period—exception for city carrier assistants: This MOU states that CCAs with a minimum of 90 days of service prior to conversion to career status without a break in service are exempt from the 90-day qualifying period in *ELM* 512.313. Previously, all newly converted employees, regardless of time in service, were required to complete 90 days of employment as a career employee prior to being allowed to take annual leave.

Managed Service Point (MSP) scans: This MOU states that no later than 60 days from the ratification date of the 2019 collective-bargaining agreement, MSPs will be removed from the street delivery portions of city letter carrier routes.

City Delivery and Workplace Improvement Task Force: This renamed MOU modifies the MOU Re:

City Delivery Task Force and expands the role of the task force for the purposes of jointly seeking methods to improve the cultural and operational environment in city delivery offices.

Local implementation: The dates for local MOU negotiations period will be April 29 to May 28, 2021.

Article 15.2 Step B (b) will also be changed to give priority consideration to discussion of and decision on emergency procedure cases after removal cases. In the event that related removal and emergency procedure cases involving the same grievant are awaiting decision at Step B, the team shall give such consideration to those cases consecutively.

Article 15.4.C.3(f): Considering the addition of the new subjects to MOU Re: Expedited Arbitration, the parties also have agreed to modify this section of the National Agreement to extend the time an expedited arbitrator has to render a decision from 48 hours to five calendar days.

Employee claims: Article 27.1 will be modified to reflect that the minimum employee claim will be increased from \$10 to \$60. The minimum amount of \$10 has been the same since 1973 and did not take into account the rise in inflation since then.

Relative standing lists: Article 41.2.C will be modified to include language that relative standing lists, in addition to seniority lists, must be updated and posted in each office during the months of July and January.

Other new, modified or renewed MOUs:

- Part-Time Regular City Letter Carriers—Continues through the term of the 2019 National Agreement.

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- Article 8 Task Force—Continues through the term of the 2019 National Agreement.
 - Leave Sharing—Modified to include the following as one of the qualifying reasons for eligibility to receive donated leave: “...to care for a child born to or placed for adoption with the employee within the twelve months prior to taking leave.”
 - Conversion of CCAs with Creditable TE Service—Modified to confirm that this MOU will apply to any CCA with creditable TE service who is converted to career status during the term of the 2019 National Agreement.
 - Sick Leave or Dependent Care—Continues through the term of the 2019 National Agreement.
 - City Carrier Assistant Transfers—Continues through the term of the 2019 National Agreement.
 - Article 12 Work Group—Continues through the term of the 2019 National Agreement.
 - District Safety Committees Pilot Program—Continues through the term of the 2019 National Agreement.
 - Article 15—Dispute Resolution Procedure Task Force—Continues through the term of the 2019 National Agreement.
 - Article 15—Dispute Resolution Process—Updated to reflect that oversight of the work locations of Step B Dispute Resolution Teams has been changed from the regional level to the national level. Any Step B office that is in a location other than the district office is subject to a review process by the parties at the national level; however, the current work location can be changed only by mutual consent. Additionally, the expected time frame for Step B representatives serving on the team has been changed from “no less than 2 to 3 years” to just “2 years.”
 - Arbitration Task Force—Continues through the term of the 2019 National Agreement.
 - Dispute Resolution Process Testing—Continues through the term of the 2019 National Agreement.
 - Expedited Arbitration—Updated to include additional subjects.
 - Arbitration Scheduling Procedures—(LMOU)—Continues through the term of the 2019 National Agreement.
 - Opting Duration—Letter of intent to update the *JCAM* language to clarify that employees on a hold down have the option of ending their hold down at any time after their conversion takes place and assume their new assignment when they are assigned pursuant to Article 41.1.A.7.
 - Alternate Route Evaluation and Adjustment Process—Continues through the term of the 2019 National Agreement.
 - Full-time Regular Opportunities—City Letter Carrier Craft—In addition to date changes and minor grammatical modifications, the MOU has been modified to require the Postal Service to, when applicable, begin the process of considering transfer requests as soon as practicable, but no later than 14 calendar days after the date the full-time regular opportunity becomes available.
 - Sunday Delivery—City Carrier Assistant Staffing—For the purposes of applying the Memorandum of Understanding Re: Full-time Regular Opportunities—City Letter Carrier Craft, the parties recognize that additional CCAs are needed in order to perform Sunday parcel delivery in a cost-effective manner, or to expand and maintain the delivery of competitive products. In light of the continuing changes in the competitive environment in which the Postal Service operates, the parties will meet annually to discuss the package formula for employment of additional CCAs as set forth in this MOU.
 - New Product Development and Innovation Task Force—Establishes a joint New Product Development and Innovation Task Force for the term of the 2019 collective-bargaining agreement. The task force will work to identify and develop potential opportunities to increase revenue that also provide a positive financial contribution.
- All other MOUs from the 2016-2019 National Agreement shall continue as written in the 2019-2023 National Agreement, with the exception of CCA Conversion to Career Status and Centralized Uniform Program. Those two MOUs will be removed—they are no longer needed, as the issues outlined within them are covered by newer MOUs. **PR**

