

**APWU National Agreement  
Schedule One - Salary and Rates  
Effective November 16, 2002**

Grade and Step		Full-time Regular Rates				BIWEEKLY DEDUCTIONS										
						CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
						7%	1.45%	7% Maximum	0.8%	7.65%	USPS	3%	3%	5%	5%	12% EMPLOYEE
Annual Salary	Biweekly Pay	Straight Time	Night Diff	CSRS	MEDICARE	TSP	FERS	FICA	MINIMUM	EMPLOYEE	USPS	EMPLOYEE	USPS	MAXIMUM		
2	D	37,172	1,429.70	17.8712	1.37	100.08	20.73	100.08	11.44	109.37	14.30	42.89	57.19	71.48	71.48	171.56
	E	37,420	1,439.23	17.9904	1.38	100.75	20.87	100.75	11.51	110.10	14.39	43.18	57.57	71.96	71.96	172.71
	F	37,667	1,448.73	18.1091	1.39	101.41	21.01	101.41	11.59	110.83	14.49	43.46	57.95	72.44	72.44	173.85
	G	37,915	1,458.27	18.2284	1.40	102.08	21.14	102.08	11.67	111.56	14.58	43.75	58.33	72.91	72.91	174.99
	H	38,168	1,468.00	18.3500	1.41	102.76	21.29	102.76	11.74	112.30	14.68	44.04	58.72	73.40	73.40	176.16
3	D	37,772	1,452.77	18.1596	1.39	101.69	21.07	101.69	11.62	111.14	14.53	43.58	58.11	72.64	72.64	174.33
	E	38,039	1,463.04	18.2880	1.40	102.41	21.21	102.41	11.70	111.92	14.63	43.89	58.52	73.15	73.15	175.56
	F	38,312	1,473.54	18.4192	1.41	103.15	21.37	103.15	11.79	112.73	14.74	44.21	58.94	73.68	73.68	176.82
	G	38,576	1,483.70	18.5462	1.42	103.86	21.51	103.86	11.87	113.50	14.84	44.51	59.35	74.18	74.18	178.04
	H	38,846	1,494.08	18.6760	1.43	104.59	21.66	104.59	11.95	114.30	14.94	44.82	59.76	74.70	74.70	179.29
4	D	38,423	1,477.81	18.4726	1.42	103.45	21.43	103.45	11.82	113.05	14.78	44.33	59.11	73.89	73.89	177.34
	E	38,712	1,488.92	18.6115	1.43	104.22	21.59	104.22	11.91	113.90	14.89	44.67	59.56	74.45	74.45	178.67
	F	39,006	1,500.23	18.7529	1.44	105.02	21.75	105.02	12.00	114.77	15.00	45.01	60.01	75.01	75.01	180.03
	G	39,295	1,511.34	18.8918	1.45	105.79	21.91	105.79	12.09	115.62	15.11	45.34	60.45	75.57	75.57	181.36
	H	39,582	1,522.38	19.0298	1.46	106.57	22.07	106.57	12.18	116.46	15.22	45.67	60.90	76.12	76.12	182.69
5	D	39,129	1,504.96	18.8120	1.45	105.35	21.82	105.35	12.04	115.13	15.05	45.15	60.20	75.25	75.25	180.60
	E	39,441	1,516.96	18.9620	1.46	106.19	22.00	106.19	12.14	116.05	15.17	45.51	60.68	75.85	75.85	182.04
	F	39,754	1,529.00	19.1125	1.47	107.03	22.17	107.03	12.23	116.97	15.29	45.87	61.16	76.45	76.45	183.48
	G	40,063	1,540.89	19.2611	1.48	107.86	22.34	107.86	12.33	117.88	15.41	46.23	61.64	77.04	77.04	184.91
	H	40,378	1,553.00	19.4125	1.50	108.71	22.52	108.71	12.42	118.80	15.53	46.59	62.12	77.65	77.65	186.36
6	D	39,889	1,534.19	19.1774	1.48	107.39	22.25	107.39	12.27	117.37	15.34	46.03	61.37	76.71	76.71	184.10
	E	40,228	1,547.23	19.3404	1.49	108.31	22.43	108.31	12.38	118.36	15.47	46.42	61.89	77.36	77.36	185.67
	F	40,570	1,560.38	19.5048	1.50	109.23	22.63	109.23	12.48	119.37	15.60	46.81	62.42	78.02	78.02	187.25
	G	40,905	1,573.27	19.6659	1.52	110.13	22.81	110.13	12.59	120.36	15.73	47.20	62.93	78.66	78.66	188.79
	H	41,247	1,586.42	19.8303	1.53	111.05	23.00	111.05	12.69	121.36	15.86	47.59	63.46	79.32	79.32	190.37
7	D	40,714	1,565.92	19.5740	1.51	109.61	22.71	109.61	12.53	119.79	15.66	46.98	62.64	78.30	78.30	187.91
	E	41,079	1,579.96	19.7495	1.52	110.60	22.91	110.60	12.64	120.87	15.80	47.40	63.20	79.00	79.00	189.60
	F	41,443	1,593.96	19.9245	1.54	111.58	23.11	111.58	12.75	121.94	15.94	47.82	63.76	79.70	79.70	191.28
	G	41,808	1,608.00	20.1000	1.55	112.56	23.32	112.56	12.86	123.01	16.08	48.24	64.32	80.40	80.40	192.96
	H	42,176	1,622.15	20.2769	1.57	113.55	23.52	113.55	12.98	124.09	16.22	48.66	64.89	81.11	81.11	194.66

