

Summary of Tentative Agreement

The following is a summary of the terms of the tentative agreement reached between the National Association of Letter Carriers, AFL-CIO and the United States Postal Service. The terms of this agreement are not effective unless ratified by the voting membership of the NALC.

Term

The term of the agreement will be May 21, 2016 through September 20, 2019.

Wage Increases

See the projected pay charts on page 5.

All Letter Carriers

All city letter carriers will receive the following general wage increases:

- Effective November 26, 2016 – **1.2%** paid *retroactively*
- Effective November 25, 2017 – **1.3%**
- Effective November 24, 2018 – **Pay upgrade/Pay scale consolidation**
 - All Grade 1 letter carriers will be upgraded to Grade 2 (an average increase of **2.1%**). All carrier technicians will also receive a **2.1%** wage increase.

Career Carriers – Cost-of-Living Adjustments (COLAs)

Cost-of-living adjustments are an important protection against future inflation and remain an important component of the National Agreement. Career letter carriers will receive seven COLAs. Wage rates will be increased by one cent per hour for each 0.4 point increase in the Consumer Price Index for Urban and Clerical Workers (CPI-W 1982-84 base). The COLAs will be applied to the pay tables using the practice established in the 2011-2016 National Agreement. July 2014 has been set as the “base month.” The seven COLAs are payable as follows:

- The first COLA will be **\$21** annually effective September 3, 2016, paid *retroactively*.
- The second COLA will be **\$333** annually effective March 4, 2017, paid *retroactively*.
- The third COLA will be effective in September 2017.
- The fourth COLA will be effective in March 2018.
- The fifth COLA will be effective in September 2018.
- The sixth COLA will be effective in March 2019.
- The seventh COLA will be effective in September 2019.

City Carrier Assistants (CCAs)

In lieu of COLAs, city carrier assistants will receive an additional 1% increase on the effective dates of the three general increases, for a total of **2.2%** in November 2016 (*paid retroactively*), **2.3%** in November 2017 and **1% plus the upgrade** in November 2018. Additionally, *retroactive* to November 26, 2016 the CCA pay scale will include two step increases, one at 12 weeks of service and the second after an additional 40 weeks. Each step increase is worth an additional 50 cents per hour. These step increases will be paid *retroactively* based on the length of service a CCA had on November 26, 2016. CCAs who achieved 12 or 52 weeks of service after November 26, 2016, but before the ratification date of the agreement will also be paid *retroactively* at the appropriate rate.

The **2.2%** general wage increase and the addition of two step increases in Table 3, all of which are payable *retroactive* to

November 2016, will result in an **8.4%** wage increase over their current rate of pay for CCAs with a year of service. CCAs who have been converted to career status after November 26, 2016 would also receive any *retroactive* pay they are owed for their time spent as CCAs as well as career carriers.

MOU Re: *Step Credit for Former Transitional Employees*

Eligible former transitional employees will be advanced in Table 2 of the letter carrier pay scale based on their length of service as a TE after September 29, 2007. This advancement will be effective on May 26, 2018, for eligible employees who have been converted to career status by that date or upon conversion for those converted thereafter. Each step gained is worth **2.75%** of Step O (including the projected COLAs, this is an average of \$1,720 annually). This advancement will also shorten the length of time to top step by 46 weeks for each step gained. Eligible TEs will receive up to four steps of credit as follows:

Length of creditable TE service	Number of additional steps
2 years but less than 3 years	1
3 years but less than 4 years	2
4 years but less than 5 years	3
5 or more years	4

MOU Re: *Conversion of CCAs with Creditable TE Service*

Pending ratification of the agreement, any current CCAs who were TEs after September 29, 2007, will be placed in the Table 2 step, which is higher than their CCA rate of pay, upon conversion to career.

Additionally, any career employees with creditable TE service after September 29, 2007, who are in Table 2 Step A will be placed in Step B. These placements will not change the length of time to reach Step O but will ensure that the time is spent at a higher rate of pay.

