

# Summary of National Agreement

The following is a summary of the terms of the collective bargaining agreement between the National Association of Letter Carriers, AFL-CIO and the United States Postal Service. The terms of this agreement are a result of a final and binding interest arbitration award issued by Arbitrator Dennis R. Nolan on March 21, 2025.

## Term

The term of the 36-month agreement covers the period of May 21, 2023, through May 22, 2026.

## Wage Increases

See the pay charts below.

### All Letter Carriers

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

- Effective Nov. 18, 2023 – **1.3% paid retroactively**
- Effective Nov. 16, 2024 – **1.4% paid retroactively**
- Effective Nov. 15, 2025 – **1.5%**

### 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 six COLAs that will provide equal protection against inflation. Top step (Step P) 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. Wage rates for the other Steps will be increased proportionally following the practice in effect since the 2011 National Agreement – resulting in the same percentage increase in pay as Step P. January 2023 has been set as the “base month”. The six COLAs for Step P carriers (with proportional application for carriers in lower steps) are payable as follows:

- The first full COLA will be **\$978** annually effective August 26, 2023, **paid retroactively**
- The second full COLA will be **\$353** annually effective March 9, 2024, **paid retroactively**
- The third COLA will be **\$978** annually effective September 7, 2024, **paid retroactively**
- The fourth COLA will be **\$416** annually effective March 8, 2025, **paid retroactively**
- The fifth COLA will be effective in September 2025
- The sixth COLA will be effective in March 2026

The future value of the remaining two COLAs will depend, of course, on the rate of inflation measured by the CPI-W between now and January 2026.

### Wage Schedule Changes

**MOU Re: Modification of City Carrier Pay Tables** – Additionally, Steps AA and A will be eliminated from Table 2. All city carriers in Steps AA and A will be advanced to Step B and begin a new 46-week waiting period to be completed before advancing to Step C. After implementation of this change, the total time to reach top step will be reduced by 46 weeks. These changes will be effective and implemented within 180 days of the arbitration award.

Additionally, effective within 180 days of the arbitration award, the annual rate at Step P in Tables 1 and 2 will be increased by \$1,000. This increase is in addition to the general wage increases and COLAs mentioned above.

### 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 **2.3%** in November 2023 (**paid retroactively**), **2.4%** in November 2024 (**paid retroactively**), and **2.5%** in November 2025.

Additionally, within 180 days of the date of the arbitration award, City Carrier Assistant hourly rates in Table 3 will also be increased by an additional **\$0.50** per hour. This increase is in addition to the cumulative increases mentioned above.

### Retroactive (Back-pay) Provisions

A full back-pay calculation for all letter carriers (career and non-career alike) covering all paid hours since the expiration of the 2019-2023 contract will be made as soon as practicable. These back-pay calculations will include the Nov. 18, 2023, and Nov. 16, 2024, general wage increases (plus the 1 percent additional increase for CCAs on those dates) and the first four COLAs (totaling \$2,725 annually). It will take some time for the Postal Service to complete more than 200,000 back-pay calculations, so the exact pay period in which back-pay will be issued has yet to be determined.

### Uniforms

All letter carriers will receive the following uniform allowance:

- May 21, 2025: \$536 plus an additional \$125 for a newly eligible carrier
- May 21, 2026: \$549 plus an additional \$128 for a newly eligible carrier

The newly eligible credit may be used only once, but the current procedures for employees transferring from one allowance category to another (e.g., from CCA to career carrier) will be continued.

CCA carriers are entitled to the same uniform allowances provided to career carriers, but they do not receive the additional amount for the “newly eligible” until they are converted to career status.

Unused portions of an eligible employee’s annual allowance for uniform and work clothing will be carried over and available for use beginning twelve (12) months after the end of each anniversary year. An eligible employee’s uniform or work clothing allowance balance may not exceed the sum of two (2) years of the employee’s annual allowance entitlement. This uniform and work clothing program adjustment will be implemented no later than twelve (12) months from the date of the interest arbitration award.

