

LETTER CARRIER PAY SCHEDULE

City Carrier Wage Schedule: Effective November 22, 2008

The following salary and rate schedule for all NALC-represented employees includes the 1.9 percent general wage increase on November 22, 2008—the third of five such increases provided by the 2006-2011 National Agreement.

2006-2011 National Agreement

| Date | Type of Increase* | Amount |
|----------------|-----------------------|---------|
| Nov. 25, 2006 | General wage increase | 1.4% |
| Sept. 21, 2007 | COLA** | \$0 |
| Oct. 19, 2007 | Lump-sum COLA*** | \$686 |
| Nov. 24, 2007 | General wage increase | 1.8% |
| March 2008 | COLA | \$458 |
| Sept. 2008 | COLA | \$1,497 |
| Nov. 22, 2008 | General wage increase | 1.9% |
| March 2009 | COLA | tba |
| Sept. 2009 | COLA | tba |
| Nov. 21, 2009 | General wage increase | 1.9% |
| March 2010 | COLA | tba |
| Sept. 2010 | COLA | tba |
| Nov. 20, 2010 | General wage increase | 1.85% |
| March 2011 | COLA | tba |
| Sept. 2011 | COLA | tba |

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

** Two-month COLA; CPI had not increased over this timespan.

*** Lump-sum COLA covering November 2005-May 2007; was not added to basic pay.

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 | \$41,888 | \$20.1385 | \$1,611.08 | \$30.21 | \$20.94 |
| B | 96 | 45,513 | 21.8813 | 1,750.50 | 32.82 | 22.76 |
| C | 44 | 46,919 | 22.5572 | 1,804.58 | 33.84 | 23.46 |
| D | 44 | 49,612 | 23.8519 | 1,908.15 | 35.78 | 24.81 |
| E | 44 | 49,984 | 24.0308 | 1,922.46 | 36.05 | 24.99 |
| F | 44 | 50,356 | 24.2096 | 1,936.77 | 36.31 | 25.18 |
| G | 44 | 50,722 | 24.3856 | 1,950.85 | 36.58 | 25.36 |
| H | 44 | 51,093 | 24.5639 | 1,965.11 | 36.85 | 25.55 |
| I | 44 | 51,464 | 24.7423 | 1,979.38 | 37.11 | 25.73 |
| J | 34 | 51,830 | 24.9183 | 1,993.46 | 37.38 | 25.92 |
| K | 34 | 52,202 | 25.0971 | 2,007.77 | 37.65 | 26.10 |
| L | 26 | 52,571 | 25.2745 | 2,021.96 | 37.91 | 26.29 |
| M | 26 | 52,943 | 25.4534 | 2,036.27 | 38.18 | 26.47 |
| N | 24 | 53,315 | 25.6322 | 2,050.58 | 38.45 | 26.66 |
| O | -- | 53,683 | 25.8091 | 2,064.73 | 38.71 | 26.84 |

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 | \$43,741 | \$21.0293 | 1,682.34 | 31.54 | \$21.87 |
| B | 96 | 47,596 | 22.8827 | 1,830.62 | 34.32 | 23.80 |
| C | 44 | 47,684 | 22.9250 | 1,834.00 | 34.39 | 23.84 |
| D | 44 | 50,442 | 24.2510 | 1,940.08 | 36.38 | 25.22 |
| E | 44 | 50,842 | 24.4433 | 1,955.46 | 36.66 | 25.42 |
| F | 44 | 51,245 | 24.6370 | 1,970.96 | 36.96 | 25.62 |
| G | 44 | 51,641 | 24.8274 | 1,986.19 | 37.24 | 25.82 |
| H | 44 | 52,039 | 25.0188 | 2,001.50 | 37.53 | 26.02 |
| I | 44 | 52,443 | 25.2130 | 2,017.04 | 37.82 | 26.22 |
| J | 34 | 52,832 | 25.4000 | 2,032.00 | 38.10 | 26.42 |
| K | 34 | 53,235 | 25.5938 | 2,047.50 | 38.39 | 26.62 |
| L | 26 | 53,636 | 25.7865 | 2,062.92 | 38.68 | 26.82 |
| M | 26 | 54,032 | 25.9769 | 2,078.15 | 38.97 | 27.02 |
| N | 24 | 54,440 | 26.1731 | 2,093.85 | 39.26 | 27.22 |
| O | -- | 54,838 | 26.3644 | 2,109.15 | 39.55 | 27.42 |

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 2006 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.