These placements will take place prior to any step credit described above.

Retroactive Payments

All career and non-career letter carriers will receive retroactive payment for all time spent in a pay status that took place on or after the effective date of a wage increases indicated above. Recently retired letter carriers will also receive back pay and have their annuities adjusted accordingly.

Employee Complement

There is no change to the CCA employment caps in Article 7 of the Agreement. They remain at 15% (Article 7.1.C.1), by district, of the total number of full-time career employees in that district plus an additional 8,000 nationally (Article 7.1.C.2), the allocation of which may not exceed 8% of the total number of full-time career city carriers in a district. The national percentage represented by the 8,000 CCAs authorized in Article 7.1.C.2 fluctuates, depending on the number of full-time regular carriers on the rolls. It currently equates to 4.75%.

There have been additional CCAs authorized above the Article 7.1.C caps pursuant to the MOUs Re: *Delivery and Collection*

of *Competitive Products* and Re: *Sunday Delivery – City Carrier Assistant Staffing* as explained below. The changes in the tentative agreement will not add any additional CCAs to the amount currently employed pursuant to these MOUs.

MOU Re: *Delivery and Collection of Competitive Products* – This MOU contained in the 2011-2016 National Agreement on page 171 ensures that “The collection and delivery of such products which are to be delivered in city delivery territory, whether during or outside of normal business days and hours, shall be assigned to the city letter carrier craft.” This MOU requires the national parties to monitor whether the CCA employees authorized in Article 7, Section 1.C are sufficient and allows for additional CCAs to be jointly authorized.

MOU Re: *Sunday Delivery – City Carrier Assistant Staffing* (M-01826, M-01835, M-01857 and M-01877) – The first in this series of MOUs was signed in August 2013. These MOUs allowed tens of thousands of newly converted full-time regular career letter carriers to avoid serving a probationary period pursuant to Article 12.1.

Additionally, these MOUs established a weekly meeting between the national parties to monitor the implementation of the MOU Re: *Full-time Regular Opportunities – City Letter Carrier Craft*, (see below) including the discussion of the authorization of any additional CCAs that may be necessary to adequately staff post offices during the Sunday parcel delivery test and as attrition and conversions occur in conjunction with the full-time regular opportunities memo. This has allowed new CCAs to be hired and trained while CCAs are being converted, to avoid drops in staffing levels.

This MOU will be incorporated into the agreement with several changes. The changes include requiring discussions regarding locations in which CCAs are working consecutive days or excessive hours on a sustained basis, the expansion of Sunday parcel delivery and maintaining the delivery of competitive products, and the continued employment of any additional CCAs over the 7.1.C.1 cap, which may not exceed 3% without mutual agreement.

MOU Re: *Full-time Regular Opportunities – City Letter Carrier Craft* (M-01824, M-01834, M-01856 and M-01876) – The process that began in 2013 for filling residual vacancies and incumbent-only full-time regular opportunities through CCA conversions and transfers will continue during the term of the agreement. This process has led to more than 47,000 CCA conversions, far outpacing the rate of attrition. PTF letter carriers who were on the rolls as PTF letter carriers on the ratification date of the agreement will continue to be allowed to transfer pursuant to paragraph 2 of the MOU.

MOU Re: *Part-time Regular Letter Carriers* – Caps the number part-time regular carriers at 682 unless additional part-time regular letter carriers are authorized by mutual agreement of the national parties.

Appendix B Section 1. GENERAL PRINCIPLES k. – The parties may mutually agree to hire additional part-time flexible (PTF) letter carriers in addition to those expressly authorized in the 2016 National Agreement.

One-time Conversion

MOU Re: *CCA Conversion to Career Status* – The tentative agreement includes a one-time conversion to career status for eligible CCAs. To be eligible, a CCA must have 30 months of relative standing upon the ratification date of the agreement and must be employed in an installation that has 100, 125 or 200 or more workyears of employment.