Additionally, a joint task force shall be established to study the uniform program with a view toward reaching an agreement for a new and/or revised program that would take into account the following guidelines: 1) be cost-effective for both management and city letter carriers; 2) provide the parties with more direct control of the Uniform Program; 3) limit management and city letter carriers’ exposure to future increases in uniform costs; and 4) create practices for the manufacture and purchase of uniform items that will reduce the rate of increase.

### Employee Complement

The CCA caps found in both Article 7.1.C.1 and Article 7.1.C.2 will remain the same; however, the number allowed in each

district will be based on the career city letter carrier complement in the district, not just the full-time complement. In the 2019 National Agreement, only the full-time letter carrier complement was used as well as PTFs converted to career under the MOU Re: *City Carrier Assistants – Conversion to Career Status*.

**MOU Re: Full-time Regular Opportunities – City Letter Carrier Craft** (M-01824, M-01834, M-01856 and M-01876) – This MOU outlines the process for filling full-time opportunities through the conversion of PTFs to full-time, the conversion of CCAs to full-time regular career status, and the acceptance of voluntary transfer requests. In addition to date changes, the new language addresses several issues which arose during the 2019 National Agreement. CCAs converted to PTF, in accordance with the MOU Re: *City Carrier Assistants – Conversion to Career Status*, will count as conversions to full-time when determining the ratio in item 3 of the MOU. Career letter carriers, as well as other bargaining unit employees, may be accepted for transfer under item 3 in offices with PTFs on the rolls; however, the transfer would report as a PTF. PTFs who transferred under item 2 will be granted retreat rights before the PTF(s) within an installation are converted to full-time under item 1 unless the PTF(s) with retreat rights has less seniority than the PTF(s) in the installation. When full-time city letter carriers are on LWOP for 13 consecutive pay periods, an on-the-rolls-but-not-available (ORNA) assignment must be created and filled under the MOU. Only one ORNA assignment will be created for each city letter carrier on extended LWOP. When a former career employee is reinstated, meaning they leave the Postal Service and are rehired in accordance with Section 233.33 of Handbook EL-312, *Employment and Placement*, in an office with PTFs on the rolls, they are reinstated as a PTF.

**MOU Re: City Carrier Assistants – Conversion to Career Status** – This MOU, continued for the life of the 2023 National Agreement, requires CCAs to be converted to PTF upon reaching 24 months of relative standing. In the MOU included in the 2019 National Agreement, CCAs converted to PTF were counted as full-time regular city letter carriers when applying the provisions of Article 7.1.C.1 and Article 7.1.C.2. Since Article 7 has been amended to include all career city letter carriers, this language is not necessary and has been removed from the MOU.

**MOU Re: Additional Resources – Holiday Carrier Assistant** – This MOU, contained in the 2019 National Agreement, permits the Postal Service to hire holiday carrier assistants during the four-week December period. The MOU was modified to extend the employment period from four weeks to six weeks and to provide a two-week window prior to employment solely for the purpose of training.

**MOU Re: Multi-Installation Carrier Technician Assignments** – This new MOU establishes a test to explore the effectiveness of multi-installation carrier technician assignments. The test will create temporary full-time carrier technician assignments in smaller, independent installations, level 21 and below which have full-time routes not currently covered by a carrier technician assignment. In the test sites, management will create temporary full-time carrier technician assignments which combine full-time routes from up to three separate installations. The intent of this test is to improve staffing situations in these smaller offices, while creating additional full-time assignments.

**MOU Re: Complement and Staffing** – This MOU, contained in the 2019 National Agreement, requires the parties to meet at the headquarters level and discuss the complement and staffing issues within the city letter carrier craft. These discussions have led to hundreds of installations being added to the all-career hiring model. This MOU continues these discussions during the life of the 2023 National Agreement.