**APWU National Agreement**  
**Schedule Two - Salary and Rates**  
**Effective November 16, 2002**

					<b>BIWEEKLY DEDUCTIONS</b>										
					<b>CSRS</b>			<b>FERS</b>		<b>FERS -- THRIFT SAVINGS PLAN</b>					
<b>Grade and Step</b>	<b>Full-time Regular Rates</b>				<b>Maximum</b>										
	<b>Annual Salary</b>	<b>Biweekly Pay</b>	<b>Straight Time</b>	<b>Night Differential</b>	<b>7% CSRS</b>	<b>1.45% MEDICARE</b>	<b>7% TSP</b>	<b>0.80 FERS</b>	<b>7.65% FICA</b>	<b>1% USPS MINIMUM</b>	<b>3% EMPLOYEE</b>	<b>3% USPS</b>	<b>5% EMPLOYEE</b>	<b>5% USPS</b>	<b>12% EMPLOYEE MAXIMUM</b>
<b>1 BB</b>	23,864	917.85	11.4731	0.84	64.25	13.31	64.25	7.34	70.22	9.18	27.54	36.71	45.89	45.89	110.14
<b>AA</b>	24,802	953.92	11.9240	0.88	66.77	13.83	66.77	7.63	72.97	9.54	28.62	38.16	47.70	47.70	114.47
<b>A</b>	25,740	990.00	12.3750	0.92	69.30	14.36	69.30	7.92	75.74	9.90	29.70	39.60	49.50	49.50	118.80
<b>B</b>	26,678	1,026.08	12.8260	0.95	71.83	14.88	71.83	8.21	78.50	10.26	30.78	41.04	51.30	51.30	123.13
<b>C</b>	27,616	1,062.15	13.2769	0.99	74.35	15.40	74.35	8.50	81.25	10.62	31.86	42.49	53.11	53.11	127.46
<b>D</b>	28,554	1,098.23	13.7279	1.03	76.88	15.92	76.88	8.79	84.01	10.98	32.95	43.93	54.91	54.91	131.79
<b>E</b>	29,492	1,134.30	14.1788	1.07	79.40	16.45	79.40	9.07	86.77	11.34	34.03	45.37	56.72	56.72	136.12
<b>F</b>	30,430	1,170.38	14.6298	1.11	81.93	16.97	81.93	9.36	89.53	11.70	35.11	46.82	58.52	58.52	140.45
<b>G</b>	31,368	1,206.46	15.0808	1.15	84.45	17.49	84.45	9.65	92.29	12.06	36.19	48.26	60.32	60.32	144.78
<b>H</b>	32,306	1,242.54	15.5317	1.18	86.98	18.02	86.98	9.94	95.05	12.43	37.28	49.70	62.13	62.13	149.10
<b>I</b>	33,244	1,278.62	15.9827	1.22	89.50	18.54	89.50	10.23	97.81	12.79	38.36	51.14	63.93	63.93	153.43
<b>J</b>	34,182	1,314.70	16.4337	1.26	92.03	19.06	92.03	10.52	100.57	13.15	39.44	52.59	65.73	65.73	157.76
<b>K</b>	35,120	1,350.77	16.8846	1.30	94.55	19.59	94.55	10.81	103.33	13.51	40.52	54.03	67.54	67.54	162.09
<b>L</b>	36,058	1,386.85	17.3356	1.34	97.08	20.11	97.08	11.09	106.09	13.87	41.61	55.47	69.34	69.34	166.42
<b>M</b>	36,996	1,422.92	17.7865	1.37	99.60	20.63	99.60	11.38	108.85	14.23	42.69	56.92	71.15	71.15	170.75
<b>N</b>	37,934	1,459.00	18.2375	1.41	102.13	21.16	102.13	11.67	111.61	14.59	43.77	58.36	72.95	72.95	175.08
<b>O</b>	39,141	1,505.42	18.8178	1.45	105.38	21.83	105.38	12.04	115.16	15.05	45.16	60.22	75.27	75.27	180.65
<b>RC</b>	40,079	1,541.50	19.2688	1.46	107.91	22.35	107.91	12.33	117.93	15.42	46.25	61.66	77.08	77.08	184.98