Eligible CCAs in 200 workyear offices will be converted to full-time regular employees and those in 100 and 125 workyear offices will be converted to part-time flexible employees. CCAs converted under these provisions will not have to serve probationary periods as career employees provided they have successfully completed one 360-day term as CCAs. After one year the parties will consider another one-time conversion.

MOU Re: *City Carrier Assistant Opportunities* – The parties have agreed to address situations where CCAs work in small offices (with less than 100 workyears of employment) with no clear path to a career opportunities. This MOU can be found in Appendix B.

The identification of 100, 125 and 200 workyear offices will take place after ratification. Since 1978, an office's workyear designation has been determined at the beginning of each National Agreement. That designation does not change until a new National Agreement is reached. The workyear designation is determined by counting the hours of bargaining-unit employees in the letter carrier, clerk, motor vehicle, maintenance and mail handler crafts.

The changes in the tentative agreement will not result in the hiring of additional CCAs above the amount currently on the rolls.

Health Insurance

Career Letter Carriers

In 2017, there is no change in the Postal Service's share of premium costs for career letter carriers' health insurance (76% of the weighted average FEHBP plan premium, capped at 79.25% of any given plan premium). The Postal Service's share will decrease to 74% in 2018 and to 73% in 2019. The maximum employer contribution for any given plan will be 77.25% in 2018 and 76.0% in 2019. Over the course of the entire contract, the Postal Service's share for career letter carriers will remain higher than that paid by other federal agencies that participate in the Federal Employee Health Benefit Program (72% of the average premium, capped at 75% for any given plan).

The bi-weekly impact of these Article 21 changes will depend on which plan a carrier enrolls in but will, in any case, represent a small fraction of the bi-weekly pay increases provided by Article 9 of the tentative agreement. Based on the current premiums for the NALC Health Benefit Plan, each 1 percent shift in premiums translates into \$2.98 per pay period for self-only coverage, \$6.23 for self-plus-one coverage and \$6.72 per pay period for self-and-family coverage.

City Carrier Assistants

All CCAs will remain eligible to receive a bi-weekly contribution of \$125 from the Postal Service to secure self-only coverage from the USPS Non-career Health Plan. CCAs who choose either self-plus-one or family coverage in the USPS Non-career Health Plan will have 65% of the total premium covered by the Postal Service in their first year of employment and 75% of the total premium covered after their first year.

Uniforms

All letter carriers will receive a 5% increase in their uniform allowance in 2017 and 2.5% annual increases in 2018 and 2019.

- May 21, 2017: \$441 plus an additional \$102 for a newly eligible carrier
- May 21, 2018: \$452 plus an additional \$104 for a newly eligible carrier
- May 21, 2019: \$464 plus an additional \$107 for a newly eligible carrier

CCAs are entitled to the same uniform allowances provided to

career carriers, and they will receive the additional amount for the “newly eligible” when they are converted to career status. In addition, the parties have agreed to the **MOU Re: City Carrier Assistant Uniforms Task Force**. The goal of the task force is to improve the CCA uniform program by addressing administrative flaws in the current system of delivering authorized uniforms and paying vendors.

CCA Holidays

CCAs will receive holiday leave pay for six holidays per year: New Year’s Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. CCAs in 200 workyear offices will receive eight hours’ pay, those in POSTPlan offices will receive four hours’ and all others will receive six hours.

A POSTPlan office is any post office with a designation below Level 18. There are currently 51 POSTPlan offices that employ city letter carriers, including a total of 29 CCAs.

CCA Leave

MOU Re: City Carrier Assistant (CCA) Annual Leave – Updated to require the local parties to include provisions in their LMOU allowing CCAs to be granted annual leave selections during the choice vacation period and for incidental leave. An ADR process will be established for impasses on this issue. This MOU can be found in Appendix B.

Layoff protection

The no-layoff clause that protects letter carriers after six years of service as a career employee is retained in the tentative agreement.

