

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective June 19, 2021 (Elimination of Table Three Step CC)

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

Career city letter carrier increases

Effective Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	1.1%
Feb. 29, 2020	January COLA	\$166
Aug. 29, 2020	July COLA	\$188
Nov. 21, 2020	General wage increase	1.1%
Feb. 27, 2021	January COLA	\$416
TBA*	July COLA	TBD
Nov. 20, 2021	General wage increase	1.3%
TBA*	January COLA	TBD
TBA*	July COLA	TBD
Nov. 19, 2022	General wage increase	1.3%
TBA*	January COLA	TBD

City carrier assistant increases

Date	Type of Increase	Amount
Nov. 23, 2019	General wage increase	2.1%
Nov. 21, 2020	General wage increase	2.1%
Nov. 20, 2021	General wage increase	2.3%
Nov. 19, 2022	General wage increase	2.3%

Back pay adjustments for the two general wage increases and three COLAs will be calculated and paid by USPS as soon as practicable.

NOTE: Upon conversion to Full-Time, Part-Time Flexible employees in Table Two will be slotted into the Full-Time Step commensurate with their number of weeks as a PTF, and retain their time credit toward the next step.

NOTE: Effective Nov. 19, 2022, Table One and Table Two will be modified to include an additional Step P that is \$444 more than Step O of the basic salary schedule in Tables One and Two.

NOTE: Carrier Technicians receive additional compensation equivalent to 2.1% of the employee's applicable hourly rate for all paid hours.

NOTE: 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.

* NOTE: In accordance with Article 9.3.B, COLAs become effective the second full pay period after the release of the January and July Consumer Price Index for Urban Wage Earners and Clerical Workers.

Table 1: City Carrier Schedule

RSC Q (NALC)

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

	Basic Annual Salaries															MOST PREV. STEP
	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
City Carrier (Grade 2)	54,776	59,105	59,205	62,302	62,752	63,204	63,649	64,095	64,547	64,984	65,438	65,890	66,334	66,792	67,237	452
Carrier Technician**	55,926	60,346	60,448	63,610	64,070	64,531	64,986	65,441	65,902	66,349	66,812	67,274	67,727	68,195	68,649	461
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	27.39	29.55	29.60	31.15	31.38	31.60	31.82	32.05	32.27	32.49	32.72	32.95	33.17	33.40	33.62	
Carrier Technician**	27.96	30.17	30.22	31.81	32.04	32.27	32.49	32.72	32.95	33.17	33.41	33.64	33.86	34.10	34.32	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	26.33	28.42	28.46	29.95	30.17	30.39	30.60	30.81	31.03	31.24	31.46	31.68	31.89	32.11	32.33	
Carrier Technician**	26.89	29.01	29.06	30.58	30.80	31.02	31.24	31.46	31.68	31.90	32.12	32.34	32.56	32.79	33.00	
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.
	96	96	44	44	44	44	44	44	44	34	34	26	26	24		12.4

** Carrier Technicians receive an additional 2.1%

Table 2: City Carrier Schedule

RSC Q7 (NALC)

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

	Basic Annual Salaries															MOST PREV. STEP	
	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N		O
City Carrier (Grade 2)	41,353	43,200	45,049	46,898	48,748	50,595	52,446	54,296	56,144	57,993	59,843	61,690	63,541	65,389	67,237	1,850	
Carrier Technician**	42,221	44,107	45,995	47,883	49,772	51,657	53,547	55,436	57,323	59,211	61,100	62,985	64,875	66,762	68,649	1,889	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	19.88	20.68	21.60	22.52	23.45	24.37	25.30	26.22	27.15	28.07	29.00	29.92	30.85	31.77	32.69	33.62	
Carrier Technician**	20.30	21.11	22.05	23.00	23.94	24.89	25.83	26.77	27.72	28.66	29.61	30.55	31.49	32.44	33.38	34.32	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	19.88	20.77	21.66	22.55	23.44	24.32	25.21	26.10	26.99	27.88	28.77	29.66	30.55	31.44	32.33		
Carrier Technician**	20.30	21.21	22.11	23.02	23.93	24.84	25.74	26.65	27.56	28.47	29.38	30.28	31.19	32.10	33.00		
Percent Step O																	
	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)	AA-A	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.	
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	12.4	

** Carrier Technicians receive an additional 2.1%

Table 3: City Carrier Assistant Schedule

Hourly Rates

RSC Q4 (NALC)

This schedule applies to CCA Hires with no previous TE service.

