



National Postal Mail Handlers Union

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February 27, 2014

Dear Local Presidents,

As you know, based on the Fishgold Arbitration Award, the 2011 National Agreement provides for up to seven semi-annual cost-of-living-allowance (COLA) adjustments over the course of the contract period. These adjustments are based on changes to the CPI Index -- specifically, the "National Consumer Price Index for Urban Wage Earners and Clerical Workers" published by the Bureau of Labor Statistics, United States Department of Labor (1967=100) -- following release of that Index for January 2013, 2014, 2015, and 2016, as well as following release of that Index for July 2013, 2014, and 2015. As mandated under the Award, each of the increases based on the first two of those adjustment periods (following release of the January 2013 and July 2013 CPI calculations) were to be deferred for a period of one year -- such that any increase based on the January 2013 Index would be added to Mail Handler base wages during the first full pay period following release of the January 2014 Index, and any increase based on the July 2013 Index would be added to base wages during the first full pay period following release of the July 2014 Index.

As reported early last year, there was an upward adjustment of \$146 based on the January 2013 Index (again, deferred until early 2014), and an upward adjustment of \$541 based on the July 2013 Index (deferred until the fall of 2014). Because of slight deflation in the U.S. economy between July 2013 and January 2014, the third possible COLA adjustment under the contract, which would otherwise also have been applied to base wages next month (based on the January 2014 Index) is zero.

I have enclosed an updated Mail Handler wage chart, which includes the application of the deferred January 2013 COLA increase of \$146 (including the proportional application of this COLA to Table 2 -- as set forth in Article 9.7 of the Agreement). This wage chart will become effective on March 8, 2014 (for PP07-2014). The enclosed wage chart also will be added to the NPMHU website at www.npmhu.org and will be printed in the Winter 2014 issue of The Mail

Handler, which is currently at press and will be mailed shortly to all NPMHU members.

The referenced \$541 COLA adjustment, based on the July 2013 Index but deferred for one year, will be added to Mail Handler base wages during September 2014, along with any increase which might accrue relative to the January through July 2014 adjustment period. Remember that Article 9 also allows for four additional COLA adjustment periods over the duration of the current National Agreement. The National Office will continue to monitor the CPI, and will provide periodic updates on how changes to this Index will affect Mail Handler wage scales.

Please let me know if you have any questions.

Fraternally,



Mark A. Gardner
National Secretary-Treasurer

cc: John F. Hegarty, National President
National Executive Board
National/Regional CAD

Effective on March 8, 2014, all career Mail Handler craft employees are scheduled to receive the first of seven possible cost-of-living (COLA) adjustments as outlined in Article 9.3 of the 2011 National Agreement. This COLA increase is based on the upward change in the relevant Consumer Price Index (CPI) Base following release of the January 2013 Index. As prescribed in the Fishgold Arbitration Award, the implementation of this COLA increase was delayed by one year. This Consumer Price Index change resulted in an annual increase of \$146 for all Steps in Table 1 and for Step P of Table 2. The remaining Steps in Table 2 have received the proportional COLA increase percentages as outlined in Article 9.7 of the 2011 National Agreement. Because of slight deflation in the U.S. economy and a corresponding decline in the CPI Index between July 2013 and January 2014, there was no COLA increase for that period of time.

Mail Handler Wage Rates -- Effective March 8, 2014 (PP07-2014)
Table 1 - Applicable to Career Appointments Prior to February 15, 2013

