



National Postal Mail Handlers Union

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To: All Local Presidents

From: Mark A. Gardner, National Secretary-Treasurer 

Date: February 24, 2017

Re: Implementation of Wage/COLA/Dues Increases

As advised in earlier correspondence from the National Office, the USPS has confirmed its implementation schedule for the first negotiated wage increase under the terms of the 2016 National Agreement, as well as the first of seven possible cost-of-living adjustments (COLAs) provided for in the Agreement. This correspondence will 1) recap that earlier implementation schedule (including the timing for payment of retroactive increases); 2) will discuss timing of the second of seven possible COLA adjustments; and 3) will discuss implementation details for the membership dues increase.

Implementation of November 2016 Wage Increase and September 2016 COLA

For career employees, the first negotiated 1.2% wage increase is retroactively effective on November 26, 2016 (PP25-2016) and the first cost-of-living adjustment of \$21 is retroactively effective on September 3, 2016 (PP19-2016). The prospective application of these wage increases will be implemented during PP05-2017, which begins on February 18, 2017, and will be reflected in paychecks issued on March 10, 2017. The retroactive portion of these increases will be paid to Mail Handlers during PP10-2017, in paychecks to be issued on May 19, 2017.

For Mail Handler Assistant (MHA) employees, the first negotiated 2.2% wage increase is also retroactively effective on November 26, 2016 (PP25-2016), as is a 9 cent per hour increase in base pay. The prospective application of these wage increases will be implemented during PP05-2017, which begins on February 18, 2017, and will be reflected in paychecks issued on March 10, 2017. The retroactive portion of these increases also will be paid in PP10-2017, in paychecks to be issued on May 19, 2017.

Implementation of March 2017 COLA

Effective on March 4, 2017 (PP06-2017), career employees will receive the second of seven possible cost-of-living (COLA) adjustments as outlined in Article 9.3 of the 2016 National Agreement. This COLA increase is based on the upward change in the relevant Consumer Price Index (CPI) following release of the January 2017 Index, and provides an annual increase of \$333 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. The updated wage scales resulting from this March 2017 COLA increase are attached for your reference, and also are available for download from the NPMHU National Union website.

Implementation of NPMHU Dues Increase

Consistent with Article XIV, Section 3 of the NPMHU National Constitution, the National Office will soon be implementing a regular membership dues increase in the amount of one dollar (\$1.00) per pay period – of which the Local Union will receive eighty cents (\$.80) per pay period. This dues increase corresponds to the first general wage increase negotiated in the recently-ratified 2016 National Agreement; that wage increase became effective in PP25-2016. This dues increase is scheduled to be implemented in PP08-2017, to be reflected in paychecks issued on April 21, 2017.

This dues increase, like its corresponding general wage increase, also will be retroactive to PP25-2016. The retroactive amount for the dues increase will total \$9.00 (at one dollar per pay period covering each of the nine pay periods from PP25-2016 thru PP07-2017). This retroactive amount will be withheld from regular members' payroll during PP11-2017, reflected in paychecks issued on June 2, 2017.

The current bi-weekly dues amount varies slightly among our Local Unions, although most are currently set at \$22.00 – which amount is used in the following chronology to illustrate the timing for implementation of this dues increase.

PP07-2017: \$22.00 (current dues amount)
PP08-2017: \$23.00 (new withholding amount, with one dollar increase)
PP11-2017: \$32.00 (includes collection of \$9.00 retroactive amount)
PP12-2017: \$23.00 (return to new bi-weekly withholding amount)

Please let me know if you have any questions with regard to the implementation of this dues increase.

Thank you for your attention to these matters.

cc: National Executive Board
National/Regional CAD

Mail Handler Wage Rates -- Effective March 4, 2017 (PP06-2017)
Table 1 - Applicable to Career Appointments Prior to February 15, 2013

