

# COST-OF-LIVING ADJUSTMENT (COLA) SET AT \$790

**Effective September 6, 2025 (PP 020-2025)** all career Mail Handler craft employees are scheduled to receive a cost-of-living (COLA) adjustment as outlined in Article 9.3 of the 2022 National Agreement. This is the sixth of six possible COLA increases under the terms of the current agreement. This COLA increase is based on the upward change in the relevant Consumer

Price Index (CPI) following release of the July 2025 Index, using the July 2022 CPI index as a base. The resulting calculation provides an annual increase of \$790 for all Steps in Table 1 and for Step P of Table 2. The remaining Steps in Table 2 will receive the proportional COLA increase percentages as outlined in Article 9.3 of the National Agreement.

RSC M  
**MAIL HANDLER WAGE RATES — SEPTEMBER 6, 2025 (PP 20-2025)**  
**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	\$52,854	\$2,033	\$25.41	\$38.12	\$26.53	88	AA	\$54,642	\$2,102	\$26.27	\$39.41	\$27.43
88	A	\$57,921	\$2,228	\$27.85	\$41.78	\$29.08	88	A	\$59,719	\$2,297	\$28.71	\$43.07	\$29.98
88	B	\$64,300	\$2,473	\$30.91	\$46.37	\$32.28	88	B	\$66,532	\$2,559	\$31.99	\$47.99	\$33.40
44	C	\$67,316	\$2,589	\$32.36	\$48.54	\$33.79	44	C	\$69,629	\$2,678	\$33.48	\$50.22	\$34.95
44	D	\$71,752	\$2,760	\$34.50	\$51.75	\$36.02	44	D	\$72,623	\$2,793	\$34.91	\$52.37	\$36.46
44	E	\$72,109	\$2,773	\$34.67	\$52.01	\$36.20	44	E	\$73,011	\$2,808	\$35.10	\$52.65	\$36.65
44	F	\$72,472	\$2,787	\$34.84	\$52.26	\$36.38	44	F	\$73,404	\$2,823	\$35.29	\$52.94	\$36.85
44	G	\$72,827	\$2,801	\$35.01	\$52.52	\$36.56	44	G	\$73,782	\$2,838	\$35.47	\$53.21	\$37.04
44	H	\$73,189	\$2,815	\$35.19	\$52.79	\$36.74	44	H	\$74,171	\$2,853	\$35.66	\$53.49	\$37.23
44	I	\$73,549	\$2,829	\$35.36	\$53.04	\$36.92	44	I	\$74,563	\$2,868	\$35.85	\$53.78	\$37.43
34	J	\$73,915	\$2,843	\$35.54	\$53.31	\$37.11	34	J	\$74,948	\$2,883	\$36.03	\$54.05	\$37.62
34	K	\$74,269	\$2,857	\$35.71	\$53.57	\$37.28	34	K	\$75,334	\$2,897	\$36.22	\$54.33	\$37.82
26	L	\$74,631	\$2,870	\$35.88	\$53.82	\$37.47	26	L	\$75,718	\$2,912	\$36.40	\$54.60	\$38.01
26	M	\$74,991	\$2,884	\$36.05	\$54.08	\$37.65	26	M	\$76,110	\$2,927	\$36.59	\$54.89	\$38.21
24	N	\$75,351	\$2,898	\$36.23	\$54.35	\$37.83	24	N	\$76,501	\$2,942	\$36.78	\$55.17	\$38.40
24	O	\$75,709	\$2,912	\$36.40	\$54.60	\$38.01	24	O	\$76,878	\$2,957	\$36.96	\$55.44	\$38.59
	P	\$76,070	\$2,926	\$36.57	\$54.86	\$38.19		P	\$77,267	\$2,972	\$37.15	\$55.73	\$38.79

NOTE: This schedule reflects a \$416 cost of living adjustment effective March 8, 2025 (PP 07-2025)