**MOU Re: Article 7, 12, and 13 – Crossing Craft and Office Size** – The only change in this MOU is to replace the obsolete term “manyyear” with “workyear”.

## Health Insurance

### Career letter carriers

There are no changes to the Postal Service’s cost share of health benefits premiums. The employer contribution will remain at 72 percent over the term of the contract, and will be capped at 75 percent of any given plan’s premium.

### City Carrier Assistants

The agreement maintains the Postal Service’s biweekly contribution of 75 percent of the premiums for self only, self plus one or self plus family, regardless of the year of employment.

## Overtime Provisions

Article 8 Sections 2, 4, and 5 have been modified to increase overtime protections and provide more opportunities for letter carriers, as well as the introduction of a new pay rate.

### Section 2. Work Schedules

A new Section 2.D has been added which provides all full-time carriers with the right to terminate their tour of duty when reaching their respective work hour limits without being subject to disciplinary action. For full-time employees who are not on an “Overtime Desired” list or on the Work Assignment list, this means that they may clock out and leave when reaching eleven and a half (11.5) hours of work in a day or sixty (60) hours in a service week. For full-time carriers who are on an “Overtime Desired” list or on the Work Assignment list, this means that they may clock out and leave when reaching twelve (12) hours of work in a day or sixty (60) hours in a service week.

### Section 4. Overtime Work

A new Section 4.G has been created which guarantees pay at the rate of two and one-half times the base hourly straight time rate for any work beyond twelve (12) hours in a day and sixty (60) hours in a service week. Previously, a grievance would have to be filed to ensure carriers were provided the additional pay for violations of the 12/60 work hour limitations. This will no longer be necessary as the pay rate will now be automatically applied when these work hour limits are exceeded.

### Section 5. Overtime Assignments

Article 8.5.A was modified to create new ODLs, one for employees desiring to work up to 12 hours per day on their regularly scheduled days only and one for employees desiring to work only overtime for eight hours per day on their non-scheduled days. Employees may sign both lists and are eligible to work up to 12 hours per day on their regularly scheduled days and their non-scheduled days. Article 8.5.C.2.b has been modified to make it clear that overtime must be equitably distributed amongst employees who are on the same ODL. Employees are no longer able to indicate a preference to work in excess of 10 hours on a scheduled day.

Additionally, Section 5.G.3 has been created to provide a new opportunity for ODL carriers to volunteer to exceed twelve (12) hours of work in a day or sixty (60) hours of work in a service. ODL carriers cannot be forced to work beyond the applicable work hour limits (pursuant to Section 8.2.D) and receive protection from discipline for terminating their tour when those limits are reached; however, under this new provision they may choose to volunteer to work beyond the work limits.

## Lay off protection

The no-lay-off clause that protects letter carriers after six years of service as a career employee is retained in the 2023 National Agreement.

## Sub-contracting of Letter Carrier Work

The existing prohibitions against contracting out city carrier work is continued for the duration of the 2023 National Agreement.

### City Delivery and Workplace Improvement Task Force

**MOU Re: City Delivery and Workplace Improvement Task Force** – This long-standing memorandum has been modified to reorganize the task force for the purpose of jointly seeking methods to improve the cultural and operational environment in city delivery offices.

This task force will develop the processes necessary to examine conditions, to develop solutions, and to test alternative procedures in city delivery offices related to creating a positive work environment/culture where everyone is treated with dignity and respect; evaluating the workplace culture and developing solutions to address the causes of conflicts between management and city letter carriers; efficiency and use of space; staffing and scheduling; route evaluation; safety; contractual compliance; and business growth.

