

**This revised chart includes columns reflecting the approximate percentage increase (at each Grade and Step) of this flat dollar COLA adjustment.**

Effective on September 6, 2014, all career Mail Handler craft employees are scheduled to receive both the second and fourth of seven possible cost-of-living (COLA) adjustments as outlined in Articles 9.3 and 9.7 of the 2011 National Agreement. These two COLA increases are based on: 1) the upward change in the relevant Consumer Price Index (CPI) Base following release of the July 2013 Index (this amount totaled \$540, and as prescribed in the Fishgold Arbitration Award, the implementation of this COLA increase was delayed by one year); and 2) the upward change in that Index Base following release of the July 2014 Index (this amount totaled \$687, but was not subject to a deferral period). Taken together, these two COLA adjustments resulted in an annual increase of \$1,227 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 9.3C of the National Agreement.

Mail Handler Wage Rates -- Effective September 6, 2014 (PP20-2014)													
Table 1 - Applicable to Career Appointments Prior to February 15, 2013													
Grade 4							Grade 5						
Weeks in	Step	Approx %	Annual	Bi-Weekly	Hourly	Overtime	Weeks in	Step	Approx %	Annual	Bi-Weekly	Hourly	Overtime
Step		Increase					Step		Increase				
88	AA	3.7%	\$34,676	1,334	16.67	25.01	88	AA	3.5%	\$36,237	1,394	\$17.42	\$26.13
88	A	3.2%	\$39,093	1,504	18.79	28.19	88	A	3.1%	\$40,657	1,564	\$19.55	\$29.32
88	B	2.8%	\$44,646	1,717	21.46	32.20	88	B	2.7%	\$46,590	1,792	\$22.40	\$33.60
44	C	2.7%	\$47,273	1,818	22.73	34.09	44	C	2.6%	\$49,287	1,896	\$23.70	\$35.54
44	D	2.5%	\$51,137	1,967	24.59	36.88	44	D	2.4%	\$51,896	1,996	\$24.95	\$37.43
44	E	2.4%	\$51,446	1,979	24.73	37.10	44	E	2.4%	\$52,234	2,009	\$25.11	\$37.67
44	F	2.4%	\$51,765	1,991	24.89	37.33	44	F	2.4%	\$52,576	2,022	\$25.28	\$37.92
44	G	2.4%	\$52,072	2,003	25.03	37.55	44	G	2.4%	\$52,904	2,035	\$25.43	\$38.15
44	H	2.4%	\$52,389	2,015	25.19	37.78	44	H	2.4%	\$53,245	2,048	\$25.60	\$38.40
44	I	2.4%	\$52,700	2,027	25.34	38.00	44	I	2.3%	\$53,586	2,061	\$25.76	\$38.64
34	J	2.4%	\$53,020	2,039	25.49	38.24	34	J	2.3%	\$53,921	2,074	\$25.92	\$38.89
34	K	2.4%	\$53,328	2,051	25.64	38.46	34	K	2.3%	\$54,256	2,087	\$26.08	\$39.13
26	L	2.3%	\$53,645	2,063	25.79	38.69	26	L	2.3%	\$54,590	2,100	\$26.25	\$39.37
26	M	2.3%	\$53,957	2,075	25.94	38.91	26	M	2.3%	\$54,932	2,113	\$26.41	\$39.61
24	N	2.3%	\$54,270	2,087	26.09	39.14	24	N	2.3%	\$55,271	2,126	\$26.57	\$39.86
24	O	2.3%	\$54,581	2,099	26.24	39.36	24	O	2.3%	\$55,603	2,139	\$26.73	\$40.10
	P	2.3%	\$54,897	2,111	26.39	39.59		P	2.2%	\$55,940	2,152	\$26.89	\$40.34

Mail Handler Wage Rates -- Effective September 6, 2014 (PP20-2014)													
Table 2 - Applicable to Career Appointments on or after February 15, 2013													
Grade 4							Grade 5						
Weeks in	Step	Approx %	Annual	Bi-Weekly	Hourly	Overtime	Weeks in	Step	Approx %	Annual	Bi-Weekly	Hourly	Overtime
Step		Increase					Step		Increase				
52	BB	2.3%	\$31,529	\$1,213	\$15.16	\$22.74	52	BB	2.2%	\$32,968	\$1,268	\$15.85	\$23.77
52	AA	2.3%	\$32,904	\$1,266	\$15.82	\$23.73	52	AA	2.2%	\$34,319	\$1,320	\$16.50	\$24.75
52	A	2.3%	\$34,278	\$1,318	\$16.48	\$24.72	52	A	2.2%	\$35,670	\$1,372	\$17.15	\$25.72
52	B	2.3%	\$35,653	\$1,371	\$17.14	\$25.71	52	B	2.2%	\$37,022	\$1,424	\$17.80	\$26.70
52	C	2.3%	\$37,027	\$1,424	\$17.80	\$26.70	52	C	2.2%	\$38,373	\$1,476	\$18.45	\$27.67
52	D	2.3%	\$38,402	\$1,477	\$18.46	\$27.69	52	D	2.2%	\$39,724	\$1,528	\$19.10	\$28.65
52	E	2.3%	\$39,777	\$1,530	\$19.12	\$28.69	52	E	2.2%	\$41,076	\$1,580	\$19.75	\$29.62
52	F	2.3%	\$41,151	\$1,583	\$19.78	\$29.68	52	F	2.2%	\$42,427	\$1,632	\$20.40	\$30.60
52	G	2.3%	\$42,526	\$1,636	\$20.45	\$30.67	52	G	2.2%	\$43,778	\$1,684	\$21.05	\$31.57
52	H	2.3%	\$43,901	\$1,688	\$21.11	\$31.66	52	H	2.2%	\$45,130	\$1,736	\$21.70	\$32.55
52	I	2.3%	\$45,274	\$1,741	\$21.77	\$32.65	52	I	2.2%	\$46,480	\$1,788	\$22.35	\$33.52
52	J	2.3%	\$46,649	\$1,794	\$22.43	\$33.64	52	J	2.2%	\$47,832	\$1,840	\$23.00	\$34.49
52	K	2.3%	\$48,025	\$1,847	\$23.09	\$34.63	52	K	2.2%	\$49,184	\$1,892	\$23.65	\$35.47
52	L	2.3%	\$49,398	\$1,900	\$23.75	\$35.62	52	L	2.2%	\$50,534	\$1,944	\$24.30	\$36.44
52	M	2.3%	\$50,773	\$1,953	\$24.41	\$36.62	52	M	2.2%	\$51,886	\$1,996	\$24.95	\$37.42
52	N	2.3%	\$52,148	\$2,006	\$25.07	\$37.61	52	N	2.2%	\$53,238	\$2,048	\$25.60	\$38.39
52	O	2.3%	\$53,522	\$2,059	\$25.73	\$38.60	52	O	2.2%	\$54,588	\$2,100	\$26.24	\$39.37
	P	2.3%	\$54,897	\$2,111	\$26.39	\$39.59		P	2.2%	\$55,940	\$2,152	\$26.89	\$40.34

**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