Grade 4						Grade 5					
Weeks in						Weeks in					
Step	Step	Annual	Bi-Weekly	Hourly	Overtime	Step	Step	Annual	Bi-Weekly	Hourly	Overtime
88	AA	\$33,449	\$1,287	16.08	24.12	88	AA	\$35,010	\$1,347	\$16.83	\$25.25
88	A	\$37,866	\$1,456	18.20	27.31	88	A	\$39,430	\$1,517	\$18.96	\$28.44
88	B	\$43,419	\$1,670	20.87	31.31	88	B	\$45,363	\$1,745	\$21.81	\$32.71
44	C	\$46,046	\$1,771	22.14	33.21	44	C	\$48,060	\$1,848	\$23.11	\$34.66
44	D	\$49,910	\$1,920	24.00	35.99	44	D	\$50,669	\$1,949	\$24.36	\$36.54
44	E	\$50,219	\$1,932	24.14	36.22	44	E	\$51,007	\$1,962	\$24.52	\$36.78
44	F	\$50,538	\$1,944	24.30	36.45	44	F	\$51,349	\$1,975	\$24.69	\$37.03
44	G	\$50,845	\$1,956	24.44	36.67	44	G	\$51,677	\$1,988	\$24.84	\$37.27
44	H	\$51,162	\$1,968	24.60	36.90	44	H	\$52,018	\$2,001	\$25.01	\$37.51
44	I	\$51,473	\$1,980	24.75	37.12	44	I	\$52,359	\$2,014	\$25.17	\$37.76
34	J	\$51,793	\$1,992	24.90	37.35	34	J	\$52,694	\$2,027	\$25.33	\$38.00
34	K	\$52,101	\$2,004	25.05	37.57	34	K	\$53,029	\$2,040	\$25.49	\$38.24
26	L	\$52,418	\$2,016	25.20	37.80	26	L	\$53,363	\$2,052	\$25.66	\$38.48
26	M	\$52,730	\$2,028	25.35	38.03	26	M	\$53,705	\$2,066	\$25.82	\$38.73
24	N	\$53,043	\$2,040	25.50	38.25	24	N	\$54,044	\$2,079	\$25.98	\$38.97
24	O	\$53,354	\$2,052	25.65	38.48	24	O	\$54,376	\$2,091	\$26.14	\$39.21
	P	\$53,670	\$2,064	25.80	38.70		P	\$54,713	\$2,104	\$26.30	\$39.46

Mail Handler Wage Rates -- Effective March 8, 2014 (PP07-2014)
Table 2 - Applicable to Career Appointments on or after February 15, 2013

Grade 4						Grade 5					
Weeks in						Weeks in					
Step	Step	Annual	Bi-Weekly	Hourly	Overtime	Step	Step	Annual	Bi-Weekly	Hourly	Overtime
52	BB	\$30,823	\$1,186	\$14.82	\$22.23	52	BB	\$32,262	\$1,241	\$15.51	\$23.27
52	AA	\$32,168	\$1,237	\$15.47	\$23.20	52	AA	\$33,583	\$1,292	\$16.15	\$24.22
52	A	\$33,511	\$1,289	\$16.11	\$24.17	52	A	\$34,903	\$1,342	\$16.78	\$25.17
52	B	\$34,855	\$1,341	\$16.76	\$25.14	52	B	\$36,224	\$1,393	\$17.42	\$26.12
52	C	\$36,199	\$1,392	\$17.40	\$26.11	52	C	\$37,545	\$1,444	\$18.05	\$27.08
52	D	\$37,543	\$1,444	\$18.05	\$27.07	52	D	\$38,865	\$1,495	\$18.69	\$28.03
52	E	\$38,887	\$1,496	\$18.70	\$28.04	52	E	\$40,186	\$1,546	\$19.32	\$28.98
52	F	\$40,231	\$1,547	\$19.34	\$29.01	52	F	\$41,507	\$1,596	\$19.96	\$29.93
52	G	\$41,575	\$1,599	\$19.99	\$29.98	52	G	\$42,827	\$1,647	\$20.59	\$30.88
52	H	\$42,919	\$1,651	\$20.63	\$30.95	52	H	\$44,148	\$1,698	\$21.23	\$31.84
52	I	\$44,262	\$1,702	\$21.28	\$31.92	52	I	\$45,468	\$1,749	\$21.86	\$32.79
52	J	\$45,606	\$1,754	\$21.93	\$32.89	52	J	\$46,789	\$1,800	\$22.49	\$33.74
52	K	\$46,951	\$1,806	\$22.57	\$33.86	52	K	\$48,110	\$1,850	\$23.13	\$34.69
52	L	\$48,294	\$1,857	\$23.22	\$34.83	52	L	\$49,430	\$1,901	\$23.76	\$35.65
52	M	\$49,638	\$1,909	\$23.86	\$35.80	52	M	\$50,751	\$1,952	\$24.40	\$36.60
52	N	\$50,982	\$1,961	\$24.51	\$36.77	52	N	\$52,072	\$2,003	\$25.03	\$37.55
52	O	\$52,326	\$2,013	\$25.16	\$37.74	52	O	\$53,392	\$2,054	\$25.67	\$38.50
	P	\$53,670	\$2,064	\$25.80	\$38.70		P	\$54,713	\$2,104	\$26.30	\$39.46

Mail Handler Assistant (MHA) Hourly Wage Rates -- Effective November 16, 2013 (PP25-2013) and unchanged

MHA Grade 4	\$14.03
MHA Grade 5	\$14.79