### New Employee Experience, Retention, and Mentoring

**MOU Re: New Employee Experience, Retention and Mentoring Program** – This new MOU creates guidelines related to the onboarding, retention, and mentoring of new employees. This program will be implemented nationally in a manner and time as agreed upon by the national parties and includes guidelines for CCAs and PTFs such as:

- Prior to leaving Carrier Academy city letter carriers will receive comprehensive contact information for the employing office, a defined work schedule for the first week in the delivery unit, and instructions for completing time reporting records.
- All newly hired letter carriers will receive an equipment package including a new USPS-branded reflective vest, mail satchel, and hat. They will also receive an introduction and familiarization with the employing office conducted jointly by USPS and NALC representatives.
- The guarantee of being given a minimum of one nonscheduled day each service week, except during the penalty overtime exclusion period, for employees in their ninth week and beyond.
- Limited work hours and work locations during their first eight (8) weeks following completion of the Carrier Academy.
- A defined work schedule identifying anticipated non-scheduled days, start and end times, and route assignments.
- Training on Sunday/Dynamic delivery procedures with an experienced employee prior to performing Sunday delivery services on their own.
- Progress reviews that will be conducted at 30-, 60-, and 80-day intervals. Copies of these reviews will be provided to the local union.
- Access to updated route books and maps and reasonable time to review prior to delivering a new route assignment.
- To the extent possible, newly hired letter carriers will be provided with consistent route assignments.
- New employees are prohibited from performing work outside of the city letter carrier craft during their first 90 workdays or 120 calendar days, whichever comes first. Any cross-craft assignments after this must still be in compliance with Article 7.
- A mentoring program that pairs new employees with a mentor in their office to help employees adapt to the workplace.

### Joint Workplace and Improvement Process

**MOU Re: Joint Workplace Improvement Process (JWIP)** – This MOU from the 2019 National Agreement has been re-structured to reaffirm the parties' commitment to improving the

workplace environment and culture. The new JWIP contains a structure for identifying potential JWIP locations, for area/regional teams to oversee the process and implementation of any necessary improvement plans, and for district teams to investigate and offer recommendations for potential changes designed to improve workplace conditions.

### Local Implementation

The local implementation period will be May 27, 2025, to June 26, 2025.

### Route evaluation and adjustment

**MOU Re: Alternate Route Evaluation and Adjustment Process**—This MOU is continued. The parties have worked to develop six previous joint route adjustment processes dating back to 2008 under the terms of this MOU and would continue that work throughout the life of this agreement.

**MOU Re: Fixed Office Time in a Joint Route Evaluation and Adjustment Environment**—This new MOU recognizes the need to modify methods for determining fixed office time to fit office activities in the current work environment by recording most office activities other than casing mail and pulling down mail as either recurring or non-recurring. Activities previously recorded under Lines 8-13 and 15 would now be recorded under Line 21. When determining minimum line-item values in the modified method, the MOU would prohibit such values from being less than indicated values for the following line items:

- Line 14—Accountables—2 minutes
- Line 19—Vehicle inspection—3 minutes
- Line 20—Personal needs—5 minutes
- Line 21—Office work not covered—10 minutes

### Other Contractual Provisions

#### Article 2

**Article 2.1** - The language is changed to include pregnancy as a protected class and to replace the term “handicapped employees” with “individuals with disabilities”.

#### Article 8

**Article 8.3** – All Part-Time Flexible and City Carrier Assistant employees will be guaranteed a minimum of one (1) nonscheduled day each service week, except during the penalty overtime exclusion period. Management will notify PTF and CCA employees of their assigned nonscheduled day by the Wednesday preceding the service week.

#### Article 10

**MOU Re: Monetization of annual leave** – This new MOU provides career employees the opportunity to sell back up to forty (40) hours of annual leave prior to the beginning of the leave year if they are at the carryover maximum and they have used fewer than 75 sick leave hours in the year immediately preceding the year for which the leave is being exchanged.

**MOU Re: CCA Advanced Annual Leave** – A new MOU that states upon completion of an initial 360-day appointment as a City Carrier Assistant, and immediately upon reappointment to any subsequent appointments, CCAs will be advanced forty (40) hours of annual leave. Upon implementation, CCAs will receive annual leave prorated to the end of their 360-day term.