Grade 4							Grade 5						
Weeks in Step	Step	Annual	Bi-Weekly	FTR and PTR		PTF Hourly	Weeks in Step	Step	Annual	Bi-Weekly	FTR and PTR		PTF Hourly
				Hourly	Overtime						Hourly	Overtime	
88	AA	\$36,281	\$1,395	\$17.44	\$26.16	\$18.14	88	AA	\$37,899	\$1,458	\$18.22	\$27.33	\$18.95
88	A	\$40,860	\$1,572	\$19.64	\$29.47	\$20.43	88	A	\$42,483	\$1,634	\$20.42	\$30.64	\$21.24
88	B	\$46,620	\$1,793	\$22.41	\$33.62	\$23.31	88	B	\$48,637	\$1,871	\$23.38	\$35.07	\$24.32
44	C	\$49,344	\$1,898	\$23.72	\$35.58	\$24.67	44	C	\$51,433	\$1,978	\$24.73	\$37.09	\$25.72
44	D	\$53,351	\$2,052	\$25.65	\$38.47	\$26.68	44	D	\$54,138	\$2,082	\$26.03	\$39.04	\$27.07
44	E	\$53,672	\$2,064	\$25.80	\$38.71	\$26.84	44	E	\$54,489	\$2,096	\$26.20	\$39.29	\$27.24
44	F	\$54,002	\$2,077	\$25.96	\$38.94	\$27.00	44	F	\$54,843	\$2,109	\$26.37	\$39.55	\$27.42
44	G	\$54,321	\$2,089	\$26.12	\$39.17	\$27.16	44	G	\$55,183	\$2,122	\$26.53	\$39.80	\$27.59
44	H	\$54,650	\$2,102	\$26.27	\$39.41	\$27.33	44	H	\$55,537	\$2,136	\$26.70	\$40.05	\$27.77
44	I	\$54,972	\$2,114	\$26.43	\$39.64	\$27.49	44	I	\$55,891	\$2,150	\$26.87	\$40.31	\$27.95
34	J	\$55,304	\$2,127	\$26.59	\$39.88	\$27.65	34	J	\$56,238	\$2,163	\$27.04	\$40.56	\$28.12
34	K	\$55,623	\$2,139	\$26.74	\$40.11	\$27.81	34	K	\$56,586	\$2,176	\$27.20	\$40.81	\$28.29
26	L	\$55,952	\$2,152	\$26.90	\$40.35	\$27.98	26	L	\$56,932	\$2,190	\$27.37	\$41.06	\$28.47
26	M	\$56,276	\$2,164	\$27.06	\$40.58	\$28.14	26	M	\$57,286	\$2,203	\$27.54	\$41.31	\$28.64
24	N	\$56,601	\$2,177	\$27.21	\$40.82	\$28.30	24	N	\$57,638	\$2,217	\$27.71	\$41.57	\$28.82
24	O	\$56,923	\$2,189	\$27.37	\$41.05	\$28.46	24	O	\$57,982	\$2,230	\$27.88	\$41.81	\$28.99
	P	\$57,251	\$2,202	\$27.52	\$41.29	\$28.63		P	\$58,331	\$2,244	\$28.04	\$42.07	\$29.17

Mail Handler Wage Rates -- Effective March 4, 2017 (PP06-2017)
Table 2 - Applicable to Career Appointments on or after February 15, 2013

Grade 4							Grade 5						
Weeks in Step	Step	Annual	Bi-Weekly	FTR and PTR		PTF Hourly	Weeks in Step	Step	Annual	Bi-Weekly	FTR and PTR		PTF Hourly
				Hourly	Overtime						Hourly	Overtime	
52	BB	\$32,880	\$1,265	\$15.81	\$23.71	\$16.44	52	BB	\$34,373	\$1,322	\$16.53	\$24.79	\$17.19
52	AA	\$34,315	\$1,320	\$16.50	\$24.75	\$17.16	52	AA	\$35,783	\$1,376	\$17.20	\$25.81	\$17.89
52	A	\$35,747	\$1,375	\$17.19	\$25.78	\$17.87	52	A	\$37,191	\$1,430	\$17.88	\$26.82	\$18.60
52	B	\$37,181	\$1,430	\$17.88	\$26.81	\$18.59	52	B	\$38,602	\$1,485	\$18.56	\$27.84	\$19.30
52	C	\$38,614	\$1,485	\$18.56	\$27.85	\$19.31	52	C	\$40,011	\$1,539	\$19.24	\$28.85	\$20.01
52	D	\$40,049	\$1,540	\$19.25	\$28.88	\$20.02	52	D	\$41,420	\$1,593	\$19.91	\$29.87	\$20.71
52	E	\$41,482	\$1,595	\$19.94	\$29.91	\$20.74	52	E	\$42,829	\$1,647	\$20.59	\$30.89	\$21.41
52	F	\$42,916	\$1,651	\$20.63	\$30.95	\$21.46	52	F	\$44,239	\$1,702	\$21.27	\$31.90	\$22.12
52	G	\$44,350	\$1,706	\$21.32	\$31.98	\$22.18	52	G	\$45,647	\$1,756	\$21.95	\$32.92	\$22.82
52	H	\$45,784	\$1,761	\$22.01	\$33.02	\$22.89	52	H	\$47,058	\$1,810	\$22.62	\$33.94	\$23.53
52	I	\$47,215	\$1,816	\$22.70	\$34.05	\$23.61	52	I	\$48,465	\$1,864	\$23.30	\$34.95	\$24.23
52	J	\$48,648	\$1,871	\$23.39	\$35.08	\$24.32	52	J	\$49,876	\$1,918	\$23.98	\$35.97	\$24.94
52	K	\$50,083	\$1,926	\$24.08	\$36.12	\$25.04	52	K	\$51,285	\$1,973	\$24.66	\$36.98	\$25.64
52	L	\$51,516	\$1,981	\$24.77	\$37.15	\$25.76	52	L	\$52,694	\$2,027	\$25.33	\$38.00	\$26.35
52	M	\$52,949	\$2,037	\$25.46	\$38.18	\$26.47	52	M	\$54,104	\$2,081	\$26.01	\$39.02	\$27.05
52	N	\$54,383	\$2,092	\$26.15	\$39.22	\$27.19	52	N	\$55,513	\$2,135	\$26.69	\$40.03	\$27.76
52	O	\$55,817	\$2,147	\$26.84	\$40.25	\$27.91	52	O	\$56,922	\$2,189	\$27.37	\$41.05	\$28.46
	P	\$57,251	\$2,202	\$27.52	\$41.29	\$28.63		P	\$58,331	\$2,244	\$28.04	\$42.07	\$29.17

Mail Handler Assistant (MHA) Hourly Wage Rates (unchanged)
Effective November 26, 2016 (PP25-2016)

MHA Grade 4 \$15.12
MHA Grade 5 \$15.94