Sub-contracting of Letter Carrier Work

The current prohibitions against the contracting out of city carrier work would be continued for the duration of the 2016-2019 contract.

Joint Workplace Improvement Process

MOU Re: Joint Workplace Improvement Process – “The parties are committed to creating and enhancing a culture in every workplace that improves relationships between management and city letter carriers for the purposes of providing a safe, efficient work environment in which all employees are treated with dignity and respect.” This memo lays out the framework of the process to achieve these goals.

Local Implementation

The local implementation period will be October 16, 2017 through November 14, 2017.

MOU Re: Arbitration Scheduling Procedures – (LMOU) – Ensures that LMOU impasses from an installation will be heard by the same arbitrator, with the expectation that multiple impassed items will be heard on the same date.

Other Contractual Provisions

Article 8

Article 8.5.C – All overtime, regardless of whether such overtime was worked on a carrier’s own route, will count toward equitability for overtime desired list carriers. Additionally, management will be required to post equitability totals weekly, rather than quarterly.

MOU Re: Signing Overtime Lists – This MOU allows the local parties the option of developing a process that allows employees who transfer from another installation or are converted to full-time

following the signup period to place their names on either the overtime desired list or work assignment list. Existing agreements pursuant to previous versions of this MOU will remain in effect.

MOU Re: Article 8 Task Force – Continues through the term of the agreement.

Article 12

Article 12.3.A – A letter carrier may be designated the successful bidder no more than six times during the duration of the agreement unless the bid is to a higher wage level, is due to the elimination or reposting of the employee’s assignment, or enables the employee to become assigned to a station closer to the employee’s home.

Article 12.5.C.4 – Prior to excessing letter carriers, management will now be required to minimize the impact on full-time positions by reducing overtime.

MOU Re: Article 12.1 – Probationary Period – City carrier assistants (CCAs) who are converted to career status during appointments as CCAs or directly after a five-day break in service will not serve probationary periods as a career employees, provided the employees have successfully served 360-day appointments as CCAs and that such career appointments directly follow city carrier assistant appointments. This MOU can be found in Appendix B.

MOU Re: City Carrier Assistant Transfers – The parties agreed to establish a one-year pilot program in at least two districts to study possible approaches to facilitate the voluntary reassignment of CCAs from one installation to another. The pilot may be expanded with mutual consent.

MOU Re: City Carrier Assistant Return from Non-Bargaining Unit Position – A CCA who leaves the bargaining unit for a non-bargaining unit position and returns to the city letter carrier craft loses any relative standing earned as a CCA. The employee must return as a CCA, unless he or she will return with the highest relative standing in the installation and there is a full-time vacancy in the installation. In these instances, the employee may be returned to the craft as a career employee. Any exceptions to the above require mutual agreement of the national parties.

MOU Re: Article 12 Work Group – The parties will establish an Article 12 work group at the national level to discuss and attempt to resolve issues concerning vacant residual positions, the continued need to withhold positions, and the process for recording residual vacancies in the Postal Service’s systems. The joint work group will meet within 30 days of the ratification date of this agreement and will function through the term of the 2016 National Agreement.

Article 14

MOU Re: Smoking in Postal Vehicles – Smoking will not be permitted in postal-owned vehicles acquired or distributed after September 1, 2014.

Article 15

Article 15.5 – Increased the frequency and the data to be provided to the union detailing the cases pending arbitration.

MOU Re: Article 15 - ELM 436 - Back Pay – Now applies to CCAs. In practice, this MOU has applied to CCAs throughout the term of the 2011 National Agreement. This change ensures it continues.

MOU Re: Article 15 - Dispute Resolution Process – Updated to include the Area Managers, Labor Relations.

MOU Re: Article 15 - Dispute Resolution Procedure Task Force

– New task force to monitor productivity and contractual compliance at all levels from both parties to improve the effectiveness of Step B Teams.