**MOU Re: PTF Advanced Annual Leave** – A new MOU that states forty (40) hours of annual leave will be advanced to PTF employees, prorated to the end of the leave year for their first leave year as a PTF, and annually thereafter, unless and until the employee converts to full-time status.

**MOU Re: Bereavement Leave** – This MOU from the 2019 National Agreement provides city letter carriers up to three workdays of leave to make arrangements necessitated by death of a family member or attend the funeral of a family member. The 2023 National Agreement adds grandchildren to the existing list of defined family members.

**MOU Re: Time Limitations Concerning Bone Marrow, Stem Cell, Blood Platelet, and Organ Donations** – This new MOU defines the amount of administrative leave granted and time limitations applicable to bone marrow, stem cell, blood platelet, and organ donations for letter carriers.

## Article 11

**Article 11.1. Holidays Observed** – Amended to add Juneteenth as an official designated holiday for full-time employees. In the February 2022 edition of the Postal Bulletin, the Postal Service announced official observation of the Juneteenth holiday and a revision to the Employee and Labor Relations Manual (ELM) adding the holiday.

**Article 11.7. Holiday Part-Time Employee** – Modified to update the pay calculation for PTFs to reflect the addition of the Juneteenth holiday. Since PTFs do not receive holiday pay per se, Article 11.7 provides that the holiday pay regular carriers receive is built into the regular hourly rate for PTFs. The new calculation provides that PTFs will be compensated for the eleven (11) holidays by basing the employee's regular straight time hourly rate on the employee's annual rate divided by 1,992 hours. This calculation has been already in effect since 2022, this contractual change simply updates the language.

## Article 12

**Article 12** – Article 12 has been amended to remove any sections and/or language which do not apply to the city letter carrier craft.

**Article 12.2.B** - Previously, supervisors who return to the city letter carrier craft began a new period of seniority unless they returned within two years. This is now modified to one year.

**Article 12.5.C.8** - Article 12.5.C.8, which contains the provisions regarding the involuntarily reassignment of PTF city letter carriers, has been deleted.

## Article 14

**Article 14.3.C** – This new section establishes Joint Labor-Management Safety Committees at the District level, for each of the 50 USPS Districts. These District Safety Committees will consist of at least two members from each party and will meet quarterly. District Safety Committees are responsible for assisting in implementing district-wide safety initiatives, facilitating communication between Area and Local Safety Committees, and assisting Local Committees. The establishment of District Joint Labor-Management Safety Committees follows the long-standing pilot test in certain USPS Districts under MOU Re: *District Safety Committees Pilot Program*. This MOU has been removed from the National Agreement since these committees are now established nationwide in Article 14.

**MOU Re: Air-Conditioned Vehicles** – This new MOU requires the Postal Service to make every effort to acquire vehicles equipped with air conditioning for use by city letter carrier craft employees. If USPS plans to acquire vehicles without air conditioning due to the climate in a particular geographic location or other factors, the issue must be discussed with the NALC. Additionally, USPS must continue to follow repair and maintenance procedures to ensure that any necessary maintenance

or repairs to air conditioning systems are completed in a timely manner. Inspection of vehicle air conditioning systems will be included in preventive maintenance inspections as well.

## Article 15

**MOU Re: Dispute Resolution Process Testing** – This existing MOU in the 2019 National Agreement has been modified to add the requirement for the task force to begin meeting no later than ninety (90) days after the date of the interest arbitration award, and that it meets regularly no less than once a quarter.

**MOU Re: Article 15 - Dispute Resolution Process-Step B Team Procedures** – This new MOU replaces the MOU Re: *Article 15 - Dispute Resolution Process* and the MOU Re: *Article 15 - Dispute Resolution Procedure Task Force* and creates a new MOU outlining the guidelines and defined responsibilities for the Step B teams and the joint parties who oversee them. The MOU is designed to streamline and improve the Step B process to facilitate more rapid resolution of grievances.