**APWU National Agreement**  
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					<b>BIWEEKLY DEDUCTIONS</b>										
					<b>CSRS</b>			<b>FERS</b>		<b>FERS -- THRIFT SAVINGS PLAN</b>					
<b>Grade and Step</b>	<b>Full-time Regular Rates</b>				<b>Maximum</b>										
	<b>Annual Salary</b>	<b>Biweekly Pay</b>	<b>Straight Time</b>	<b>Night Differential</b>	<b>7% CSRS</b>	<b>1.45% MEDICARE</b>	<b>7% TSP</b>	<b>0.80 FERS</b>	<b>7.65% FICA</b>	<b>1% USPS MINIMUM</b>	<b>3% EMPLOYEE</b>	<b>3% USPS</b>	<b>5% EMPLOYEE</b>	<b>5% USPS</b>	<b>12% EMPLOYEE MAXIMUM</b>
<b>2 BB</b>	24,948	959.54	11.9942	0.88	67.17	13.91	67.17	7.68	73.40	9.60	28.79	38.38	47.98	47.98	115.14
<b>AA</b>	25,876	995.23	12.4404	0.92	69.67	14.43	69.67	7.96	76.14	9.95	29.86	39.81	49.76	49.76	119.43
<b>A</b>	26,804	1,030.92	12.8865	0.95	72.16	14.95	72.16	8.25	78.87	10.31	30.93	41.24	51.55	51.55	123.71
<b>B</b>	27,732	1,066.62	13.3327	0.99	74.66	15.47	74.66	8.53	81.60	10.67	32.00	42.66	53.33	53.33	127.99
<b>C</b>	28,660	1,102.30	13.7788	1.03	77.16	15.98	77.16	8.82	84.33	11.02	33.07	44.09	55.12	55.12	132.28
<b>D</b>	29,588	1,138.00	14.2250	1.07	79.66	16.50	79.66	9.10	87.06	11.38	34.14	45.52	56.90	56.90	136.56
<b>E</b>	30,516	1,173.70	14.6712	1.11	82.16	17.02	82.16	9.39	89.79	11.74	35.21	46.95	58.68	58.68	140.84
<b>F</b>	31,444	1,209.38	15.1173	1.14	84.66	17.54	84.66	9.68	92.52	12.09	36.28	48.38	60.47	60.47	145.13
<b>G</b>	32,372	1,245.08	15.5635	1.18	87.16	18.05	87.16	9.96	95.25	12.45	37.35	49.80	62.25	62.25	149.41
<b>H</b>	33,300	1,280.77	16.0096	1.22	89.65	18.57	89.65	10.25	97.98	12.81	38.42	51.23	64.04	64.04	153.69
<b>I</b>	34,228	1,316.46	16.4558	1.26	92.15	19.09	92.15	10.53	100.71	13.16	39.49	52.66	65.82	65.82	157.98
<b>J</b>	35,156	1,352.15	16.9019	1.29	94.65	19.61	94.65	10.82	103.44	13.52	40.56	54.09	67.61	67.61	162.26
<b>K</b>	36,084	1,387.85	17.3481	1.33	97.15	20.12	97.15	11.10	106.17	13.88	41.64	55.51	69.39	69.39	166.54
<b>L</b>	37,012	1,423.54	17.7942	1.37	99.65	20.64	99.65	11.39	108.90	14.24	42.71	56.94	71.18	71.18	170.82
<b>M</b>	37,940	1,459.23	18.2404	1.41	102.15	21.16	102.15	11.67	111.63	14.59	43.78	58.37	72.96	72.96	175.11
<b>N</b>	38,868	1,494.92	18.6865	1.44	104.64	21.68	104.64	11.96	114.36	14.95	44.85	59.80	74.75	74.75	179.39
<b>O</b>	39,905	1,534.81	19.1851	1.48	107.44	22.25	107.44	12.28	117.41	15.35	46.04	61.39	76.74	76.74	184.18
<b>RC</b>	40,833	1,570.50	19.6313	1.49	109.94	22.77	109.94	12.56	120.14	15.71	47.12	62.82	78.53	78.53	188.46

**APWU National Agreement**  
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					<b>BIWEEKLY DEDUCTIONS</b>										
					<b>CSRS</b>			<b>FERS</b>		<b>FERS -- THRIFT SAVINGS PLAN</b>					
<b>Grade and Step</b>	<b>Full-time Regular Rates</b>				<b>Maximum</b>										
	<b>Annual Salary</b>	<b>Biweekly Pay</b>	<b>Straight Time</b>	<b>Night Differential</b>	<b>7% CSRS</b>	<b>1.45% MEDICARE</b>	<b>7% TSP</b>	<b>0.80 FERS</b>	<b>7.65% FICA</b>	<b>1% USPS MINIMUM</b>	<b>3% EMPLOYEE</b>	<b>3% USPS</b>	<b>5% EMPLOYEE</b>	<b>5% USPS</b>	<b>12% EMPLOYEE MAXIMUM</b>
<b>3 BB</b>	26,026	1,001.00	12.5125	0.93	70.07	14.51	70.07	8.01	76.58	10.01	30.03	40.04	50.05	50.05	120.12
<b>AA</b>	26,945	1,036.34	12.9543	0.97	72.54	15.03	72.54	8.29	79.28	10.36	31.09	41.45	51.82	51.82	124.36
<b>A</b>	27,864	1,071.70	13.3962	1.00	75.02	15.54	75.02	8.57	81.98	10.72	32.15	42.87	53.58	53.58	128.60
<b>B</b>	28,783	1,107.04	13.8380	1.04	77.49	16.05	77.49	8.86	84.69	11.07	33.21	44.28	55.35	55.35	132.84
<b>C</b>	29,702	1,142.38	14.2798	1.08	79.97	16.56	79.97	9.14	87.39	11.42	34.27	45.70	57.12	57.12	137.09
<b>D</b>	30,621	1,177.73	14.7216	1.11	82.44	17.08	82.44	9.42	90.10	11.78	35.33	47.11	58.89	58.89	141.33
<b>E</b>	31,540	1,213.08	15.1635	1.15	84.92	17.59	84.92	9.70	92.80	12.13	36.39	48.52	60.65	60.65	145.57
<b>F</b>	32,459	1,248.42	15.6053	1.18	87.39	18.10	87.39	9.99	95.50	12.48	37.45	49.94	62.42	62.42	149.81
<b>G</b>	33,378	1,283.77	16.0471	1.22	89.86	18.61	89.86	10.27	98.21	12.84	38.51	51.35	64.19	64.19	154.05
<b>H</b>	34,297	1,319.11	16.4889	1.26	92.34	19.13	92.34	10.55	100.91	13.19	39.57	52.76	65.96	65.96	158.29
<b>I</b>	35,216	1,354.46	16.9308	1.29	94.81	19.64	94.81	10.84	103.62	13.54	40.63	54.18	67.72	67.72	162.54
<b>J</b>	36,135	1,389.81	17.3726	1.33	97.29	20.15	97.29	11.12	106.32	13.90	41.69	55.59	69.49	69.49	166.78
<b>K</b>	37,054	1,425.15	17.8144	1.37	99.76	20.66	99.76	11.40	109.02	14.25	42.75	57.01	71.26	71.26	171.02
<b>L</b>	37,973	1,460.50	18.2563	1.40	102.24	21.18	102.24	11.68	111.73	14.61	43.82	58.42	73.03	73.03	175.26
<b>M</b>	38,892	1,495.85	18.6981	1.44	104.71	21.69	104.71	11.97	114.43	14.96	44.88	59.83	74.79	74.79	179.50
<b>N</b>	39,811	1,531.19	19.1399	1.47	107.18	22.20	107.18	12.25	117.14	15.31	45.94	61.25	76.56	76.56	183.74
<b>O</b>	40,730	1,566.54	19.5817	1.51	109.66	22.71	109.66	12.53	119.84	15.67	47.00	62.66	78.33	78.33	187.98
<b>RC</b>	41,649	1,601.89	20.0236	1.52	112.13	23.23	112.13	12.82	122.54	16.02	48.06	64.08	80.09	80.09	192.23