MOU Re: Expedited Arbitration – New issues added: Article 8 – posting, sign-up, 8.5.D rotation, 8.5.G 12/60 hour limitation issues; bereavement leave, and administrative leave for donating blood or voting; Article 22 – bulletin boards; Article 23 – union officials entering postal installations; Article 26.2 and 16.3 – uniforms – annual allowance issues; MOU Re: Debts of Retired Employees; Article 41.1.A.1 – posting vacant duty assignment(s); Article 41.1.A.2 – four month rule; Article 41 – Sections 3.A, B, C, E, G, H, I, K, N; Special route inspection not conducted within four weeks of request.

Either party may still refer an expedited case to regular arbitration in accordance with the provisions of Article 15, Section 4.C.2, of the National Agreement.

MOU Re: Processing of Grievances – Now applies to CCAs. This MOU states that the processing of a grievance and/or arbitration of a grievance is not barred by the separation of the grievant, whether such separation is by resignation, retirement, or death.

Article 16

Appendix B Section 3.E. Article 16 – Discipline Procedure –

Updated to include the language from the *Joint Questions and Answers 2011 USPS/NALC National Agreement (M-01870)*. Additionally, makes it clear that discipline issued to a CCA should not be punitive.

Article 17

Article 17.2.B – The term “union officer” has been changed to “union representative” in Article 17.2.B for clarification. Agreement has also been reached to update the JCAM explanation of this section.

Article 27

MOU Re: Debts of Retired Employees – Establishes a process for recently retired employees to initiate a grievance when they receive an invoice or notice of debt determination from the Postal Service.

Article 31

Article 31.2 and the **MOU Re: Bargaining Information** – have been updated to increase the frequency and the format in which the NALC will be provided information.

Article 41

Letter of Intent – Agreement to update the JCAM language to allow an employee on a hold-down the option of ending their hold-down and work their new assignment when they are assigned pursuant to Article 41.1.A.7.

MOU Re: Alternate Route Evaluation and Adjustment Process – The memo continues the agreement to jointly explore ways to utilize technology in joint route adjustment processes.

MOU Re: City Delivery Task Force – The task force will continue with the added responsibility to jointly examine the use of technology, including Managed Service Point scans, in delivery operations.

Memorandums of Understanding

The following MOUs are continued in the tentative agreement:

Deaf and Hard of Hearing
Article 7, 12 and 13—Cross Craft and Office Size

Article 7.1
Article 7.3
Maximization/Full-time Flexible-NALC
Maximization— Letter of Intent
Transitional Employees-Additional Provisions
Transitional Employees/Part-Time Flexible Conversions
FSS Implementation
FSS Work Methods
Transitional Employees
Part-Time Flexible Conversions
Delivery and Collection of Competitive Products
Article 8
Overtime Issues
Work Assignment Overtime
Granting Step Increases
Leave Sharing
Sick Leave for Dependent Care
Return to Duty
Bereavement Leave
Leave Policy
Paid Leave and LWOP
Clarification of Regulations for National Day of Observance
PTF Court Leave
Transfers
Mutual Exchanges
Involuntary Reassignment Without Regard to Level
Involuntary Reassignment-Preference Eligible
Joint Safety and Accident Control Teams
District Safety Committees Pilot Program
Interest on Back Pay
Arbitration Task Force
Processing of Post-Removal Grievances
Dispute Resolution Process Testing
Article 17.7.D Payroll Deductions/Allotments
Article 19
Centralized Uniform Program
Reinstatement of Driving Privileges
Customer Connect Program
Article 32 Committee
Subcontracting
Subcontracting MOU Issues
Article 41—Bid Process
Router, Carrier Craft
Special Count and Inspection—City Delivery Routes
Training Committee
Multiple Days of Inspection
Use of Privately Owned Vehicles
Segmentation
Joint Agreements—9-17-92
Resolution of Issues Left Open by Mittenthal Award
X-Routes
City Letter Carrier DPS Work Methods
Fleischli Award Implementation
Subcontracting—List of 3,071 City Delivery Offices

