

Effective February 27, 2021, (Pay Period 06-2021) all career Mail Handler craft employees are scheduled to receive a cost-of-living (COLA) adjustment as outlined in Article 9.3 of the 2019 National Agreement. This is the third 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 January 2021 Index, using the July 2019 CPI index as a base provides an annual increase of \$416 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.

| Mail Handlers (RSC M) Schedule | | | | | | | | | | | | | | | | | | | |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|------|-------|
| Full-Time Annual Basic Rates | | | | | | | | | | | | | | | | | | | |
| Effective February 27, 2021 (PP 06-2021) | | | | | | | | | | | | | | | | | | | |
| RSC M (NPMHU) | | | | | | | | | | | | | | | | | | | |
| M | | | | | | | | | | | | | | | | | | | MOST |
| | | | | | | | | | | | | | | | | | | | PREV. |
| GRADE | AA | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | STEP | |
| 4 | 40,859 | 45,653 | 51,685 | 54,537 | 58,734 | 59,070 | 59,415 | 59,749 | 60,093 | 60,432 | 60,780 | 61,113 | 61,457 | 61,796 | 62,138 | 62,475 | 62,818 | 344 | |
| 5 | 42,551 | 47,352 | 53,796 | 56,725 | 59,558 | 59,924 | 60,296 | 60,652 | 61,023 | 61,393 | 61,757 | 62,121 | 62,484 | 62,854 | 63,224 | 63,583 | 63,950 | 370 | |
| 6 | 49,156 | 56,037 | 57,551 | 60,450 | 60,845 | 61,247 | 61,642 | 62,041 | 62,442 | 62,835 | 63,234 | 63,635 | 64,032 | 64,428 | 64,821 | 65,223 | 402 | | |
| Part-Time Flexible Employees - Hourly Basic Rates | | | | | | | | | | | | | | | | | | | |
| 4 | 20.43 | 22.83 | 25.84 | 27.27 | 29.37 | 29.54 | 29.71 | 29.87 | 30.05 | 30.22 | 30.39 | 30.56 | 30.73 | 30.90 | 31.07 | 31.24 | 31.41 | | |
| 5 | 21.28 | 23.68 | 26.90 | 28.36 | 29.78 | 29.96 | 30.15 | 30.33 | 30.51 | 30.70 | 30.88 | 31.06 | 31.24 | 31.43 | 31.61 | 31.79 | 31.98 | | |
| 6 | | 24.58 | 28.02 | 28.78 | 30.23 | 30.42 | 30.62 | 30.82 | 31.02 | 31.22 | 31.42 | 31.62 | 31.82 | 32.02 | 32.21 | 32.41 | 32.61 | | |
| Part-Time Regular Employees - Hourly Basic Rates | | | | | | | | | | | | | | | | | | | |
| 4 | 19.64 | 21.95 | 24.85 | 26.22 | 28.24 | 28.40 | 28.56 | 28.73 | 28.89 | 29.05 | 29.22 | 29.38 | 29.55 | 29.71 | 29.87 | 30.04 | 30.20 | | |
| 5 | 20.46 | 22.77 | 25.86 | 27.27 | 28.63 | 28.81 | 28.99 | 29.16 | 29.34 | 29.52 | 29.69 | 29.87 | 30.04 | 30.22 | 30.40 | 30.57 | 30.75 | | |
| 6 | | 23.63 | 26.94 | 27.67 | 29.06 | 29.25 | 29.45 | 29.64 | 29.83 | 30.02 | 30.21 | 30.40 | 30.59 | 30.78 | 30.98 | 31.16 | 31.36 | | |
| Step Increase Waiting Periods (In Weeks) | | | | | | | | | | | | | | | | | | | |
| Steps (From-To) | 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 | Years | | |
| Grades 4 - 5 | 88 | 88 | 88 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 34 | 34 | 26 | 26 | 24 | 24 | 14.2 | | |
| Grade 6 | | 96 | 96 | 44 | 44 | 44 | 44 | 44 | 44 | 44 | 34 | 34 | 26 | 26 | 24 | 24 | 12.8 | | |

