

**Section 7. Changes in Number of Delivery Days**

If, pursuant to present or future law, changes are made in the number of delivery days, the effects of the change on employees will be negotiated by the parties and all provisions of this Agreement inconsistent with the change will be amended to conform with the change.

The Employer shall notify the Union at least ninety (90) days prior to implementation of the contemplated changes in the number of delivery days. If, within ninety (90) days after such notice the parties are unable to agree on the treatment to be given to employees whose wages, hours, and working conditions will be changed, the Union shall be entitled to refer the matter to arbitration within ten (10) days. The arbitrator shall determine whether the Employer’s proposed treatment of such employees is fair, reasonable, and equitable.

The above is not applicable to changes such as those resulting from route evaluations, etc., which are made under the present practice in the Postal Service.

**ARTICLE 9  
COMPENSATION, SALARIES,  
AND WAGES**

**Section 1. Salaries and Wages**

**A. Basic Annual Salary**

The basic annual salary schedules (**Tables One and Two**) in effect on **May 20, 2015**, with proportional application to hourly rate employees, for those employees covered under the terms and conditions of this Agreement, shall be increased as follows:

1. Effective November **14, 2015**

The basic annual salary for each step shall be increased by an amount equal to **1.2%** of the appropriate **March 21, 2015** salary schedule.

2. Effective November **26, 2016**

The basic annual salary for each step shall be increased by an amount equal to **1.3%** of the appropriate **March 21, 2015** salary schedule.

3. Effective November **25, 2017**

The basic annual salary for each step shall be increased by an amount equal to **1.3%** of the

appropriate **March 21, 2015** salary schedule.

(See **Tables 3 and 4** on page **76**.)

**B. New Regular Carrier Appointees**

All new regular carriers will be appointed at Step 1 of Table Two with the following exceptions:

1. Substitute rural carriers will be appointed to regular carrier status at Step 8 or their existing step, whichever is lower, provided, however, that substitutes serving in excess of ninety (90) days on a vacant route at the time of appointment will maintain their existing step.
2. Rural carrier associates and rural carrier relief employees on the rolls before August 7, 1991, and continuously thereafter will be appointed at Step C (Table One).
3. Rural carrier associates who were hired between August 7, 1991, and November 20, 2010, and served continuously thereafter, will be appointed at Step A (Table One).
4. Career employees of the Postal Service on the rolls before August 7, 1991, and continuously thereafter will be appointed at Step C (Table One).
5. Part-time flexible rural carriers will be appointed to regular carrier status at their attained step.

**C. Part-time Flexible Rural Carrier Appointees**

Substitute rural carriers who are appointed to part-time flexible rural carriers under Article 30.2.A.3 will begin a career appointment at Step 8 or their existing step (Table One), whichever is lower, provided, however, that substitutes serving in excess of ninety (90) days on a vacant route at the time of appointment will maintain their existing step.

Rural carrier associates on the rolls before August 7, 1991, who are appointed to part-time flexible rural carriers under Article 30.2.A.3 will begin a career appointment at Step C (Table One). Rural carrier associates who were hired between August 7, 1991, and November 20, 2010, and served continuously thereafter, who are appointed to part-time flexible rural carriers under Article 30.2.A.3., will begin a career appointment at Step A (Table One). Rural carrier associates hired on or after November 21, 2010, who are appointed to part-time flexible rural carriers under Article 30.2.A.3., will begin a career appointment at Step 1 (Table Two).