The following MOUs have been removed from the tentative agreement:

Transitional Employees/Part-Time Flexible Conversions
Transitional Employee Employment Opportunities
Transitional Employees (Flat Sequencing System)
Resolution of Health Benefit Issues

Wage Increases COLAs

Date	Type of Increase	Amount
September 2016	COLA* (career)	\$21
Nov. 26, 2016	General wage increase (CCAs 2.2%)	1.2%
March 2017	COLA* (career)	\$333
September 2017	COLA* (career)	TBD
Nov. 25, 2017	General wage increase (CCAs 2.3%)	1.3%
March 2018	COLA* (career)	TBD
September 2018	COLA* (career)	TBD
Nov. 24, 2018	Pay Upgrade (CCAs Upgrade + 1%)	Grade 1 gets Grade 2 pay/Carrier Technicians - 2.1%
March 2019	COLA* (career)	TBD
September 2019	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 receive COLAs adjusted proportionally to each step's percentage of Step O.

2016-2019 General Wage Increases and Projected COLAs

Table 1														
Career Carriers appointed prior to January 12, 2013														
Grade 1 - City Carrier														
Step	Week to next Step	Salary as of May 20, 2016	Sept. 2016 COLA	Nov 26, 2016 GI	March 2017 COLA	Sept. 2017 COLA (proj)*	Nov 25, 2017 GI**	March 2018 COLA (proj)*	Sept. 2018 COLA (proj)*	Nov 24, 2018 Upgrade to Grade 2 Pay**	March 2019 COLA (proj)*	Sept. 2019 COLA (proj)*	Projected Step Value Increase	Projected*** Carrier Wage Increase
A	96	47,216	47,236	47,803	48,136	48,656	49,270	49,582	50,144	52,179	52,533	53,095	5,880	10,115
B	96	51,100	51,121	51,734	52,067	52,587	53,251	53,563	54,125	56,414	56,768	57,330	6,230	9,359
C	44	52,608	52,629	53,260	53,593	54,113	54,797	55,109	55,671	56,512	56,866	57,428	4,820	8,733
D	44	55,495	55,516	56,182	56,515	57,035	57,756	58,068	58,630	59,543	59,897	60,459	4,964	6,281
E	44	55,893	55,914	56,585	56,918	57,438	58,165	58,477	59,039	59,983	60,337	60,899	5,006	6,319
F	44	56,293	56,314	56,990	57,323	57,843	58,575	58,887	59,449	60,425	60,779	61,341	5,048	6,363
G	44	56,684	56,705	57,385	57,718	58,238	58,975	59,287	59,849	60,860	61,214	61,776	5,092	6,399
H	44	57,081	57,102	57,787	58,120	58,640	59,382	59,694	60,256	61,296	61,650	62,212	5,131	6,888
I	44	57,480	57,501	58,191	58,524	59,044	59,791	60,103	60,665	61,740	62,094	62,656	5,176	7,371
J	34	57,873	57,894	58,588	58,921	59,441	60,193	60,505	61,067	62,167	62,521	63,083	5,210	7,415
K	34	58,271	58,292	58,991	59,324	59,844	60,602	60,914	61,476	62,611	62,965	63,527	5,256	7,017
L	26	58,667	58,688	59,392	59,725	60,245	61,008	61,320	61,882	63,053	63,407	63,969	5,302	6,621
M	26	59,065	59,086	59,795	60,128	60,648	61,416	61,728	62,290	63,487	63,841	64,403	5,338	6,223
N	24	59,465	59,486	60,200	60,533	61,053	61,826	62,138	62,700	63,935	64,289	64,851	5,386	5,823
O		59,859	59,880	60,598	60,931	61,451	62,229	62,541	63,103	64,372	64,726	65,288	5,429	5,429

