

# Carrier Pay Chart

## City Carrier Wage Schedule: Effective March 6, 2004

The following salary and rate schedule for all NALC-represented employees includes a \$187 cost-of-living adjustment on March 6, 2004—the third of eight such increases provided by the 2001-2006 National Agreement.

### 2001-2006 National Agreement

Date	Type of Increase*	Amount
Nov. 17, 2001	General wage increase	1.8%
Sept. 7, 2002	Cash payment	\$312
Nov. 16, 2002	General wage increase	1.5%
March 8, 2003	COLA	\$229
Sept. 6, 2003	COLA	\$312
Nov. 15, 2003	General wage increase	1.2%
March 2004	COLA	\$187
Sept. 2004	COLA	tba
Nov. 27, 2004	General wage increase	1.3%
March 2005	COLA	tba
Sept. 2005	COLA	tba
Nov. 26, 2005	General wage increase	1.3%
March 2006	COLA	tba
Sept. 2006	COLA	tba

\* Value of COLAs depends on changes in the level of the Consumer Price Index.

### CITY CARRIER GRADE 1

Step	Waiting period to next step (in weeks)	Yearly	Hourly	Bi-Weekly <sup>1</sup>	Regular overtime <sup>2</sup>	Hourly Rate for Part-time Flexibles
A	96	\$34,331	\$16.5053	\$1,320.42	\$24.76	\$17.17
B	96	37,697	18.1236	1,449.89	27.19	18.85
C	44	39,002	18.7510	1,500.08	28.13	19.50
D	44	41,502	19.9529	1,596.23	29.93	20.75
E	44	41,846	20.1183	1,609.46	30.18	20.92
F	44	42,192	20.2846	1,622.77	30.43	21.10
G	44	42,532	20.4481	1,635.85	30.67	21.27
H	44	42,877	20.6139	1,649.11	30.92	21.44
I	44	43,221	20.7793	1,662.34	31.17	21.61
J	34	43,561	20.9428	1,675.42	31.41	21.78
K	34	43,907	21.1091	1,688.73	31.66	21.95
L	26	44,250	21.2740	1,701.92	31.91	22.13
M	26	44,594	21.4394	1,715.15	32.16	22.30
N	24	44,940	21.6058	1,728.46	32.41	22.47
O	--	45,282	21.7702	1,741.62	32.66	22.64

### CITY CARRIER GRADE 2<sup>3</sup>

Step	Waiting period to next step (in weeks)	Yearly	Hourly	Bi-Weekly <sup>1</sup>	Regular overtime <sup>2</sup>	Hourly Rate for Part-time Flexibles
A	96	\$36,052	\$17.3327	\$1,386.62	\$26.00	\$18.03
B	96	39,630	19.0529	1,524.23	28.58	19.82
C	44	39,712	19.0923	1,527.38	28.64	19.86
D	44	42,272	20.3231	1,625.85	30.48	21.14
E	44	42,645	20.5024	1,640.19	30.75	21.32
F	44	43,018	20.6817	1,654.54	31.02	21.51
G	44	43,385	20.8582	1,668.66	31.29	21.69
H	44	43,756	21.0365	1,682.92	31.55	21.88
I	44	44,129	21.2159	1,697.27	31.82	22.06
J	34	44,492	21.3904	1,711.23	32.09	22.25
K	34	44,866	21.5702	1,725.62	32.36	22.43
L	26	45,238	21.7490	1,739.92	32.62	22.62
M	26	45,606	21.9260	1,754.08	32.89	22.80
N	24	45,984	22.1077	1,768.62	33.16	22.99
O	--	46,353	22.2851	1,782.81	33.43	23.18

1. Due to differences in rounding because of the impact of annual leave, sick leave, etc., these figures may vary slightly from the figures in any given paycheck.

2. Calculations are for regular overtime rate (1.5 times the base hourly straight-time rate) as provided for in Article 8.4A of the 1994 National Agreement.

3. Carriers bidding to a CC Grade 2 position must begin a new waiting period for their next step increase. Those bidding from steps A, B, and C are subject to the promotion pay anomaly, which results in the payment of so-called 'ABC' lump-sum payments. Such payments offset any wage losses that would otherwise occur due to the anomaly. However, they do not compensate carriers for reduced Thrift Savings Plan contributions, earnings and tax savings. The timing of ABC promotions can greatly affect total earnings—carriers should exercise great caution when bidding to carrier-technician positions.