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Grade and Step		Full-time Regular Rates				BIWEEKLY DEDUCTIONS										
						CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
						7%	1.45%	Maximum	0.80	7.65%	1%	3%	3%	5%	5%	12%
								7%			USPS					
CSRS	MEDICARE	TSP	FERS	FICA	MINIMUM	EMPLOYEE	USPS	EMPLOYEE	USPS	MAXIMUM						
4	A	29,508	1,134.92	14.1865	1.06	79.44	16.46	79.44	9.08	86.82	11.35	34.05	45.40	56.75	56.75	136.19
	B	30,373	1,168.19	14.6024	1.10	81.77	16.94	81.77	9.35	89.37	11.68	35.05	46.73	58.41	58.41	140.18
	C	31,238	1,201.46	15.0183	1.13	84.10	17.42	84.10	9.61	91.91	12.01	36.04	48.06	60.07	60.07	144.18
	D	32,103	1,234.73	15.4341	1.17	86.43	17.90	86.43	9.88	94.46	12.35	37.04	49.39	61.74	61.74	148.17
	E	32,968	1,268.00	15.8500	1.20	88.76	18.39	88.76	10.14	97.00	12.68	38.04	50.72	63.40	63.40	152.16
	F	33,833	1,301.27	16.2659	1.24	91.09	18.87	91.09	10.41	99.55	13.01	39.04	52.05	65.06	65.06	156.15
	G	34,698	1,334.54	16.6817	1.27	93.42	19.35	93.42	10.68	102.09	13.35	40.04	53.38	66.73	66.73	160.14
	H	35,563	1,367.81	17.0976	1.31	95.75	19.83	95.75	10.94	104.64	13.68	41.03	54.71	68.39	68.39	164.14
	I	36,428	1,401.08	17.5135	1.34	98.08	20.32	98.08	11.21	107.18	14.01	42.03	56.04	70.05	70.05	168.13
	J	37,293	1,434.34	17.9293	1.38	100.40	20.80	100.40	11.47	109.73	14.34	43.03	57.37	71.72	71.72	172.12
	K	38,158	1,467.62	18.3452	1.41	102.73	21.28	102.73	11.74	112.27	14.68	44.03	58.70	73.38	73.38	176.11
	L	39,023	1,500.89	18.7611	1.45	105.06	21.76	105.06	12.01	114.82	15.01	45.03	60.04	75.04	75.04	180.11
	M	39,888	1,534.15	19.1769	1.48	107.39	22.25	107.39	12.27	117.36	15.34	46.02	61.37	76.71	76.71	184.10
	N	40,753	1,567.42	19.5928	1.52	109.72	22.73	109.72	12.54	119.91	15.67	47.02	62.70	78.37	78.37	188.09
	O	41,618	1,600.70	20.0087	1.55	112.05	23.21	112.05	12.81	122.45	16.01	48.02	64.03	80.03	80.03	192.08
	RC	42,483	1,633.96	20.4245	1.56	114.38	23.69	114.38	13.07	125.00	16.34	49.02	65.36	81.70	81.70	196.08

**APWU National Agreement**  
**Schedule Two - Salary and Rates**  
**Effective November 16, 2002**

Grade and Step		Full-time Regular Rates				BIWEEKLY DEDUCTIONS										
						CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
						7%	1.45%	Maximum	0.80	7.65%	1%	3%	3%	5%	5%	12%
								7%								
Annual Salary	Biweekly Pay	Straight Time	Night Differential	CSRS	MEDICARE	TSP	FERS	FICA	MINIMUM	EMPLOYEE	USPS	EMPLOYEE	USPS	MAXIMUM		
5	A	31,106	1,196.38	14.9548	1.12	83.75	17.35	83.75	9.57	91.52	11.96	35.89	47.86	59.82	59.82	143.57
	B	31,924	1,227.85	15.3481	1.15	85.95	17.80	85.95	9.82	93.93	12.28	36.84	49.11	61.39	61.39	147.34
	C	32,742	1,259.30	15.7413	1.19	88.15	18.26	88.15	10.07	96.34	12.59	37.78	50.37	62.97	62.97	151.12
	D	33,560	1,290.77	16.1346	1.22	90.35	18.72	90.35	10.33	98.74	12.91	38.72	51.63	64.54	64.54	154.89
	E	34,378	1,322.23	16.5279	1.25	92.56	19.17	92.56	10.58	101.15	13.22	39.67	52.89	66.11	66.11	158.67
	F	35,196	1,353.70	16.9212	1.28	94.76	19.63	94.76	10.83	103.56	13.54	40.61	54.15	67.68	67.68	162.44
	G	36,014	1,385.15	17.3144	1.32	96.96	20.08	96.96	11.08	105.96	13.85	41.55	55.41	69.26	69.26	166.22
	H	36,832	1,416.62	17.7077	1.35	99.16	20.54	99.16	11.33	108.37	14.17	42.50	56.66	70.83	70.83	169.99
	I	37,650	1,448.08	18.1010	1.38	101.37	21.00	101.37	11.58	110.78	14.48	43.44	57.92	72.40	72.40	173.77
	J	38,468	1,479.54	18.4942	1.42	103.57	21.45	103.57	11.84	113.18	14.80	44.39	59.18	73.98	73.98	177.54
	K	39,286	1,511.00	18.8875	1.45	105.77	21.91	105.77	12.09	115.59	15.11	45.33	60.44	75.55	75.55	181.32
	L	40,104	1,542.46	19.2808	1.48	107.97	22.37	107.97	12.34	118.00	15.42	46.27	61.70	77.12	77.12	185.10
	M	40,922	1,573.92	19.6740	1.51	110.17	22.82	110.17	12.59	120.40	15.74	47.22	62.96	78.70	78.70	188.87
	N	41,740	1,605.38	20.0673	1.55	112.38	23.28	112.38	12.84	122.81	16.05	48.16	64.22	80.27	80.27	192.65
	O	42,558	1,636.85	20.4606	1.58	114.58	23.73	114.58	13.09	125.22	16.37	49.11	65.47	81.84	81.84	196.42
	RC	43,376	1,668.30	20.8538	1.60	116.78	24.19	116.78	13.35	127.63	16.68	50.05	66.73	83.42	83.42	200.20