**MOU Re: Electronic Grievance System** – This new MOU establishes a task force at the national level to jointly explore and work toward the development and implementation of an electronic grievance system for use by the parties in the grievance procedure. The parties will explore the potential functionality of the electronic grievance system including, but not limited to, electronic grievance forms for all steps, push notifications when grievances are appealed to the next step, time stamps to record dates and times of actions taken, responses to information requests, and the management and storage of documents.

## Article 16

**Article 16.7** – Modified to allow employees placed in an off-duty status the option to utilize their accrued annual leave during this period.

## Article 17

**Article 17.5. Labor-Management Committee Meetings** – Amended to add a requirement for the local parties to meet at least twice per year to discuss labor-management issues.

**Article 17.7. Dues Checkoff** - Changed to reflect that NALC will be taking over the dues processing for our members. Historically, the Postal Service has been responsible for allocating the dues to the local branches via postal finance numbers, which, at times, created allocation errors. This contractual change allows NALC to control the dues allocation process and verify that the distribution of funds to branches and state associations is properly completed.

## Article 23

**MOU Re: Article 23 Rights of Union Officials to Enter Postal Installations** – This new MOU affirms that, upon reasonable notice to the Postal Service, authorized representatives of the Union shall be permitted to enter postal installations for the purpose of performing and engaging in official union duties and business related to the Collective Bargaining Agreement. The MOU clarifies that this right applies to elected or appointed national, area, and local officers as well as other representatives, regardless of whether they are active USPS employees or retired. The MOU requires the Postal Service to provide officers and/or NALC representatives, who are in a full-time Leave Without Pay (LWOP) status or retired, a USPS identification badge to enter postal facilities within their respective local(s).

## Memorandums of Understanding

**In addition to the MOUs listed above, the following MOUs are continued in the 2023 National Agreement:**

- Deaf and Hard of Hearing
- 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
- Transitional Employees
- Part-Time Flexible Conversions
- Part-Time Regular City Letter Carriers
- Sunday Delivery – City Carrier Assistant Staffing
- Delivery and Collection of Competitive Products
- Article 8
- Overtime Issues
- Work Assignment Overtime
- Article 8 Task Force
- Signing Overtime Lists
- Granting Step Increases
- Conversion of CCAs with Creditable TE Service
- Step Credit for Former Transitional Employees
- Pay Schedule Consolidation
- Elimination of Step CC Pay Rate in CCA Schedule
- Leave Sharing
- Sick Leave for Dependent Care
- Return to Duty
- Leave Policy
- Paid Leave and LWOP
- Clarification of Regulations for National Day of Observance
- PTF Court Leave
- Qualifying Period – Exception for City Carrier Assistants
- Transfers
- City Carrier Assistant Transfers
- Mutual Exchanges
- Involuntary Reassignment Without Regard to Level
- Involuntary Reassignment-Preference Eligible
- City Carrier Assistant Return from Non-Bargaining Unit Positions
- Article 12 Work Group
- Joint Safety and Accident Control Teams

- Smoking in Postal Vehicles
- Interest on Back Pay
- Article 15—ELM 436—Back Pay
- Arbitration Task Force
- Processing of Post-Removal Grievances
- Processing of Grievances
- Expedited Arbitration
- Arbitration Scheduling Procedures – (LMOU)
- Article 17.7.D Payroll Deductions/Allotments
- Article 19
- City Carrier Uniform Task Force
- Debts of Retired Employees
- Reinstatement of Driving Privileges
- Bargaining Information
- Customer Connect Program
- Article 32 Committee
- Subcontracting
- Subcontracting MOU Issues
- Article 41—Bid Process
- LOI – Opting Duration
- Router, Carrier Craft
- Alternate Route Evaluation and Adjustment Process
- 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
- Managed Service Point Scans
- New Product Development and Innovation Task Force
- Subcontracting— List of 3,071 City Delivery Offices