This schedule applies to CCA Hires with previous TE service after Sept. 29, 2007, who were on the rolls as of Jan. 10, 2013.

	BB	AA	BB	AA
City Carrier (Grade 2)	18.51	19.01	20.00	20.50
Carrier Technician (add 2.1%)	18.90	19.41	20.42	20.93
Steps (From BB to AA) in weeks	52		52	

NOTE: Effective June 19, 2021, the Step CC pay rate in Table Three was eliminated. All CCAs at step CC as of that date were moved into step BB, receiving a 50 cent per hour raise. Step BB and its pay rate are the new entry step for new CCA hires. The new waiting period from Step BB to Step AA is 52 weeks. CCAs who were in step CC on June 19, 2021, will maintain their time-in-step credit toward step AA and will receive their next step increase to step AA after 52 weeks of service. CCAs that were in step BB as of June 19 will have 12 weeks added to their current time-in-step credit toward step AA. This will ensure all CCAs will reach step AA after 52 weeks of service.

CCA Step CC eliminated

As part of the 2019-2023 National Agreement, Step CC of Table Three of the pay chart for city carrier assistants (CCAs) was eliminated on June 19. Any CCAs who were in Step CC on June 19 were moved to Step BB, currently \$18.51 an hour. These CCAs will maintain their time-in-step credit toward step AA and will receive their next step increase to CCA Step AA after 52 weeks of service. CCAs who were in Step BB as of June 19 will have 12 weeks added to their current time-in-step credit toward Step AA. This will ensure that all CCAs will reach Step AA after 52 weeks of service. Step BB will become the new entry step for newly hired CCAs. (The new pay chart can be seen on page 14.)

The CCA wage rates have evolved since the CCA position was established in January 2013, when Arbitrator Shyam Das set the terms of the 2011-2016 National Agreement. When he set up this new category of city carrier, he also created a new pay table, Table Three, to determine how much

CCAs were to be paid. This new pay table provided no step increases based on a CCA's longevity with the Postal Service.

In May of 2017, NALC and USPS reached tentative agreement on the 2016-2019 National Agreement, which was ratified by the membership in August of 2017. The new National Agreement included a modifying of Table Three to set up two step increases of 50 cents each. These step increases were achieved by CCAs when they reached 12 and 52 weeks of service, respectively. These new step increases were in addition to the general wage increases each November.

In November of 2020, NALC and USPS reached tentative agreement on the 2019-2023 National Agreement. This tentative agreement was ratified by the membership in March of 2021. While the new agreement includes general wage increases each November, it also includes the elimination of Step CC. **PR**

State conventions being held online and in person

After most state associations postponed or canceled their state conventions last year, many are resuming those sessions this year. Some are meeting virtually. Some are meeting in person. Some are a mix, or in person with guests appearing remotely. Here's a roundup of some of the ways state associations are getting back together safely as the pandemic wanes.

The California State Association plans a live convention in San Diego in November. With up to 1,000 delegates showing up for a typical convention, the state association has

struggled with planning a meeting that can follow COVID-19 social-distancing protocols. After postponing its triennial convention scheduled for April of 2020, the state has shifted the date four times, and now has pegged November of this year for its gathering. The host hotel has accommodated the date changes; however, moving the date again would incur a financial penalty. If that happens, California State Association President **Harold Kelso** said, the convention probably would be moved to an online meeting. "If that's the way we have to go," he said, "that's the way we have to go."