**APWU National Agreement**  
**Schedule Two - Salary and Rates**  
**Effective November 16, 2002**

					<b>BIWEEKLY DEDUCTIONS</b>										
					<b>CSRS</b>			<b>FERS</b>		<b>FERS -- THRIFT SAVINGS PLAN</b>					
<b>Grade and Step</b>	<b>Full-time Regular Rates</b>				<b>Maximum</b>										
	<b>Annual Salary</b>	<b>Biweekly Pay</b>	<b>Straight Time</b>	<b>Night Differential</b>	<b>7% CSRS</b>	<b>1.45% MEDICARE</b>	<b>7% TSP</b>	<b>0.80 FERS</b>	<b>7.65% FICA</b>	<b>1% USPS MINIMUM</b>	<b>3% EMPLOYEE</b>	<b>3% USPS</b>	<b>5% EMPLOYEE</b>	<b>5% USPS</b>	<b>12% EMPLOYEE MAXIMUM</b>
<b>6 A</b>	32,805	1,261.73	15.7716	1.19	88.32	18.30	88.32	10.09	96.52	12.62	37.85	50.47	63.09	63.09	151.41
<b>B</b>	33,577	1,291.42	16.1428	1.22	90.40	18.73	90.40	10.33	98.79	12.91	38.74	51.66	64.57	64.57	154.97
<b>C</b>	34,349	1,321.11	16.5139	1.25	92.48	19.16	92.48	10.57	101.07	13.21	39.63	52.84	66.06	66.06	158.53
<b>D</b>	35,121	1,350.81	16.8851	1.28	94.56	19.59	94.56	10.81	103.34	13.51	40.52	54.03	67.54	67.54	162.10
<b>E</b>	35,893	1,380.50	17.2563	1.32	96.64	20.02	96.64	11.04	105.61	13.81	41.42	55.22	69.03	69.03	165.66
<b>F</b>	36,665	1,410.19	17.6274	1.35	98.71	20.45	98.71	11.28	107.88	14.10	42.31	56.41	70.51	70.51	169.22
<b>G</b>	37,437	1,439.89	17.9986	1.38	100.79	20.88	100.79	11.52	110.15	14.40	43.20	57.60	71.99	71.99	172.79
<b>H</b>	38,209	1,469.58	18.3697	1.41	102.87	21.31	102.87	11.76	112.42	14.70	44.09	58.78	73.48	73.48	176.35
<b>I</b>	38,981	1,499.27	18.7409	1.44	104.95	21.74	104.95	11.99	114.69	14.99	44.98	59.97	74.96	74.96	179.91
<b>J</b>	39,753	1,528.96	19.1120	1.47	107.03	22.17	107.03	12.23	116.97	15.29	45.87	61.16	76.45	76.45	183.48
<b>K</b>	40,525	1,558.66	19.4832	1.50	109.11	22.60	109.11	12.47	119.24	15.59	46.76	62.35	77.93	77.93	187.04
<b>L</b>	41,297	1,588.34	19.8543	1.54	111.18	23.03	111.18	12.71	121.51	15.88	47.65	63.53	79.42	79.42	190.60
<b>M</b>	42,069	1,618.04	20.2255	1.57	113.26	23.46	113.26	12.94	123.78	16.18	48.54	64.72	80.90	80.90	194.16
<b>N</b>	42,841	1,647.73	20.5966	1.60	115.34	23.89	115.34	13.18	126.05	16.48	49.43	65.91	82.39	82.39	197.73
<b>O</b>	43,613	1,677.42	20.9678	1.63	117.42	24.32	117.42	13.42	128.32	16.77	50.32	67.10	83.87	83.87	201.29
<b>RC</b>	44,400	1,707.70	21.3462	1.64	119.54	24.76	119.54	13.66	130.64	17.08	51.23	68.31	85.38	85.38	204.92