Grade 2 - Carrier Technician														
Step	Week to next Step	Salary as of May 20, 2016	Sept. 2016 COLA	Nov 26, 2016 GI	March 2017 COLA	Sept. 2017 COLA (proj)*	Nov 25, 2017 GI**	March 2018 COLA (proj)*	Sept. 2018 COLA (proj)*	Nov 24, 2018 Upgrade**	March 2019 COLA (proj)*	Sept. 2019 COLA (proj)*	Projected Step Value Increase	Projected*** Carrier Wage Increase
A	96	49,201	49,222	49,812	50,145	50,665	51,305	51,617	52,179	53,275	53,629	54,191	4,990	9,314
B	96	53,333	53,354	53,994	54,327	54,847	55,540	55,852	56,414	57,599	57,953	58,515	5,182	8,376
C	44	53,428	53,449	54,090	54,423	54,943	55,638	55,950	56,512	57,699	58,053	58,615	5,187	9,182
D	44	56,365	56,406	57,083	57,416	57,936	58,669	58,981	59,543	60,793	61,147	61,709	5,324	6,669
E	44	56,814	56,835	57,517	57,850	58,370	59,109	59,421	59,983	61,243	61,597	62,159	5,345	6,685
F	44	57,246	57,267	57,954	58,287	58,807	59,551	59,863	60,425	61,694	62,048	62,610	5,364	6,707
G	44	57,670	57,691	58,383	58,716	59,236	59,986	60,298	60,860	62,138	62,492	63,054	5,384	6,719
H	44	58,096	58,117	58,814	59,147	59,667	60,422	60,734	61,296	62,583	62,937	63,499	5,403	7,197
I	44	58,529	58,550	59,252	59,585	60,105	60,866	61,178	61,740	63,037	63,391	63,953	5,424	7,665
J	34	58,946	58,967	59,674	60,007	60,527	61,293	61,605	62,167	63,473	63,827	64,389	5,443	7,694
K	34	59,378	59,399	60,112	60,445	60,965	61,737	62,049	62,611	63,926	64,280	64,842	5,464	7,262
L	26	59,809	59,830	60,548	60,881	61,401	62,179	62,491	63,053	64,377	64,731	65,293	5,484	6,831
M	26	60,233	60,254	60,977	61,310	61,830	62,613	62,925	63,487	64,820	65,174	65,736	5,503	6,407
N	24	60,670	60,691	61,419	61,752	62,272	63,061	63,373	63,935	65,278	65,632	66,194	5,524	5,970
O		61,097	61,118	61,851	62,184	62,704	63,498	63,810	64,372	65,724	66,078	66,640	5,543	5,543

* 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, upgrade and the average step increases a carrier would receive over the term on 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 K, L, M, N and O are a result of the employee reaching top pay where they will no longer receive step increases.

2016-2019 General Wage Increases and Projected COLAs

Table 2

Career Carriers appointed on or after January 12, 2013

Step	Week to next Step	Salary as of May 20, 2016	Grade 1 - City Carrier										Projected Step Value Increase	Projected** Carrier Wage Increase
			Sept. 2016 COLA	Nov 26, 2016 GI	March 2017 COLA	Sept. 2017 COLA (proj)*	Nov 25, 2017 GI**	March 2018 COLA (proj)*	Sept. 2018 COLA (proj)*	Nov 24, 2018 Upgrade to Grade 2 Pay**	March 2019 COLA (proj)*	Sept. 2019 COLA (proj)*		
A	46	38,814	\$21***	1.2%	\$333***	\$520***	1.3%	\$312***	\$562***	39,590	\$354***	\$562***	3,340	8,725
B	46	38,459								41,358			3,487	8,874
C	46	40,106								43,130			3,638	9,023
D	46	41,751								44,900			3,788	9,173
E	46	43,399								46,669			3,934	9,322
F	46	45,043								48,440			4,086	9,474
G	46	46,690								50,210			4,234	9,622
H	46	48,335								51,981			4,386	9,773
I	46	49,983								53,752			4,534	9,919
J	46	51,627								55,522			4,685	10,071
K	46	53,274								57,293			4,834	10,218
L	46	54,920								59,061			4,982	10,368
M	46	56,567								60,832			5,131	8,721
N	46	58,213								62,601			5,279	7,075
O	46	59,859								64,372			5,429	5,429

