



# MAIL HANDLER UPDATE

**NATIONAL POSTAL MAIL HANDLERS UNION**

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## MEMBERSHIP RATIFIES 2016 NATIONAL AGREEMENT

The terms of the 2016 National Agreement between the NPMHU and the U.S. Postal Service were officially ratified on February 10, 2017, when the results of the membership ratification vote were certified by the American Arbitration Association. The final vote tally was 8,047 in favor of ratification and 513 in opposition to ratification. Additional information regarding important provisions of the new National Agreement will be shared in subsequent NPMHU publications and on the NPMHU website at [www.npmhu.org](http://www.npmhu.org). Further details about the implementation of the 2016 National Agreement will be provided to Local Union officers and representatives as they become available.

Printed below are the updated NPMHU wage scales, which are retroactively effective on November 26, 2016 (PP25-2016). The Table 1 wage scale (which applies to all Mail Handler career appointments made prior to February 15, 2013) and the Table 2 wage scale (which applies to all Mail Handler career appointments made on or after February

15, 2013) reflect application of the first of three general wage increases allowed for in the 2016 Agreement (that increase is applied at the rate of 1.2% of the wage rate in effect on May 20, 2016). These new Table 1 and Table 2 wage scales also include application of the first of seven potential cost-of-living adjustments (that increase is \$21 per year applied to the entirety of Table 1 and to Step P of Table 2, and with proportional application to Steps BB thru O of Table 2). With contract ratification, this cost-of-living adjustment became effective retroactive to September 3, 2016 (PP19-2016).

The Mail Handler Assistant (MHA) hourly wage rates at the bottom of the chart below reflect application of a 2.2% general wage increase, plus a negotiated additional \$0.09 per hour at Grades 4 and 5. These increases to the MHA hourly wage rate also will be applied retroactive to November 26, 2016 (PP25-2016).

**Mail Handler Wage Rates - Effective November 26, 2016 (PP25-2016)**  
**Table 1 - Applicable to Career Appointments Prior to February 15, 2013**

GRADE 4							GRADE 5						
WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	OVERTIME	PTF HOURLY	WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	OVERTIME	PTF HOURLY
88	AA	\$35,948	\$1,383	\$17.28	\$25.92	\$17.97	88	AA	\$37,566	\$1,445	\$18.06	\$27.09	\$18.78
88	A	\$40,527	\$1,559	\$19.48	\$29.23	\$20.26	88	A	\$42,150	\$1,621	\$20.26	\$30.40	\$21.08
88	B	\$46,287	\$1,780	\$22.25	\$33.38	\$23.14	88	B	\$48,304	\$1,858	\$23.22	\$34.83	\$24.15
44	C	\$49,011	\$1,885	\$23.56	\$35.34	\$24.51	44	C	\$51,100	\$1,965	\$24.57	\$36.85	\$25.55
44	D	\$53,018	\$2,039	\$25.49	\$38.23	\$26.51	44	D	\$53,805	\$2,069	\$25.87	\$38.80	\$26.90
44	E	\$53,339	\$2,052	\$25.64	\$38.47	\$26.67	44	E	\$54,156	\$2,083	\$26.04	\$39.05	\$27.08
44	F	\$53,669	\$2,064	\$25.80	\$38.70	\$26.83	44	F	\$54,510	\$2,097	\$26.21	\$39.31	\$27.26
44	G	\$53,988	\$2,076	\$25.96	\$38.93	\$26.99	44	G	\$54,850	\$2,110	\$26.37	\$39.56	\$27.43
44	H	\$54,317	\$2,089	\$26.11	\$39.17	\$27.16	44	H	\$55,204	\$2,123	\$26.54	\$39.81	\$27.60
44	I	\$54,639	\$2,102	\$26.27	\$39.40	\$27.32	44	I	\$55,558	\$2,137	\$26.71	\$40.07	\$27.78
34	J	\$54,971	\$2,114	\$26.43	\$39.64	\$27.49	34	J	\$55,905	\$2,150	\$26.88	\$40.32	\$27.95
34	K	\$55,290	\$2,127	\$26.58	\$39.87	\$27.65	34	K	\$56,253	\$2,164	\$27.04	\$40.57	\$28.13
26	L	\$55,619	\$2,139	\$26.74	\$40.11	\$27.81	26	L	\$56,599	\$2,177	\$27.21	\$40.82	\$28.30
26	M	\$55,943	\$2,152	\$26.90	\$40.34	\$27.97	26	M	\$56,953	\$2,191	\$27.38	\$41.07	\$28.48
24	N	\$56,268	\$2,164	\$27.05	\$40.58	\$28.13	24	N	\$57,305	\$2,204	\$27.55	\$41.33	\$28.65
24	O	\$56,590	\$2,177	\$27.21	\$40.81	\$28.30	24	O	\$57,649	\$2,217	\$27.72	\$41.57	\$28.82
	P	\$56,918	\$2,189	\$27.36	\$41.05	\$28.46		P	\$57,998	\$2,231	\$27.88	\$41.83	\$29.00

