

USPS announces implementation dates for CCA wage increases and pay table changes

USPS has announced the implementation dates for CCA wage increases and pay table changes in accordance with Arbitrator Dennis Nolan's March 21, 2025, interest arbitration award.

The letter carrier pay schedule on the next page has been updated to reflect these changes.

CCA pay increases

Effective June 14, 2025 (PP 14-2025), all city carrier assistants' (CCAs) pay rate will be increased to reflect an additional 50 cents per hour. This

increase is in addition to their cumulative general wage increases.

Pay table modifications

Also, effective June 14 (PP 14-2025), all city carriers currently in Step P in Tables 1 and 2 will receive a one-time pay increase to an amount that is equal to a flat dollar amount of \$1,000. Carrier technicians will receive \$1,021. These increases are in addition to the general wage increases and COLAs.

The Postal Service expects the eliminations of Table 2 Steps AA and A to be effective July 12, 2025 (PP 16-2025). In con-

junction with the elimination of Steps AA and A, all city carriers in those steps will be advanced to Step B and begin a new 46-week waiting period to be completed before advancing to the next step.

Retroactive (back pay) provisions

USPS indicates that back-pay calculations are ongoing and expects payment in August 2025. The retroactive pay will include the Nov. 18, 2023, and Nov. 16, 2024, general wage increases (plus the 1 percent additional increases for CCAs on those dates) and the first four cost-of-living adjustments for career carriers. **PR**

Apply for the NALC Leadership Academy



NALC is now accepting applications for the Leadership Academy, which is open to all active NALC members.

The Leadership Academy consists of three week-long sessions held over a five-month period at the Maritime Institute near Baltimore, MD. During the classes, students discuss effective leadership skills and the union's legislative agenda. They learn about topics such as the Dispute Resolution Process, strategic planning, branch financial responsibilities, retirement issues, route protection, workers' compensation, effective negotiation techniques and communicating through traditional and social media.

Students are required to complete outside learning projects upon returning home following Weeks 1

and 2. Upon graduation, students will spend a fourth week working in their national business agents' offices.

The Academy curriculum is designed to both develop and enhance the knowledge and skills that are essential for NALC leaders. In addition to the Leadership Academy staff, each of the resident national officers, as well as many headquarters' staff members, help teach at the Academy, providing students with NALC's top experts in each field. The Leadership Academy has graduated 30 classes and celebrated its 20-year anniversary this year. Leadership Academy alumni serve our union at the branch, state association, regional and national level.

Applications are available here and will be accepted until Friday, Sept. 26. **PR**

Letter Carrier Pay Schedule

City Carrier Wage Schedule: Effective June 14, 2025 (Wage adjustment)

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

Career city letter carrier increases

Effective Date	Type of Increase	Amount
Aug. 26, 2023	July COLA	\$978
Nov. 18, 2023	General wage increase	1.3%
March 9, 2024	January COLA	\$353
Sept. 7, 2024	July COLA	\$978
Nov. 16, 2024	General wage increase	1.4%
March 8, 2025	January COLA	\$416
June 14, 2025	Step P adjustment	\$1,000
July 12, 2025*	Eliminate Steps AA and A from Table 2	
Sept. 6, 2025	July COLA	TBD
Nov. 15, 2025	General wage increase	1.5%
March 7, 2026	January COLA	TBD

City carrier assistant increases

Date	Type of Increase	Amount
Nov. 18, 2023	General wage increase	2.3%
Nov. 16, 2024	General wage increase	2.4%
June 14, 2025	Wage adjustment	\$0.50
Nov. 15, 2025	General wage increase	2.5%

NOTE: Upon conversion to full time, part-time flexible employees in Table 2 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: The full COLAs will be added to the salaries of all steps in Table 1 and Step P of Table 2, with proportionate application of the COLA to Steps A-O 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.

*Anticipated date

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	P	
City Carrier (Grade 2)	66,479	71,038	71,143	74,405	74,878	75,354	75,823	76,292	76,768	77,230	77,708	78,183	78,651	79,134	79,601	81,057	476
Carrier Technician*	67,875	72,530	72,637	75,968	76,450	76,936	77,415	77,894	78,380	78,852	79,340	79,825	80,303	80,796	81,273	82,759	486
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	33.37	35.66	35.71	37.35	37.59	37.83	38.06	38.30	38.54	38.77	39.01	39.25	39.48	39.73	39.96	40.69	
Carrier Technician*	34.07	36.41	36.46	38.14	38.38	38.62	38.86	39.10	39.35	39.58	39.83	40.07	40.31	40.56	40.80	41.55	
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	31.96	34.15	34.20	35.77	36.00	36.23	36.45	36.68	36.91	37.13	37.36	37.59	37.81	38.05	38.27	38.97	
Carrier Technician*	32.63	34.87	34.92	36.52	36.75	36.99	37.22	37.45	37.68	37.91	38.14	38.38	38.61	38.84	39.07	39.79	
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	O-P	YRS.	
	96	96	44	44	44	44	44	44	44	34	34	26	26	24	46	13.3	

* 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	P
City Carrier (Grade 2)	48,947	51,133	53,321	55,510	57,701	59,887	62,076	64,267	66,455	68,643	70,831	73,019	75,211	77,396	79,584	81,057	2,188
Carrier Technician*	49,975	52,207	54,441	56,676	58,913	61,145	63,380	65,617	67,851	70,085	72,318	74,552	76,790	79,021	81,255	82,759	2,234
Part-Time Flexible Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	23.53	24.57	25.67	26.77	27.87	28.97	30.06	31.16	32.26	33.36	34.46	35.56	36.66	37.76	38.85	39.95	40.69
Carrier Technician*	24.03	25.09	26.21	27.33	28.45	29.57	30.70	31.82	32.94	34.06	35.18	36.30	37.43	38.55	39.67	40.79	41.55
Full-Time/Part-Time Regular Employees - Hourly Basic Rates																	
City Carrier (Grade 2)	23.53	24.58	25.64	26.69	27.74	28.79	29.84	30.90	31.95	33.00	34.05	35.11	36.16	37.21	38.26	38.97	
Carrier Technician*	24.03	25.10	26.17	27.25	28.32	29.40	30.47	31.55	32.62	33.69	34.77	35.84	36.92	37.99	39.06	39.79	
Percent Step O																	
	60.39%	63.08%	65.78%	68.48%	71.19%	73.88%	76.58%	79.29%	81.99%	84.68%	87.38%	90.08%	92.79%	95.48%	98.18%	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	O-P	YRS.
	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	46	13.3

* 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.

	BB	AA
City Carrier (Grade 2)	20.73	21.23
Carrier Technician (add 2.1%)	21.17	21.68
Steps (From BB to AA) in weeks	52	

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
City Carrier (Grade 2)	22.36	22.86
Carrier Technician (add 2.1%)	22.83	23.34
Steps (From BB to AA) in weeks	52	