

Back pay and COLA update

Most eligible city letter carriers will receive retroactive pay pursuant to the 2019-2023 National Agreement in their Aug. 20 paychecks. Back pay for some former city carrier assistants (CCAs) who were converted to career status between Nov. 23, 2019, and April 9, 2021, must be calculated manually, resulting in a delay in payment. This issue was discovered during a recent quality check of the process. NALC is discussing the issue with representatives from USPS Headquarters. As soon as additional information is available, it will be posted on the NALC website.

Back pay is calculated for all paid hours between Nov. 23, 2019 (the date of the first general wage increase in the agreement) and April 9, 2021 (the day before new pay rates were implemented as explained at nalc.org/news/nalc-updates/new-pay-rates-implemented). The following pay increases will be included in the retroactive pay from the effective date indicated for each:

For career city carriers:

- 1.1 percent general wage increase, effective Nov. 23, 2019
- \$166 cost-of-living adjustment, effective Feb. 29, 2020
- \$188 cost-of-living adjustment, effective Aug. 29, 2020
- 1.1 percent general wage increase, effective Nov. 21, 2020
- \$416 cost-of-living adjustment, effective Feb. 27, 2021

Note: Cost-of-living increases referenced above are paid proportionally to city carriers in Table 2 in accordance with Article 9.3.E of the National Agreement.

For city carrier assistants:

- 1.1 percent general wage increase and additional 1.0 percent increase, effective Nov. 23, 2019
- 1.1 percent general wage increase and additional 1.0 percent increase, effective Nov. 21, 2020

Note: CCAs receive the additional 1.0 percent increases referenced above in lieu of cost-of-living adjustments pursuant to Article 9.7 of the National Agreement.

Retired and separated employees who worked during the back pay period will be paid by check mailed to their last work location. Retroactive pay adjustments for now-retired letter carriers may result in adjustments to annuities. The Office of Personnel Management will make any necessary annuity adjustments.

Fourth COLA is \$1,934

The fourth regular cost-of-living adjustment under the 2019-2023 National Agreement will be \$1,934 annually for letter carriers in Table 1 and at Step O of Table 2. Cost-of-living increases are paid proportionally to city carriers in Table 2 in accordance with Article 9.3.E of the National Agreement. This adjustment will be effective Aug. 28 and reflected in paychecks dated Sept. 17.

CCAs will receive additional 1.0 percent increases effective Nov. 20, 2021, and Nov. 19, 2022, in lieu of cost-of-living adjustments pursuant to Article 9.7 of the National Agreement.

The new pay rates can be seen in the new letter carrier pay schedule on page 5. **PR**

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective Aug. 28, 2021 (July 2021 COLA)

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
Aug. 28, 2021*	July COLA	\$1,934
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)	56,710	61,039	61,139	64,236	64,686	65,138	65,583	66,029	66,481	66,918	67,372	67,824	68,268	68,726	69,171	452
Carrier Technician**	57,901	62,321	62,423	65,585	66,044	66,506	66,960	67,416	67,877	68,323	68,787	69,248	69,702	70,169	70,624	461
Part-Time Flexible Employees - Hourly Basic Rates																
City Carrier (Grade 2)	28.36	30.52	30.57	32.12	32.34	32.57	32.79	33.01	33.24	33.46	33.69	33.91	34.13	34.36	34.59	
Carrier Technician**	28.95	31.16	31.21	32.79	33.02	33.25	33.48	33.71	33.94	34.16	34.39	34.62	34.85	35.08	35.31	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																
City Carrier (Grade 2)	27.26	29.35	29.39	30.88	31.10	31.32	31.53	31.74	31.96	32.17	32.39	32.61	32.82	33.04	33.26	
Carrier Technician**	27.84	29.96	30.01	31.53	31.75	31.97	32.19	32.41	32.63	32.85	33.07	33.29	33.51	33.74	33.95	
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)	42,542	44,443	46,345	48,247	50,150	52,050	53,955	55,858	57,759	59,661	61,564	63,464	65,369	67,270	69,171	1,901	
Carrier Technician**	43,435	45,376	47,318	49,260	51,203	53,143	55,088	57,031	58,972	60,914	62,857	64,797	66,742	68,683	70,624	1,941	
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	20.45	21.27	22.22	23.17	24.12	25.08	26.03	26.98	27.93	28.88	29.83	30.78	31.73	32.68	33.64	34.59	
Carrier Technician**	20.88	21.72	22.69	23.66	24.63	25.60	26.57	27.54	28.52	29.49	30.46	31.43	32.40	33.37	34.34	35.31	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	20.45	21.37	22.28	23.20	24.11	25.02	25.94	26.85	27.77	28.68	29.60	30.51	31.43	32.34	33.26		
Carrier Technician**	20.88	21.82	22.75	23.68	24.62	25.55	26.48	27.42	28.35	29.29	30.22	31.15	32.09	33.02	33.95		
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.