The following charts forecast pay increases based on the general increases, calculated and projected COLAs, and the average step increases a carrier would receive over the term of the Agreement.

Wage Increases and COLAs		
Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase (CCAs 2.1%)	1.1%
Feb. 29, 2020	COLA* (career)	\$166
Aug. 29, 2020	COLA* (career)	\$188
Nov. 21, 2020	General wage increase (CCAs 2.1%)	1.1%
March 2021	COLA* (career)	TBD
September 2021	COLA* (career)	TBD
Nov. 20, 2021	General wage increase (CCAs 2.3%)	1.3%
March 2022	COLA* (career)	TBD
September 2022	COLA* (career)	TBD
Nov. 19, 2022	General wage increase (CCAs 2.3%)	1.3%
March 2023	COLA* (career)	TBD

* Value of COLAs depend on changes in the level of the Consumer Price Index. In accordance with Article 9.3.D, table 2 Steps A through N (O after Nov.19, 2022) receive COLAs adjusted proportionally to each step's percentage of Step O (Step P after Nov. 19, 2022).

2019-2023 General Wage Increases and COLAs

Table 1															
Career Carriers appointed prior to January 12, 2013															
Step	Weeks to next Step	Salary as of Sept 20, 2019	City Carrier										Projected Step Value Increase	Projected*** Carrier Wage Increase	
			Nov 23, 2019 GI 1.1%	Feb 29, 2020 COLA \$166	Aug 29, 2020 COLA \$188	Nov 21, 2020 GI 1.1%	March 2021 COLA (proj)* \$187	Sept 2021 COLA (proj)* \$229	Nov 20, 2021 GI** 1.3%	March 2021 COLA (proj)* \$250	Sept 2021 COLA (proj)* \$374	Nov 19, 2022 GI** 1.3%			March 2023 COLA (proj)* \$374
A	96	52,844	53,425	53,591	53,779	54,360	54,547	54,776	55,463	55,713	56,087	56,774	57,148	4,304	12,022
B	96	57,079	57,707	57,873	58,061	58,689	58,876	59,105	59,847	60,097	60,471	61,213	61,587	4,508	8,711
C	44	57,177	57,806	57,972	58,160	58,789	58,976	59,205	59,948	60,198	60,572	61,315	61,689	4,512	9,070
D	44	60,208	60,870	61,036	61,224	61,886	62,073	62,302	63,085	63,335	63,709	64,492	64,866	4,658	6,495
E	44	60,648	61,315	61,481	61,669	62,336	62,523	62,752	63,540	63,790	64,164	64,952	65,326	4,678	6,519
F	44	61,090	61,762	61,928	62,116	62,788	62,975	63,204	63,998	64,248	64,622	65,416	65,790	4,700	6,992
G	44	61,525	62,202	62,368	62,556	63,233	63,420	63,649	64,449	64,699	65,073	65,873	66,247	4,722	7,019
H	44	61,961	62,643	62,809	62,997	63,679	63,866	64,095	64,900	65,150	65,524	66,329	66,703	4,742	7,509
I	44	62,405	63,091	63,257	63,445	64,131	64,318	64,547	65,358	65,608	65,982	66,793	67,167	4,762	7,520
J	34	62,832	63,523	63,689	63,877	64,568	64,755	64,984	65,801	66,051	66,425	67,242	67,616	4,784	7,537
K	34	63,276	63,972	64,138	64,326	65,022	65,209	65,438	66,261	66,511	66,885	67,708	68,082	4,806	7,093
L	26	63,718	64,419	64,585	64,773	65,474	65,661	65,890	66,718	66,968	67,342	68,170	68,544	4,826	6,651