**The following MOUs have been removed from the National Agreement:**

- FSS Implementation
- FSS Work Methods
- District Safety Committees Pilot Program
- Article 15 – Dispute Resolution Process
- Article 15 – Dispute Resolution Procedure Task Force

Wage Increases COLAs		
Date	Type of Increase	Amount
Aug. 26, 2023	COLA* (career)	\$978
Nov. 18, 2023	General wage increase (CCAs 2.3%)	1.3%
March 9, 2024	COLA* (career)	\$353
Sept. 7, 2024	COLA* (career)	\$978
Nov. 16, 2024	General wage increase (CCAs 2.4%)	1.4%
March 8, 2025	COLA* (career)	\$416
Sept. 6, 2025	COLA* (career)	TBD
Nov. 15, 2025	General wage increase (CCAs 2.5%)	1.5%
March 7, 2026	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 O receive COLAs adjusted proportionally to each step's percentage of Step P.

## 2023-2026 General Wage Increases and COLAs

### Table 1

			A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
5/21/2023	<b>Begin Contract</b>		62,078	66,517	66,619	69,796	70,256	70,720	71,177	71,633	72,097	72,546	73,012	73,474	73,930	74,400	74,855	75,299
8/26/2023	COLA	978	63,056	67,495	67,597	70,774	71,234	71,698	72,155	72,611	73,075	73,524	73,990	74,452	74,908	75,378	75,833	76,277
11/18/2023	GI	1.30%	63,863	68,360	68,463	71,681	72,147	72,617	73,080	73,542	74,012	74,467	74,939	75,407	75,869	76,345	76,806	77,256
3/9/2024	COLA	353	64,216	68,713	68,816	72,034	72,500	72,970	73,433	73,895	74,365	74,820	75,292	75,760	76,222	76,698	77,159	77,609
9/7/2024	COLA	978	65,194	69,691	69,794	73,012	73,478	73,948	74,411	74,873	75,343	75,798	76,270	76,738	77,200	77,676	78,137	78,587
11/16/2024	GI	1.40%	66,063	70,622	70,727	73,989	74,462	74,938	75,407	75,876	76,352	76,814	77,292	77,767	78,235	78,718	79,185	79,641
3/8/2025	COLA	416	66,479	71,038	71,143	74,405	74,878	75,354	75,823	76,292	76,768	77,230	77,708	78,183	78,651	79,134	79,601	80,057

### Table 1 Carrier Technician

			A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
5/21/2023	<b>Begin Contract</b>		63,382	67,914	68,018	71,262	71,731	72,205	72,672	73,137	73,611	74,069	74,545	75,017	75,483	75,962	76,427	76,880
8/26/2023	COLA	978	64,380	68,912	69,017	72,260	72,730	73,204	73,670	74,136	74,610	75,068	75,544	76,015	76,481	76,961	77,425	77,879
11/18/2023	GI	1.30%	65,204	69,796	69,901	73,186	73,662	74,142	74,615	75,086	75,566	76,031	76,513	76,991	77,462	77,948	78,419	78,878
3/9/2024	COLA	353	65,565	70,156	70,261	73,547	74,023	74,502	74,975	75,447	75,927	76,391	76,873	77,351	77,823	78,309	78,779	79,239
9/7/2024	COLA	978	66,563	71,155	71,260	74,545	75,021	75,501	75,974	76,445	76,925	77,390	77,872	78,349	78,821	79,307	79,778	80,237
11/16/2024	GI	1.40%	67,450	72,105	72,212	75,543	76,026	76,512	76,991	77,469	77,955	78,427	78,915	79,400	79,878	80,371	80,848	81,313
3/8/2025	COLA	416	67,875	72,530	72,637	75,968	76,450	76,936	77,415	77,894	78,380	78,852	79,340	79,825	80,303	80,796	81,273	81,738

