



# National Postal Mail Handlers Union

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August 17, 2021

To: Local Presidents  
Regional Directors/Representatives  
National Executive Board

Fr: Paul Hogrogian, National President *PVH*  
Michael Hora, National Secretary-Treasurer *MJH*  
Teresa Harmon, Manager CAD *TH*

Re: Implementation of On-the-Job Instructors Compensation

Beginning in the 2016 National Agreement, the U.S. Postal Service and the National Postal Mail Handlers Union agreed in their MOU Re On-the-Job Instructors Compensation that employees in the mail handler craft who are certified by the PEDC to act as on-the-job instructors will be compensated at “one level higher pay grade than their current bid position” while performing in that capacity.

For career mail handlers hired before February 15, 2013, Table One of the Mail Handlers (RSC M) (as described in Section 9.2A and as printed at the end of Article 9 of the National Agreement or updated thereafter) includes the applicable basic rates for Level 5 employees by listing rates for Level 6 employees. For career mail handlers hired on or after February 15, 2013, however, Table Two of the Mail Handlers (RSC M7) does not list a Level 6 for mail handler employees, and therefore does not include the applicable basic rates for any Level 5 employees who may perform OJI duties.

To correct this oversight, the Postal Service initiated a Level 6 rate at each Grade and Step that is approximately 2.88% above the rate for Level 5 for purposes of compensating Level 5 (RSC M7) employees performing OJI duties. To implement this new Level 6 rate, supervisors are instructed to use Hours Code 090 for Higher Level Authorization. The referenced Level 6 compensation for OJI duties shall be implemented by the Postal Service’s payroll system but shall not be published as part of the National Agreement.

Please contact the National CAD if you have any questions

**\*\*\*Schedule 2\*\*\***

**Mail Handlers (RSC M) Schedule**

Full-Time Annual Basic Rates

Effective August 28, 2021 (PP 19-2021)

**RSC M7 (NPMHU)\***

**\*Salary Schedule for career employees with a career appointment date on or after to February 15, 2013**

M																		
GRADE	BB	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
4	37,191	38,814	40,433	42,056	43,675	45,299	46,919	48,543	50,163	51,783	53,403	55,023	56,645	58,268	59,888	61,509	63,132	64,752
5	38,754	40,351	41,947	43,543	45,138	46,735	48,330	49,928	51,521	53,118	54,712	56,310	57,904	59,501	61,098	62,694	64,288	65,884
6	40,316	41,888	43,461	45,032	46,600	48,170	49,741	51,311	52,881	54,451	56,020	57,599	59,161	60,733	62,308	63,879	65,445	67,017
<b>Part-Time Flexible Employees - Hourly Basic Rates</b>																		
4	18.60	19.41	20.22	21.03	21.84	22.65	23.46	24.27	25.08	25.89	26.70	27.51	28.32	29.13	29.94	30.75	31.57	32.38
5	19.38	20.18	20.97	21.77	22.57	23.37	24.17	24.96	25.76	26.56	27.36	28.16	28.95	29.75	30.55	31.35	32.14	32.94
6	20.16	20.94	21.73	22.52	23.30	24.09	24.87	25.66	26.44	27.23	28.01	28.80	29.58	30.37	31.15	31.94	32.72	33.51
<b>Part-Time Regular Employees - Hourly Basic Rates</b>																		
4	17.88	18.66	19.44	20.22	21.00	21.78	22.56	23.34	24.12	24.90	25.67	26.45	27.23	28.01	28.79	29.57	30.35	31.13
5	18.63	19.40	20.17	20.93	21.70	22.47	23.24	24.00	24.77	25.54	26.30	27.07	27.84	28.61	29.37	30.14	30.91	31.68
6	19.38	20.14	20.89	21.65	22.40	23.16	23.91	24.67	25.42	26.18	26.93	27.69	28.44	29.20	29.96	30.71	31.46	32.22
<b>Step Increase Waiting Periods (In Weeks)</b>																		
Steps (From-To)	BB-AA	AA-A	A-B	B-C	C-D	D-E	E-F	F-G	G-H	H-I	I-J	J-K	K-L	L-M	M-N	N-O	O-P	
Grades 4 - 5	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52	52		

**NOTE: This schedule reflects a \$1934 cost of living adjustment effective August 28, 2021 (PP 19-2021).**