M	26	64,152	64,858	65,024	65,212	65,918	66,105	66,334	67,168	67,418	67,792	68,626	69,000	4,848	6,217
N	24	64,600	65,311	65,477	65,665	66,376	66,563	66,792	67,632	67,882	68,256	69,096	69,470	4,870	5,769
O	46	65,037	65,752	65,918	66,106	66,821	67,008	67,237	68,082	68,332	68,706	69,551	69,925	4,888	5,332
P												69,995	70,369		
Carrier Technician															
A	96	53,954	54,547	54,716	54,908	55,502	55,692	55,926	56,628	56,883	57,265	57,966	58,348	4,394	12,274
B	96	58,278	58,919	59,088	59,280	59,921	60,112	60,346	61,104	61,359	61,741	62,498	62,880	4,602	8,894
C	44	58,378	59,020	59,189	59,381	60,024	60,214	60,448	61,207	61,462	61,844	62,603	62,984	4,606	9,260
D	44	61,472	62,148	62,318	62,510	63,186	63,377	63,610	64,410	64,665	65,047	65,846	66,228	4,756	6,632
E	44	61,922	62,603	62,772	62,964	63,645	63,836	64,070	64,874	65,130	65,511	66,316	66,698	4,776	6,656
F	44	62,373	63,059	63,228	63,420	64,107	64,297	64,531	65,342	65,597	65,979	66,790	67,172	4,799	7,139
G	44	62,817	63,508	63,678	63,870	64,561	64,752	64,986	65,802	66,058	66,440	67,256	67,638	4,821	7,166
H	44	63,262	63,959	64,128	64,320	65,016	65,207	65,441	66,263	66,518	66,900	67,722	68,104	4,842	7,667
I	44	63,716	64,416	64,585	64,777	65,478	65,669	65,902	66,731	66,986	67,368	68,196	68,578	4,862	7,677
J	34	64,151	64,857	65,026	65,218	65,924	66,115	66,349	67,183	67,438	67,820	68,654	69,036	4,885	7,696
K	34	64,605	65,315	65,485	65,677	66,387	66,578	66,812	67,652	67,908	68,290	69,130	69,512	4,907	7,242
L	26	65,056	65,772	65,941	66,133	66,849	67,040	67,274	68,119	68,374	68,756	69,602	69,983	4,927	6,791
M	26	65,499	66,220	66,390	66,581	67,302	67,493	67,727	68,579	68,834	69,216	70,067	70,449	4,950	6,348
N	24	65,957	66,683	66,852	67,044	67,770	67,961	68,195	69,052	69,308	69,689	70,547	70,929	4,972	5,890
O	46	66,403	67,133	67,302	67,494	68,224	68,415	68,649	69,512	69,767	70,149	71,012	71,393	4,990	5,444
P												71,465	71,847		

* Value of COLAs depend on changes in the level of the Consumer Price Index. The estimated COLAs shown above are based on the Congressional Budget Office forecast.

** Includes projected COLA amounts.

*** This projection includes the general increases, projected COLAs and the average step increases a carrier would receive over the term of the agreement. It assumes the employee was in the step to the left of the chart at the beginning of the agreement and they received either one, two, three or four step increases depending on their beginning step and the variance in waiting periods between steps. The lower amounts for Steps J, K, L, M, N and O are a result of the employee reaching top pay where they will no longer receive step increases.

