

# Carrier Pay Chart

## City Carrier Wage Schedule: Effective March 18, 2006

The following salary and rate schedule for all NALC-represented employees includes the \$478 COLA increase on March 18, 2006—the seventh 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. 3, 2005	COLA	\$707
Nov. 26, 2005	General wage increase	1.3%
March 18, 2006	COLA	\$478
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	\$37,205	\$17.8870	\$1,430.96	\$26.83	\$18.60
B	96	40,655	19.5457	1,563.66	29.32	20.33
C	44	41,992	20.1885	1,615.08	30.28	21.00
D	44	44,554	21.4202	1,713.62	32.13	22.28
E	44	44,908	21.5904	1,727.23	32.39	22.45
F	44	45,262	21.7606	1,740.85	32.64	22.63
G	44	45,610	21.9279	1,754.23	32.89	22.81
H	44	45,963	22.0976	1,767.81	33.15	22.98
I	44	46,317	22.2678	1,781.42	33.40	23.16
J	34	46,665	22.4351	1,794.81	33.65	23.33
K	34	47,019	22.6053	1,808.42	33.91	23.51
L	26	47,370	22.7740	1,821.92	34.16	23.69
M	26	47,724	22.9442	1,835.54	34.42	23.86
N	24	48,078	23.1144	1,849.15	34.67	24.04
O	--	48,428	23.2827	1,862.62	34.92	24.21

### 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	\$38,968	\$18.7346	\$1,498.77	\$28.10	\$19.48
B	96	42,636	20.4981	1,639.85	30.75	21.32
C	44	42,720	20.5385	1,643.08	30.81	21.36
D	44	45,344	21.8000	1,744.00	32.70	22.67
E	44	45,725	21.9832	1,758.66	32.97	22.86
F	44	46,108	22.1673	1,773.38	33.25	23.05
G	44	46,485	22.3486	1,787.89	33.52	23.24
H	44	46,864	22.5308	1,802.46	33.80	23.43
I	44	47,247	22.7149	1,817.19	34.07	23.62
J	34	47,618	22.8933	1,831.46	34.34	23.81
K	34	48,002	23.0779	1,846.23	34.62	24.00
L	26	48,384	23.2615	1,860.92	34.89	24.19
M	26	48,760	23.4423	1,875.38	35.16	24.38
N	24	49,148	23.6288	1,890.30	35.44	24.57
O	--	49,527	23.8111	1,904.89	35.72	24.76

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 2001 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.