**APWU National Agreement**  
**Schedule Two - Salary and Rates**  
**Effective November 16, 2002**

Grade and Step		Full-time Regular Rates				BIWEEKLY DEDUCTIONS										
						CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
						7%	1.45%	Maximum	0.80	7.65%	1%	3%	3%	5%	5%	12%
								7%								
CSRS	MEDICARE	TSP	FERS	FICA	MINIMUM	EMPLOYEE	USPS	EMPLOYEE	USPS	MAXIMUM						
7	A	33,590	1,291.92	16.1490	1.22	90.43	18.73	90.43	10.34	98.83	12.92	38.76	51.68	64.60	64.60	155.03
	B	34,386	1,322.54	16.5317	1.25	92.58	19.18	92.58	10.58	101.17	13.23	39.68	52.90	66.13	66.13	158.70
	C	35,182	1,353.15	16.9144	1.28	94.72	19.62	94.72	10.83	103.52	13.53	40.59	54.13	67.66	67.66	162.38
	D	35,978	1,383.77	17.2971	1.32	96.86	20.06	96.86	11.07	105.86	13.84	41.51	55.35	69.19	69.19	166.05
	E	36,774	1,414.38	17.6798	1.35	99.01	20.51	99.01	11.32	108.20	14.14	42.43	56.58	70.72	70.72	169.73
	F	37,570	1,445.00	18.0625	1.38	101.15	20.95	101.15	11.56	110.54	14.45	43.35	57.80	72.25	72.25	173.40
	G	38,366	1,475.62	18.4452	1.41	103.29	21.40	103.29	11.80	112.88	14.76	44.27	59.02	73.78	73.78	177.07
	H	39,162	1,506.23	18.8279	1.45	105.44	21.84	105.44	12.05	115.23	15.06	45.19	60.25	75.31	75.31	180.75
	I	39,958	1,536.85	19.2106	1.48	107.58	22.28	107.58	12.29	117.57	15.37	46.11	61.47	76.84	76.84	184.42
	J	40,754	1,567.46	19.5933	1.51	109.72	22.73	109.72	12.54	119.91	15.67	47.02	62.70	78.37	78.37	188.10
	K	41,550	1,598.08	19.9760	1.54	111.87	23.17	111.87	12.78	122.25	15.98	47.94	63.92	79.90	79.90	191.77
	L	42,346	1,628.70	20.3587	1.57	114.01	23.62	114.01	13.03	124.60	16.29	48.86	65.15	81.43	81.43	195.44
	M	43,142	1,659.30	20.7413	1.61	116.15	24.06	116.15	13.27	126.94	16.59	49.78	66.37	82.97	82.97	199.12
	N	43,938	1,689.92	21.1240	1.64	118.29	24.50	118.29	13.52	129.28	16.90	50.70	67.60	84.50	84.50	202.79
	O	44,734	1,720.54	21.5067	1.67	120.44	24.95	120.44	13.76	131.62	17.21	51.62	68.82	86.03	86.03	206.46
	RC	45,530	1,751.15	21.8894	1.69	122.58	25.39	122.58	14.01	133.96	17.51	52.53	70.05	87.56	87.56	210.14



**APWU National Agreement**  
**Schedule Two - Salary and Rates**  
**Effective November 16, 2002**

Grade and Step		Full-time Regular Rates				BIWEEKLY DEDUCTIONS										
						CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
						7%	1.45%	Maximum	0.80	7.65%	1%	3%	3%	5%	5%	12%
								CSRS								
8	D	39,414	1,515.92	18.9490	1.45	106.11	21.98	106.11	12.13	115.97	15.16	45.48	60.64	75.80	75.80	181.91
	E	40,009	1,538.81	19.2351	1.48	107.72	22.31	107.72	12.31	117.72	15.39	46.16	61.55	76.94	76.94	184.66
	F	40,604	1,561.70	19.5212	1.50	109.32	22.64	109.32	12.49	119.47	15.62	46.85	62.47	78.08	78.08	187.40
	G	41,199	1,584.58	19.8072	1.53	110.92	22.98	110.92	12.68	121.22	15.85	47.54	63.38	79.23	79.23	190.15
	H	41,794	1,607.46	20.0933	1.55	112.52	23.31	112.52	12.86	122.97	16.07	48.22	64.30	80.37	80.37	192.90
	I	42,389	1,630.34	20.3793	1.58	114.12	23.64	114.12	13.04	124.72	16.30	48.91	65.21	81.52	81.52	195.64
	J	42,984	1,653.23	20.6654	1.60	115.73	23.97	115.73	13.23	126.47	16.53	49.60	66.13	82.66	82.66	198.39
	K	43,579	1,676.11	20.9514	1.62	117.33	24.30	117.33	13.41	128.22	16.76	50.28	67.04	83.81	83.81	201.13
	L	44,174	1,699.00	21.2375	1.65	118.93	24.64	118.93	13.59	129.97	16.99	50.97	67.96	84.95	84.95	203.88
	M	44,769	1,721.89	21.5236	1.67	120.53	24.97	120.53	13.78	131.72	17.22	51.66	68.88	86.09	86.09	206.63
	N	45,364	1,744.77	21.8096	1.70	122.13	25.30	122.13	13.96	133.47	17.45	52.34	69.79	87.24	87.24	209.37
	O	45,959	1,767.66	22.0957	1.72	123.74	25.63	123.74	14.14	135.23	17.68	53.03	70.71	88.38	88.38	212.12
	P	46,554	1,790.54	22.3817	1.74	125.34	25.96	125.34	14.32	136.98	17.91	53.72	71.62	89.53	89.53	214.86
	RC	47,149	1,813.42	22.6678	1.76	126.94	26.29	126.94	14.51	138.73	18.13	54.40	72.54	90.67	90.67	217.61