Tentative national agreement (continued)

2019-2023 General Wage Increases and COLAs

Table 2

Career Carriers appointed on or after January 12, 2013

Step	Weeks to next Step	Salary as of Sept 20, 2019	City Carrier										Projected Step Value Increase	Projected Carrier Wage Increase	
			Nov 23, 2019	Feb 29, 2020	Aug 29, 2020	Nov 21, 2020	March 2021	Sept 2021	Nov 20, 2021	March 2021	Sept 2021	Nov 19, 2022			March 2023
A	46	39,999	40,439	40,541	40,657	41,097	41,212	41,353	41,873	42,027	42,257	42,777	43,006	3,007	10,696
B	46	41,785	42,245	42,352	42,473	42,933	43,053	43,200	43,743	43,904	44,144	44,687	44,926	3,141	10,831
C	46	43,575	44,054	44,165	44,291	44,770	44,895	45,048	45,614	45,782	46,033	46,599	46,848	3,273	10,967
D	46	45,363	45,862	45,978	46,109	46,608	46,738	46,898	47,488	47,662	47,923	48,513	48,772	3,409	11,103
E	46	47,152	47,671	47,791	47,927	48,446	48,582	48,748	49,361	49,542	49,813	50,426	50,695	3,543	11,235
F	46	48,940	49,478	49,603	49,744	50,282	50,423	50,595	51,231	51,419	51,700	52,336	52,616	3,676	11,370
G	46	50,730	51,288	51,417	51,564	52,122	52,268	52,447	53,106	53,301	53,593	54,252	54,542	3,812	11,504
H	46	52,518	53,096	53,230	53,382	53,960	54,111	54,296	54,979	55,181	55,483	56,166	56,466	3,948	11,637
I	46	54,307	54,904	55,043	55,200	55,797	55,953	56,144	56,850	57,059	57,371	58,077	58,387	4,080	11,772
J	46	56,095	56,712	56,855	57,017	57,634	57,795	57,993	58,722	58,938	59,261	59,990	60,310	4,215	11,906
K	46	57,884	58,521	58,669	58,836	59,473	59,639	59,843	60,595	60,818	61,151	61,903	62,234	4,350	12,039
L	46	59,672	60,328	60,480	60,652	61,308	61,480	61,690	62,466	62,695	63,038	63,814	64,155	4,483	12,172
M	46	61,461	62,137	62,294	62,472	63,148	63,325	63,541	64,340	64,576	64,929	65,728	66,079	4,618	12,306
N	46	63,248	63,944	64,105	64,288	64,984	65,166	65,389	66,211	66,454	66,818	67,640	68,001	4,753	12,440
O	46	65,037	65,752	65,918	66,106	66,821	67,008	67,237	68,082	68,332	68,706	69,551	69,923	4,886	12,574
P	46											69,995	70,369		

Step	Weeks to next Step	Carrier Technician										Projected Step Value Increase	Projected Carrier Wage Increase		
		Nov 23, 2019	Feb 29, 2020	Aug 29, 2020	Nov 21, 2020	March 2021	Sept 2021	Nov 20, 2021	March 2021	Sept 2021	Nov 19, 2022			March 2023	
A	46	40,839	41,288	41,392	41,511	41,960	42,077	42,221	42,752	42,910	43,144	43,675	43,909	3,070	10,921
B	46	42,662	43,132	43,241	43,365	43,835	43,957	44,107	44,662	44,826	45,071	45,625	45,869	3,207	11,059
C	46	44,490	44,979	45,092	45,221	45,710	45,838	45,994	46,572	46,743	47,000	47,578	47,832	3,342	11,197
D	46	46,316	46,825	46,944	47,077	47,587	47,719	47,883	48,485	48,663	48,929	49,532	49,796	3,480	11,336
E	46	48,142	48,672	48,795	48,933	49,463	49,602	49,772	50,398	50,582	50,859	51,485	51,760	3,618	11,471
F	46	49,968	50,517	50,645	50,789	51,338	51,482	51,657	52,307	52,499	52,786	53,435	53,721	3,753	11,609
G	46	51,795	52,365	52,497	52,647	53,217	53,366	53,548	54,221	54,420	54,718	55,391	55,687	3,892	11,746
H	46	53,621	54,211	54,348	54,503	55,093	55,247	55,436	56,134	56,340	56,648	57,345	57,652	4,031	11,881
I	46	55,447	56,057	56,199	56,359	56,969	57,128	57,323	58,044	58,257	58,576	59,297	59,613	4,166	12,020
J	46	57,273	57,903	58,049	58,214	58,844	59,009	59,211	59,955	60,176	60,505	61,250	61,577	4,304	12,156
K	46	59,100	59,750	59,901	60,072	60,722	60,891	61,100	61,867	62,095	62,435	63,203	63,541	4,441	12,291
L	46	60,925	61,595	61,750	61,926	62,595	62,771	62,985	64,012	64,362	65,154	65,502	66,300	4,577	12,426
M	46	62,752	63,442	63,602	63,784	64,474	64,655	64,875	65,919	66,293	67,108	67,467	68,295	4,715	12,561
N	46	64,576	65,287	65,451	65,638	66,349	66,534	66,762	67,820	68,200	69,040	69,429	70,288	4,853	12,696
O	46	66,403	67,133	67,302	67,494	68,224	68,415	68,649	69,728	70,119	71,012	71,419	72,295	4,988	12,831
P	46											71,465	71,847		