RSC M7  
**MAIL HANDLER WAGE RATES — EFFECTIVE SEPTEMBER 6, 2025 (PP 20-2025)**  
**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
48	AA	\$46,023	\$1,770	\$22.13	\$33.20	\$23.10	48	AA	\$47,663	\$1,833	\$22.91	\$34.37	\$23.93
48	A	\$47,939	\$1,844	\$23.05	\$34.58	\$24.07	48	A	\$49,556	\$1,906	\$23.83	\$35.75	\$24.88
48	B	\$49,411	\$1,900	\$23.76	\$35.64	\$24.80	48	B	\$50,985	\$1,961	\$24.51	\$36.77	\$25.59
48	C	\$51,313	\$1,974	\$24.67	\$37.01	\$25.76	48	C	\$52,859	\$2,033	\$25.41	\$38.12	\$26.54
48	D	\$53,221	\$2,047	\$25.59	\$38.39	\$26.72	48	D	\$54,740	\$2,105	\$26.32	\$39.48	\$27.48
48	E	\$55,125	\$2,120	\$26.50	\$39.75	\$27.67	48	E	\$56,617	\$2,178	\$27.22	\$40.83	\$28.42
48	F	\$57,033	\$2,194	\$27.42	\$41.13	\$28.63	48	F	\$58,496	\$2,250	\$28.12	\$42.18	\$29.37
48	G	\$58,933	\$2,267	\$28.33	\$42.50	\$29.58	48	G	\$60,369	\$2,322	\$29.02	\$43.53	\$30.31
48	H	\$60,836	\$2,340	\$29.25	\$43.88	\$30.54	48	H	\$62,248	\$2,394	\$29.93	\$44.90	\$31.25
48	I	\$62,741	\$2,413	\$30.16	\$45.24	\$31.50	48	I	\$64,124	\$2,466	\$30.83	\$46.25	\$32.19
48	J	\$64,643	\$2,486	\$31.08	\$46.62	\$32.45	48	J	\$66,003	\$2,539	\$31.73	\$47.60	\$33.13
48	K	\$66,549	\$2,560	\$31.99	\$47.99	\$33.41	48	K	\$67,881	\$2,611	\$32.64	\$48.96	\$34.08
48	L	\$68,455	\$2,633	\$32.91	\$49.37	\$34.36	48	L	\$69,758	\$2,683	\$33.54	\$50.31	\$35.02
48	M	\$70,358	\$2,706	\$33.83	\$50.75	\$35.32	48	M	\$71,637	\$2,755	\$34.44	\$51.66	\$35.96
48	N	\$72,261	\$2,779	\$34.74	\$52.11	\$36.28	48	N	\$73,515	\$2,828	\$35.34	\$53.01	\$36.91
48	O	\$74,171	\$2,853	\$35.66	\$53.49	\$37.23	48	O	\$75,392	\$2,900	\$36.25	\$54.38	\$37.85
	P	\$76,070	\$2,926	\$36.57	\$54.86	\$38.19		P	\$77,267	\$2,972	\$37.15	\$55.73	\$38.79

NOTE: This schedule reflects a \$416 cost of living adjustment effective March 8, 2025 (PP 07-2025)

## Full-Time Flexible Mail Handler Wage Rates — Effective March 8, 2025 (PP 07-2025)

GRADE 4						GRADE 5					
WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	HOURLY	OVERTIME	WEEKS IN STEP	STEP	ANNUAL	BI-WEEKLY	HOURLY	OVERTIME
48	FTF	\$44,132	\$1,697	\$21.22	\$31.83	48	FTF	\$45,800	\$1,762	\$22.02	\$33.03

NOTE: This schedule reflects a \$416 cost of living adjustment effective March 8, 2025 (PP 07-2025)

NOTE: Full-Time Flexible Mail Handler (FTF) will move to Pay Table 2, Step AA after 48 weeks (unless converted to FTR prior to 48 weeks).

RSC M4  
**Mail Handler Assistant (MHA) Hourly Wage Rates — Effective November 16, 2024 (PP 25-2024)**

MHA GRADE 4		MHA GRADE 5	
STEP A	STEP B	STEP A	STEP B
\$19.02	\$19.52	\$20.01	\$20.51

NOTE: MHA will advance to Step B after 26 weeks.