**Mail Handler Wage Rates - Effective November 26, 2016 (PP25-2016)**  
**Table 2 - Applicable to Career Appointments on or after February 15, 2013**

GRADE 4							GRADE 5						
WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	OVERTIME	PTF HOURLY	WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	FTR & PTR HOURLY	OVERTIME	PTF HOURLY
52	BB	\$32,689	\$1,257	\$15.72	\$23.57	\$16.34	52	BB	\$34,182	\$1,315	\$16.43	\$24.65	\$17.09
52	AA	\$34,115	\$1,312	\$16.40	\$24.60	\$17.06	52	AA	\$35,583	\$1,369	\$17.11	\$25.66	\$17.79
52	A	\$35,539	\$1,367	\$17.09	\$25.63	\$17.77	52	A	\$36,983	\$1,422	\$17.78	\$26.67	\$18.49
52	B	\$36,965	\$1,422	\$17.77	\$26.66	\$18.48	52	B	\$38,386	\$1,476	\$18.45	\$27.68	\$19.19
52	C	\$38,389	\$1,477	\$18.46	\$27.68	\$19.19	52	C	\$39,786	\$1,530	\$19.13	\$28.69	\$19.89
52	D	\$39,816	\$1,531	\$19.14	\$28.71	\$19.91	52	D	\$41,187	\$1,584	\$19.80	\$29.70	\$20.59
52	E	\$41,241	\$1,586	\$19.83	\$29.74	\$20.62	52	E	\$42,588	\$1,638	\$20.48	\$30.71	\$21.29
52	F	\$42,666	\$1,641	\$20.51	\$30.77	\$21.33	52	F	\$43,989	\$1,692	\$21.15	\$31.72	\$21.99
52	G	\$44,092	\$1,696	\$21.20	\$31.80	\$22.05	52	G	\$45,389	\$1,746	\$21.82	\$32.73	\$22.69
52	H	\$45,518	\$1,751	\$21.88	\$32.83	\$22.76	52	H	\$46,792	\$1,800	\$22.50	\$33.74	\$23.40
52	I	\$46,940	\$1,805	\$22.57	\$33.85	\$23.47	52	I	\$48,190	\$1,853	\$23.17	\$34.75	\$24.10
52	J	\$48,365	\$1,860	\$23.25	\$34.88	\$24.18	52	J	\$49,593	\$1,907	\$23.84	\$35.76	\$24.80
52	K	\$49,792	\$1,915	\$23.94	\$35.91	\$24.90	52	K	\$50,994	\$1,961	\$24.52	\$36.77	\$25.50
52	L	\$51,216	\$1,970	\$24.62	\$36.93	\$25.61	52	L	\$52,394	\$2,015	\$25.19	\$37.78	\$26.20
52	M	\$52,641	\$2,025	\$25.31	\$37.96	\$26.32	52	M	\$53,796	\$2,069	\$25.86	\$38.80	\$26.90
52	N	\$54,067	\$2,080	\$25.99	\$38.99	\$27.03	52	N	\$55,197	\$2,123	\$26.54	\$39.81	\$27.60
52	O	\$55,492	\$2,134	\$26.68	\$40.02	\$27.75	52	O	\$56,597	\$2,177	\$27.21	\$40.82	\$28.30
	P	\$56,918	\$2,189	\$27.36	\$41.05	\$28.46		P	\$57,998	\$2,231	\$27.88	\$41.83	\$29.00

**Mail Handler Assistant (MHA) Hourly Wage Rates**  
**Effective November 26, 2016 (PP25-2016)**

MHA Grade 4	\$15.12
MHA Grade 5	\$15.94



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**February 2017**