**APWU National Agreement**  
**Schedule Two - Salary and Rates**  
**Effective November 16, 2002**

Grade and Step		Full-time Regular Rates				BIWEEKLY DEDUCTIONS										
						CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
						7%	1.45%	Maximum	0.80	7.65%	1%	3%	3%	5%	5%	12%
								7%								
CSRS	MEDICARE	TSP	FERS	FICA	MINIMUM	EMPLOYEE	USPS	EMPLOYEE	USPS	MAXIMUM						
9	D	40,342	1,551.62	19.3952	1.50	108.61	22.50	108.61	12.41	118.70	15.52	46.55	62.06	77.58	77.58	186.19
	E	40,971	1,575.81	19.6976	1.52	110.31	22.85	110.31	12.61	120.55	15.76	47.27	63.03	78.79	78.79	189.10
	F	41,600	1,600.00	20.0000	1.55	112.00	23.20	112.00	12.80	122.40	16.00	48.00	64.00	80.00	80.00	192.00
	G	42,229	1,624.19	20.3024	1.57	113.69	23.55	113.69	12.99	124.25	16.24	48.73	64.97	81.21	81.21	194.90
	H	42,858	1,648.38	20.6048	1.60	115.39	23.90	115.39	13.19	126.10	16.48	49.45	65.94	82.42	82.42	197.81
	I	43,487	1,672.58	20.9072	1.62	117.08	24.25	117.08	13.38	127.95	16.73	50.18	66.90	83.63	83.63	200.71
	J	44,116	1,696.77	21.2096	1.65	118.77	24.60	118.77	13.57	129.80	16.97	50.90	67.87	84.84	84.84	203.61
	K	44,745	1,720.96	21.5120	1.67	120.47	24.95	120.47	13.77	131.65	17.21	51.63	68.84	86.05	86.05	206.52
	L	45,374	1,745.15	21.8144	1.70	122.16	25.30	122.16	13.96	133.50	17.45	52.35	69.81	87.26	87.26	209.42
	M	46,003	1,769.34	22.1168	1.72	123.85	25.66	123.85	14.15	135.35	17.69	53.08	70.77	88.47	88.47	212.32
	N	46,632	1,793.54	22.4192	1.75	125.55	26.01	125.55	14.35	137.21	17.94	53.81	71.74	89.68	89.68	215.22
	O	47,261	1,817.73	22.7216	1.77	127.24	26.36	127.24	14.54	139.06	18.18	54.53	72.71	90.89	90.89	218.13
	P	47,890	1,841.92	23.0240	1.80	128.93	26.71	128.93	14.74	140.91	18.42	55.26	73.68	92.10	92.10	221.03
RC	48,519	1,866.11	23.3264	1.82	130.63	27.06	130.63	14.93	142.76	18.66	55.98	74.64	93.31	93.31	223.93	

**APWU National Agreement**  
**Schedule Two - Salary and Rates**  
**Effective November 16, 2002**

Grade and Step		Full-time Regular Rates				BIWEEKLY DEDUCTIONS										
						CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
						7%	1.45%	Maximum 7%	0.80	7.65%	1% USPS	3% EMPLOYEE	3% USPS	5% EMPLOYEE	5% USPS	12% EMPLOYEE
Annual Salary	Biweekly Pay	Straight Time	Night Differential	CSRS	MEDICARE	TSP	FERS	FICA	MINIMUM	EMPLOYEE	USPS	EMPLOYEE	USPS	MAXIMUM		
10	D	41,319	1,589.19	19.8649	1.54	111.24	23.04	111.24	12.71	121.57	15.89	47.68	63.57	79.46	79.46	190.70
	E	41,987	1,614.89	20.1861	1.56	113.04	23.42	113.04	12.92	123.54	16.15	48.45	64.60	80.74	80.74	193.79
	F	42,655	1,640.58	20.5072	1.59	114.84	23.79	114.84	13.12	125.50	16.41	49.22	65.62	82.03	82.03	196.87
	G	43,323	1,666.27	20.8284	1.62	116.64	24.16	116.64	13.33	127.47	16.66	49.99	66.65	83.31	83.31	199.95
	H	43,991	1,691.96	21.1495	1.64	118.44	24.53	118.44	13.54	129.43	16.92	50.76	67.68	84.60	84.60	203.04
	I	44,659	1,717.66	21.4707	1.67	120.24	24.91	120.24	13.74	131.40	17.18	51.53	68.71	85.88	85.88	206.12
	J	45,327	1,743.34	21.7918	1.70	122.03	25.28	122.03	13.95	133.37	17.43	52.30	69.73	87.17	87.17	209.20
	K	45,995	1,769.04	22.1130	1.72	123.83	25.65	123.83	14.15	135.33	17.69	53.07	70.76	88.45	88.45	212.28
	L	46,663	1,794.73	22.4341	1.75	125.63	26.02	125.63	14.36	137.30	17.95	53.84	71.79	89.74	89.74	215.37
	M	47,331	1,820.42	22.7553	1.78	127.43	26.40	127.43	14.56	139.26	18.20	54.61	72.82	91.02	91.02	218.45
	N	47,999	1,846.11	23.0764	1.80	129.23	26.77	129.23	14.77	141.23	18.46	55.38	73.84	92.31	92.31	221.53
	O	48,667	1,871.81	23.3976	1.83	131.03	27.14	131.03	14.97	143.19	18.72	56.15	74.87	93.59	93.59	224.62
	P	49,335	1,897.50	23.7188	1.86	132.83	27.51	132.83	15.18	145.16	18.98	56.93	75.90	94.88	94.88	227.70
RC	50,003	1,923.19	24.0399	1.88	134.62	27.89	134.62	15.39	147.12	19.23	57.70	76.93	96.16	96.16	230.78	