Step	Week to next Step	Salary as of May 20, 2016	Grade 2 - Carrier Technician										Projected Step Value Increase	Projected** Carrier Wage Increase	
			Sept. 2016 COLA	Nov 26, 2016 GI	March 2017 COLA	Sept. 2017 COLA (proj)*	Nov 25, 2017 GI**	March 2018 COLA (proj)*	Sept. 2018 COLA (proj)*	Nov 24, 2018 Upgrade**	March 2019 COLA (proj)*	Sept. 2019 COLA (proj)*			
A	46	37,575	\$21***	1.2%	\$333***	\$520***	1.3%	\$312***	\$562***	39,244	2.1%	\$354***	\$562***	3,410	8,907
B	46	39,255								40,639			3,560	9,058	
C	46	40,936								42,227			3,714	9,210	
D	46	42,615								44,036			3,867	9,363	
E	46	44,295								45,843			4,018	9,518	
F	46	45,974								47,649			4,172	9,672	
G	46	47,655								49,457			4,323	9,823	
H	46	49,336								51,264			4,477	9,975	
I	46	51,017								53,073			4,629	10,125	
J	46	52,697								54,881			4,781	10,278	
K	46	54,377								56,688			4,934	10,430	
L	46	56,055								58,496			5,087	10,585	
M	46	57,736								60,301			5,239	8,904	
N	46	59,416								62,109			5,391	7,224	
O	46	61,097								63,916			5,543	5,543	

* 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, upgrade and the average step increases a carrier would receive over the term on 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 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 step O. In accordance with Article 9.3.D steps A through N receive COLAs adjusted proportionally to each step's percentage of Step O.

Table 3 - City Carrier Assistant Schedule

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

Step	Week to next Step	Pay as of May 20, 2016	Grade 1 - City Carrier Assistant					Step Increase	Total Increase	Step	Week to next Step	Pay as of May 20, 2016	Grade 2 - Carrier Technician				Step Increase	Total Increase
			Nov 26, 2016	Nov 25, 2017	Nov 24, 2018	Starting pay Inc	Upgrade + 1%						Nov 26, 2016	Nov 25, 2017	Nov 24, 2018	Starting pay Inc		
CC	12	17.40	2.2%	2.3%	18.71	1.31	0.50	2.31	CC	12	17.74	2.2%	2.3%	19.11	1.37	0.50	2.37	
BB	40	-	18.28	18.68	19.21	-	-	-	BB	40	-	18.63	19.04	19.61	-	0.50	-	
AA	-	-	18.78	19.18	19.71	-	-	-	AA	-	-	19.13	19.54	20.11	-	0.50	2.37	

Step	Week to next Step	Pay as of May 20, 2016	Grade 1 - City Carrier Assistant					Step Increase	Total Increase	Step	Week to next Step	Pay as of May 20, 2016	Grade 2 - Carrier Technician				Step Increase	Total Increase
			Nov 26, 2016	Nov 25, 2017	Nov 24, 2018	Starting pay Inc	Upgrade + 1%						Nov 26, 2016	Nov 25, 2017	Nov 24, 2018	Starting pay Inc		
CC	12	16.06	2.2%	2.3%	17.29	1.23	0.50	2.23	CC	12	16.39	2.2%	2.3%	17.65	1.27	0.50	2.27	
BB	40	-	16.91	17.28	17.79	-	-	-	BB	40	-	17.25	17.63	18.16	-	0.50	-	
AA	-	-	17.41	17.78	18.29	-	-	-	AA	-	-	17.75	18.13	18.66	-	0.50	2.27	