

Carrier Pay Chart

City Carrier Wage Schedule: Effective March 19, 2005

The following salary and rate schedule for all NALC-represented employees includes a \$229 COLA increase on March 19, 2005—the fifth 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 6, 2004	COLA	\$187
Sept. 4, 2004	COLA	\$624
Nov. 27, 2004	General wage increase	1.3%
March 19, 2005	COLA	\$229
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 ¹	Regular overtime ²	Hourly Rate for Part-time Flexibles
A	96	\$35,602	\$17.1163	\$1,369.30	\$25.67	\$17.80
B	96	39,010	18.7548	1,500.38	28.13	19.51
C	44	40,331	19.3899	1,551.19	29.08	20.17
D	44	42,862	20.6067	1,648.54	30.91	21.43
E	44	43,211	20.7745	1,661.96	31.16	21.61
F	44	43,561	20.9428	1,675.42	31.41	21.78
G	44	43,905	21.1082	1,688.66	31.66	21.95
H	44	44,254	21.2760	1,702.08	31.91	22.13
I	44	44,603	21.4438	1,715.50	32.17	22.30
J	34	44,947	21.6091	1,728.73	32.41	22.47
K	34	45,297	21.7774	1,742.19	32.67	22.65
L	26	45,644	21.9442	1,755.54	32.92	22.82
M	26	45,993	22.1120	1,768.96	33.17	23.00
N	24	46,343	22.2803	1,782.42	33.42	23.17
O	--	46,689	22.4466	1,795.73	33.67	23.34

CITY CARRIER GRADE 2³

Step	Waiting period to next step (in weeks)	Yearly	Hourly	Bi-Weekly ¹	Regular overtime ²	Hourly Rate for Part-time Flexibles
A	96	\$37,344	\$17.9538	\$1,436.30	\$26.93	\$18.67
B	96	40,967	19.6957	1,575.66	29.54	20.48
C	44	41,050	19.7356	1,578.85	29.60	20.53
D	44	43,642	20.9817	1,678.54	31.47	21.82
E	44	44,019	21.1630	1,693.04	31.74	22.01
F	44	44,397	21.3447	1,707.58	32.02	22.20
G	44	44,769	21.5236	1,721.89	32.29	22.38
H	44	45,144	21.7038	1,736.30	32.56	22.57
I	44	45,522	21.8856	1,750.85	32.83	22.76
J	34	45,889	22.0620	1,764.96	33.09	22.94
K	34	46,268	22.2442	1,779.54	33.37	23.13
L	26	46,645	22.4255	1,794.04	33.64	23.32
M	26	47,017	22.6043	1,808.34	33.91	23.51
N	24	47,400	22.7885	1,823.08	34.18	23.70
O	--	47,774	22.9683	1,837.46	34.45	23.89

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.