NOTE: This schedule reflects a \$416 cost of living adjustment effective February 27, 2021 (PP 06-2021).

| ***Schedule 2*** | | | | | | | | | | | | | | | | | | | |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
| Mail Handlers (RSC M) Schedule | | | | | | | | | | | | | | | | | | | |
| Full-Time Annual Basic Rates | | | | | | | | | | | | | | | | | | | |
| Effective February 27, 2021 (PP 06-2021) | | | | | | | | | | | | | | | | | | | |
| RSC M7 (NPMHU)* | | | | | | | | | | | | | | | | | | | |
| M | | | | | | | | | | | | | | | | | | | MOST |
| | | | | | | | | | | | | | | | | | | | PREV. |
| GRADE | BB | AA | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | STEP |
| 4 | 36,079 | 37,654 | 39,224 | 40,799 | 42,370 | 43,945 | 45,517 | 47,092 | 48,664 | 50,236 | 51,807 | 53,379 | 54,953 | 56,527 | 58,099 | 59,672 | 61,246 | 62,818 | 1,572 |
| 5 | 37,642 | 39,191 | 40,738 | 42,286 | 43,833 | 45,381 | 46,928 | 48,477 | 50,022 | 51,571 | 53,116 | 54,666 | 56,212 | 57,760 | 59,309 | 60,857 | 62,402 | 63,950 | 1,548 |
| Part-Time Flexible Employees - Hourly Basic Rates | | | | | | | | | | | | | | | | | | | |
| 4 | 18.04 | 18.83 | 19.61 | 20.40 | 21.19 | 21.97 | 22.76 | 23.55 | 24.33 | 25.12 | 25.90 | 26.69 | 27.48 | 28.26 | 29.05 | 29.84 | 30.62 | 31.41 | |
| 5 | 18.82 | 19.60 | 20.37 | 21.14 | 21.92 | 22.69 | 23.46 | 24.24 | 25.01 | 25.79 | 26.56 | 27.33 | 28.11 | 28.88 | 29.65 | 30.43 | 31.20 | 31.98 | |
| Part-Time Regular Employees - Hourly Basic Rates | | | | | | | | | | | | | | | | | | | |
| 4 | 17.35 | 18.10 | 18.86 | 19.61 | 20.37 | 21.13 | 21.88 | 22.64 | 23.40 | 24.15 | 24.91 | 25.66 | 26.42 | 27.18 | 27.93 | 28.69 | 29.45 | 30.20 | |
| 5 | 18.10 | 18.84 | 19.59 | 20.33 | 21.07 | 21.82 | 22.56 | 23.31 | 24.05 | 24.79 | 25.54 | 26.28 | 27.03 | 27.77 | 28.51 | 29.26 | 30.00 | 30.75 | |
| Step Increase Waiting Periods (In Weeks) | | | | | | | | | | | | | | | | | | | |
| 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 | Years | |
| Grades 4 - 5 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 52 | 17.0 | |

NOTE: This schedule reflects a \$416 cost of living adjustment effective February 27, 2021 (PP 06-2021).

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

| National Postal Mail Handlers Union (NPMHU) | | | |
|--|--|-------|--|
| Mail Handler Assistant (MHA) Schedule | | | |
| Hourly Rates | | | |
| Effective November 21, 2020 (PP 25-2020) | | | |
| RSC M4 (NPMHU) | | | |
| MHA Grade | | A | |
| 4 | | 16.87 | |
| 5 | | 17.77 | |

NOTE: This schedule reflects a 1% GI and 1% wage inc. effective November 21, 2020 (PP 25-2020).

December 4, 2020 - The USPS advised the NPMHU that the one-dollar (\$1.00) per pay period dues increase originally scheduled to be implemented to coincide with the PP25-2020 wage increase will not be processed until PP03-2021 and reflected in paychecks on February 5, 2021. This delayed implementation will result in a retroactive dues

adjustment of (\$4.00) to be processed on February 5, 2021. The dues amount for most members will be \$31 (thirty-one dollars) in Pay Period 03-2021 and will return to \$27 (twenty-seven dollars) in Pay Period 04-2021.