* Value of COLAs depend on changes in the level of the Consumer Price Index. The estimated COLAs shown above are based on the Congressional Budget Office forecast.

** Includes projected COLA amounts.

*** This projection includes the general increases, projected COLAs and the average step increases a carrier would receive over the term of the agreement. It assumes the employee was in the step to the left of the chart at the beginning of the agreement and they received three step increases. The lower amounts for Steps L, M, N and O are a result of the employee reaching top pay where they will no longer receive step increases.

**** COLA amount shown is for the highest step. In accordance with Article 9.3.D lower steps receive COLAs adjusted proportionally to each step's percentage of the highest step.

Table 3 - City Carrier Assistant Schedule

CCAs who were on the rolls as TEs on January 10, 2013

Step	Weeks to next Step	City Carrier Assistant										City Carrier Assistant Technician									
		Pay as of Sept 20, 2019	Nov 23, 2019	Nov 21, 2020	June 19, 2021	Nov 20, 2021	Nov 19, 2022	Starting pay Inc	Step Increase	Total Increase	Step	Weeks to next Step	Pay as of Sept 20, 2019	Nov 23, 2019	Nov 21, 2020	June 19, 2021	Nov 20, 2021	Nov 19, 2022	Starting pay Inc	Step Increase	Total Increase
CC	12	18.72	19.11	19.50	20.00	20.44	20.88	2.16	0.50	2.66	CC	12	19.11	19.51	19.91	20.42	20.87	21.32	2.21	0.50	2.72
BB	40	19.22	19.61	20.00	20.50	20.94	21.38	0.50	0.50	2.66	BB	40	19.62	20.02	20.42	20.93	21.38	21.83	0.50	0.50	2.72
AA	40	19.72	20.11	20.50	21.00	21.44	21.88	0.50	0.50	2.66	AA	40	20.13	20.53	20.93	21.44	21.89	22.34	0.50	0.50	2.72

Step	Weeks to next Step	City Carrier Assistant										City Carrier Assistant Technician									
		Pay as of Sept 20, 2019	Nov 23, 2019	Nov 21, 2020	June 19, 2021	Nov 20, 2021	Nov 19, 2022	Starting pay Inc	Step Increase	Total Increase	Step	Weeks to next Step	Pay as of Sept 20, 2019	Nov 23, 2019	Nov 21, 2020	June 19, 2021	Nov 20, 2021	Nov 19, 2022	Starting pay Inc	Step Increase	Total Increase
CC	12	17.29	17.65	18.01	18.51	18.92	19.33	2.04	0.50	2.54	CC	12	17.65	18.02	18.39	18.90	19.32	19.74	2.09	0.50	2.60
BB	40	17.79	18.15	18.51	19.01	19.42	19.83	0.50	0.50	2.54	BB	40	18.16	18.53	18.90	19.41	19.83	20.25	0.50	0.50	2.60
AA	40	18.29	18.65	19.01	19.51	19.92	20.33	0.50	0.50	2.54	AA	40	18.67	19.04	19.41	19.92	20.34	20.75	0.50	0.50	2.60