

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 Article 9.3 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 9.3 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 | | | | | |
|----------------------|-------------|---------------|------------------|---------------|-----------------|----------------------|-------------|---------------|------------------|---------------|-----------------|
| <u>Weeks in Step</u> | <u>Step</u> | <u>Annual</u> | <u>Bi-Weekly</u> | <u>Hourly</u> | <u>Overtime</u> | <u>Weeks in Step</u> | <u>Step</u> | <u>Annual</u> | <u>Bi-Weekly</u> | <u>Hourly</u> | <u>Overtime</u> |
| 88 | AA | \$34,676 | 1,334 | 16.67 | 25.01 | 88 | AA | \$36,237 | 1,394 | \$17.42 | \$26.13 |
| 88 | A | \$39,093 | 1,504 | 18.79 | 28.19 | 88 | A | \$40,657 | 1,564 | \$19.55 | \$29.32 |
| 88 | B | \$44,646 | 1,717 | 21.46 | 32.20 | 88 | B | \$46,590 | 1,792 | \$22.40 | \$33.60 |
| 44 | C | \$47,273 | 1,818 | 22.73 | 34.09 | 44 | C | \$49,287 | 1,896 | \$23.70 | \$35.54 |
| 44 | D | \$51,137 | 1,967 | 24.59 | 36.88 | 44 | D | \$51,896 | 1,996 | \$24.95 | \$37.43 |
| 44 | E | \$51,446 | 1,979 | 24.73 | 37.10 | 44 | E | \$52,234 | 2,009 | \$25.11 | \$37.67 |
| 44 | F | \$51,765 | 1,991 | 24.89 | 37.33 | 44 | F | \$52,576 | 2,022 | \$25.28 | \$37.92 |
| 44 | G | \$52,072 | 2,003 | 25.03 | 37.55 | 44 | G | \$52,904 | 2,035 | \$25.43 | \$38.15 |
| 44 | H | \$52,389 | 2,015 | 25.19 | 37.78 | 44 | H | \$53,245 | 2,048 | \$25.60 | \$38.40 |
| 44 | I | \$52,700 | 2,027 | 25.34 | 38.00 | 44 | I | \$53,586 | 2,061 | \$25.76 | \$38.64 |
| 34 | J | \$53,020 | 2,039 | 25.49 | 38.24 | 34 | J | \$53,921 | 2,074 | \$25.92 | \$38.89 |
| 34 | K | \$53,328 | 2,051 | 25.64 | 38.46 | 34 | K | \$54,256 | 2,087 | \$26.08 | \$39.13 |
| 26 | L | \$53,645 | 2,063 | 25.79 | 38.69 | 26 | L | \$54,590 | 2,100 | \$26.25 | \$39.37 |
| 26 | M | \$53,957 | 2,075 | 25.94 | 38.91 | 26 | M | \$54,932 | 2,113 | \$26.41 | \$39.61 |
| 24 | N | \$54,270 | 2,087 | 26.09 | 39.14 | 24 | N | \$55,271 | 2,126 | \$26.57 | \$39.86 |
| 24 | O | \$54,581 | 2,099 | 26.24 | 39.36 | 24 | O | \$55,603 | 2,139 | \$26.73 | \$40.10 |
| | P | \$54,897 | 2,111 | 26.39 | 39.59 | | P | \$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 to February 15, 2013**

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

Mail Handler Assistant (MHA) Hourly Wage Rates -- Effective November 16, 2013 (PP25-2013) are unchanged

MHA Grade 4 \$14.03
 MHA Grade 5 \$14.79