

Carrier Pay Chart

City Carrier Wage Schedule: Effective November 27, 2004

The following salary and rate schedule for all NALC-represented employees includes a 1.3 percent increase on November 27, 2004—the fourth of five 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 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 ¹	Regular overtime ²	Hourly Rate for Part-time Flexibles
A	96	\$35,373	\$17.0063	\$1,360.50	\$25.51	\$17.69
B	96	38,781	18.6447	1,491.58	27.97	19.39
C	44	40,102	19.2798	1,542.38	28.92	20.05
D	44	42,633	20.4966	1,639.73	30.74	21.32
E	44	42,982	20.6644	1,653.15	31.00	21.49
F	44	43,332	20.8327	1,666.62	31.25	21.67
G	44	43,676	20.9981	1,679.85	31.50	21.84
H	44	44,025	21.1659	1,693.27	31.75	22.01
I	44	44,374	21.3337	1,706.70	32.00	22.19
J	34	44,718	21.4990	1,719.92	32.25	22.36
K	34	45,068	21.6673	1,733.38	32.50	22.53
L	26	45,415	21.8341	1,746.73	32.75	22.71
M	26	45,764	22.0019	1,760.15	33.00	22.88
N	24	46,114	22.1702	1,773.62	32.26	23.06
O	--	46,460	22.3365	1,786.92	33.50	23.23

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	\$37,115	\$17.8438	\$1,427.50	\$26.77	\$18.56
B	96	40,738	19.5856	1,566.85	29.38	20.37
C	44	40,821	19.6255	1,570.04	29.44	20.41
D	44	43,413	20.8716	1,669.73	31.31	21.71
E	44	43,790	21.0529	1,684.23	31.58	21.90
F	44	44,168	21.2346	1,698.77	31.85	22.08
G	44	44,540	21.4135	1,713.08	32.12	22.27
H	44	44,915	21.5938	1,727.50	32.39	22.46
I	44	45,293	21.7755	1,742.04	32.66	22.65
J	34	45,660	21.9519	1,756.15	32.93	22.83
K	34	46,039	22.1341	1,770.73	33.20	23.02
L	26	46,416	22.3154	1,785.23	33.47	23.21
M	26	46,788	22.4942	1,799.54	33.74	23.39
N	24	47,171	22.6784	1,814.27	34.02	23.59
O	--	47,545	22.8582	1,828.66	34.29	23.77

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.