After canceling last year's convention, Colorado held its annual meeting in April with a hybrid approach, State Association President **Danielle Fake-Moorman** said. Most of the delegates—about 75—met in person in Pueblo following the Centers for Disease Control and Prevention guidelines, including masks and temperature checks, and an additional 25 or so participated remotely via Zoom. Some guest speakers, including NALC President Fredric Rolando, also appeared via Zoom.

At press time, Indiana was readying the state's in-person convention

State conventions (continued)

for the last week of June in Indianapolis. State Association President **John Triplett** said he expected about 190 delegates. Though most COVID-19 restrictions in the city have been lifted, he said, “we’re going to try to social distance as much as possible.”

Louisiana’s state association held its convention in person in June. With 100 delegates, the meeting involved the standard COVID-19 safety protocols, State Association President **Troy Scott** said. “We had masks; we had social distancing; we had hand sanitizer,” he said. “It went well.”

With a biennial convention in odd-numbered years, Maine didn’t have a meeting to cancel last year, but the state association did push back this year’s convention, to be held in Bangor, from May to October, Maine State Association President **Mark Seitz** said. Seitz is optimistic that the pandemic will be under control at that point. “I think by October, we should be good to go,” he said. “Maine is the most vaccinated state now.”

Massachusetts, too, had no convention scheduled last year, but it had to move this year’s convention from April to November due to COVID-19 concerns, State Association President **Scott Doughy** said. The state association plans to hold an in-person convention in Hyannis, with the expectation that the pandemic will have receded by then.

Montana held its 2020 convention in person with 28 delegates in Helena last September, State Association President **Julie Quilliam** said. The state held this year’s convention in person with 30 delegates in Billings in May.

New Hampshire held an in-person convention on the first weekend of June; it was in North Conway with 62 delegates present, just as COVID-19 restrictions were eased in the state, State Association President **Shauna Houghton** said. Still, “some things were altered,” she noted, such as foregoing the usual breakfast, and having speakers appear online instead of in person.

As COVID-19 infections waned in New Mexico, the state association held an in-person convention in Albuquerque in June. The event included safety measures, including masks, hand sanitizer and social distancing, State Association President **Marie Montano** said.

North Carolina has odd-year conventions. At press time, it was scheduled to hold a three-day virtual gathering this month, including a training day, State Association President **Craig Schadewald** said. A total of 168 delegates registered for the meeting.

North Dakota holds odd-year conventions, and the one scheduled for April was held—but virtually instead of in person. Fewer branches participated this year, State Association President **Rachel Freehauf** said, and the camaraderie of meeting and celebrating in person was missing. “I think that it worked for getting done what we needed to get done,” Freehauf said, “but it definitely wasn’t the same. You really need that time with your fellow union activists.”

Ohio plans to hold its biennial convention in Cleveland this month. The hotel’s convention hall can accommodate 320 people with social distancing, State Association President **John Dyce** said. The state’s conventions

have attracted an average of 350 delegates in past years, so Dyce has worked with the hotel to provide overflow rooms with television feeds so every delegate can participate. Even if Ohio eases COVID-19 restrictions by then—at press time, the governor’s plan was to eliminate nearly all of them in early June—and the hotel follows, the overflow rooms will give delegates with health concerns a place to continue social distancing, Dyce said.

Tennessee held an online convention in June with about 70 delegates participating. The meeting went smoothly, thanks to advance “warmup sessions” to ensure that delegates knew how to use the online meeting application, State Association President **Laurie McLemore** said. In addition, McLemore worked to make the meeting feel more personal and entertaining—she even mailed “swag bags” to the delegates. “We’re trying to make it a little bit special, because all of our meetings have been on the web, and people are tired of it,” she said.

Washington held an in-person convention in early June. Though the state’s COVID-19 restrictions included a 50 percent capacity limit for indoor meetings, the venue in Lynnwood was large enough to allow for a full complement of roughly 160 delegates to meet in person, State Association President **Brian Wiggins** said. The delegates were supplied with plenty of masks and hand sanitizer.

Letter carriers continue to conduct state association business in ways that responsibly address COVID-19-related concerns. **PR**