### Table 2

			A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
5/21/2023	<b>Begin Contract</b>		46,038	48,094	50,153	52,211	54,271	56,327	58,387	60,448	62,505	64,562	66,622	68,679	70,740	72,796	74,854	75,299
8/26/2023	COLA	978	46,636	48,719	50,804	52,889	54,976	57,059	59,145	61,233	63,317	65,401	67,487	69,571	71,659	73,742	75,826	76,277
11/18/2023	GI	1.30%	47,234	49,344	51,456	53,568	55,682	57,791	59,904	62,019	64,130	66,240	68,353	70,464	72,579	74,688	76,799	77,256
3/9/2024	COLA	353	47,450	49,569	51,691	53,813	55,936	58,055	60,178	62,302	64,423	66,543	68,665	70,786	72,911	75,029	77,150	77,609
9/7/2024	COLA	978	48,048	50,194	52,342	54,491	56,641	58,787	60,936	63,087	65,235	67,382	69,530	71,678	73,830	75,975	78,122	78,587
11/16/2024	GI	1.40%	48,693	50,867	53,044	55,222	57,401	59,576	61,753	63,933	66,110	68,286	70,463	72,640	74,820	76,994	79,170	79,641
3/8/2025	COLA	416	48,947	51,133	53,321	55,510	57,701	59,887	62,076	64,267	66,455	68,643	70,831	73,019	75,211	77,396	79,584	80,057

### Table 2 Carrier Technician

			A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
5/21/2023	<b>Begin Contract</b>		47,005	49,104	51,206	53,307	55,411	57,510	59,613	61,717	63,818	65,918	68,021	70,121	72,226	74,325	76,426	76,880
8/26/2023	COLA	978	47,615	49,742	51,871	54,000	56,130	58,257	60,387	62,519	64,647	66,774	68,904	71,032	73,164	75,291	77,418	77,879
11/18/2023	GI	1.30%	48,226	50,380	52,537	54,693	56,851	59,005	61,162	63,321	65,477	67,631	69,788	71,944	74,103	76,256	78,412	78,878
3/9/2024	COLA	353	48,446	50,610	52,777	54,943	57,111	59,274	61,442	63,610	65,776	67,940	70,107	72,273	74,442	76,605	78,770	79,239
9/7/2024	COLA	978	49,057	51,248	53,441	55,635	57,830	60,022	62,216	64,412	66,605	68,797	70,990	73,183	75,380	77,570	79,763	80,237
11/16/2024	GI	1.40%	49,716	51,935	54,158	56,382	58,606	60,827	63,050	65,276	67,498	69,720	71,943	74,165	76,391	78,611	80,833	81,313
3/8/2025	COLA	416	49,975	52,207	54,441	56,676	58,913	61,145	63,380	65,617	67,851	70,085	72,318	74,552	76,790	79,021	81,255	81,738

### PTF Step AA Hourly

			City Carrier	Carrier Tech
5/21/2023	<b>Begin Contract</b>		22.13	22.60
8/26/2023	COLA	978	22.42	22.89
11/18/2023	GI	1.30%	22.71	23.19
3/9/2024	COLA	353	22.81	23.29
9/7/2024	COLA	978	23.10	23.59
11/16/2024	GI	1.40%	23.41	23.90
3/8/2025	COLA	416	23.53	24.03

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 O receive COLAs adjusted proportionally to each step's percentage of Step P.

### Table 3 City Carrier Assistant

			BB	AA
<b>Begin Contract</b>			19.33	19.83
GI	2.30%	11/18/2023	19.77	20.27
GI	2.40%	11/16/2024	20.23	20.73

### Former TEs on the rolls Jan 10, 2013

		BB	AA
<b>Begin Contract</b>		20.88	21.38
		21.36	21.86
		21.86	22.36

### Carrier Technician

			BB	AA
<b>Begin Contract</b>			19.74	20.25
		11/18/2023	20.19	20.70
		11/16/2024	20.65	21.17

### Carrier Technician

		BB	AA
<b>Begin Contract</b>		21.32	21.83
		21.81	22.32
		22.32	22.83