**APWU National Agreement**  
**Schedule Two - Salary and Rates**  
**Effective November 16, 2002**

Grade and Step		Full-time Regular Rates				BIWEEKLY DEDUCTIONS										
						CSRS			FERS		FERS -- THRIFT SAVINGS PLAN					
						7%	1.45%	Maximum	0.80	7.65%	1%	3%	3%	5%	5%	12%
								CSRS								
11	D	42,350	1,628.85	20.3606	1.54	114.02	23.62	114.02	13.03	124.61	16.29	48.87	65.15	81.44	81.44	195.46
	E	43,058	1,656.08	20.7010	1.56	115.93	24.01	115.93	13.25	126.69	16.56	49.68	66.24	82.80	82.80	198.73
	F	43,766	1,683.30	21.0413	1.59	117.83	24.41	117.83	13.47	128.77	16.83	50.50	67.33	84.17	84.17	202.00
	G	44,474	1,710.54	21.3817	1.62	119.74	24.80	119.74	13.68	130.86	17.11	51.32	68.42	85.53	85.53	205.26
	H	45,182	1,737.77	21.7221	1.64	121.64	25.20	121.64	13.90	132.94	17.38	52.13	69.51	86.89	86.89	208.53
	I	45,890	1,765.00	22.0625	1.67	123.55	25.59	123.55	14.12	135.02	17.65	52.95	70.60	88.25	88.25	211.80
	J	46,598	1,792.23	22.4029	1.70	125.46	25.99	125.46	14.34	137.11	17.92	53.77	71.69	89.61	89.61	215.07
	K	47,306	1,819.46	22.7433	1.72	127.36	26.38	127.36	14.56	139.19	18.19	54.58	72.78	90.97	90.97	218.34
	L	48,014	1,846.70	23.0837	1.75	129.27	26.78	129.27	14.77	141.27	18.47	55.40	73.87	92.33	92.33	221.60
	M	48,722	1,873.92	23.4240	1.78	131.17	27.17	131.17	14.99	143.35	18.74	56.22	74.96	93.70	93.70	224.87
	N	49,430	1,901.15	23.7644	1.80	133.08	27.57	133.08	15.21	145.44	19.01	57.03	76.05	95.06	95.06	228.14
	O	50,138	1,928.38	24.1048	1.83	134.99	27.96	134.99	15.43	147.52	19.28	57.85	77.14	96.42	96.42	231.41
	P	50,846	1,955.62	24.4452	1.86	136.89	28.36	136.89	15.64	149.60	19.56	58.67	78.22	97.78	97.78	234.67
	RC	51,554	1,982.85	24.7856	1.88	138.80	28.75	138.80	15.86	151.69	19.83	59.49	79.31	99.14	99.14	237.94

**APWU National Agreement**  
**Schedule One - Part-time Salary and Rates**  
**Effective November 16, 2002**

<b>PART-TIME FLEXIBLE RATES</b>	<b>Grade</b>	<b>Pay Steps</b>				
		<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
	<b>2</b>	18.59	18.71	18.83	18.96	19.08
	<b>3</b>	18.89	19.02	19.16	19.29	19.42
	<b>4</b>	19.21	19.36	19.50	19.65	19.79
	<b>5</b>	19.56	19.72	19.88	20.03	20.19
	<b>6</b>	19.94	20.11	20.29	20.45	20.62
	<b>7</b>	20.36	20.54	20.72	20.90	21.09

<b>PART-TIME REGULAR RATES</b>	<b>Grade</b>	<b>Pay Steps</b>				
		<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>
	<b>2</b>	17.87	17.99	18.11	18.23	18.35
	<b>3</b>	18.16	18.29	18.42	18.55	18.68
	<b>4</b>	18.47	18.61	18.75	18.89	19.03
	<b>5</b>	18.81	18.96	19.11	19.26	19.41
	<b>6</b>	19.18	19.34	19.50	19.67	19.83
	<b>7</b>	19.57	19.75	19.92	20.10	20.28

**APWU National Agreement  
Schedule Two - Part-time Rates  
Effective November 16, 2002**

PART-TIME FLEXIBLE RATES	GRADE	STEP																		
		BB	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	RC
	1	11.93	12.40	12.87	13.34	13.81	14.28	14.75	15.22	15.68	16.15	16.62	17.09	17.56	18.03	18.50	18.97	19.57		20.04
	2	12.47	12.94	13.40	13.87	14.33	14.79	15.26	15.72	16.19	16.65	17.11	17.58	18.04	18.51	18.97	19.43	19.95		20.42
	3	13.01	13.47	13.93	14.39	14.85	15.31	15.77	16.23	16.69	17.15	17.61	18.07	18.53	18.99	19.45	19.91	20.37		20.82
	4			14.75	15.19	15.62	16.05	16.48	16.92	17.35	17.78	18.21	18.65	19.08	19.51	19.94	20.38	20.81		21.24
	5			15.55	15.96	16.37	16.78	17.19	17.60	18.01	18.42	18.83	19.23	19.64	20.05	20.46	20.87	21.28		21.69
	6			16.40	16.79	17.17	17.56	17.95	18.33	18.72	19.10	19.49	19.88	20.26	20.65	21.03	21.42	21.81		22.20
	7			16.80	17.19	17.59	17.99	18.39	18.79	19.18	19.58	19.98	20.38	20.78	21.17	21.57	21.97	22.37		22.77
	8						19.71	20.00	20.30	20.60	20.90	21.19	21.49	21.79	22.09	22.38	22.68	22.98	23.28	23.57
	9						20.17	20.49	20.80	21.11	21.43	21.74	22.06	22.37	22.69	23.00	23.32	23.63	23.95	24.26
	10						20.66	20.99	21.33	21.66	22.00	22.33	22.66	23.00	23.33	23.67	24.00	24.33	24.67	25.00
	11						21.18	21.53	21.88	22.24	22.59	22.95	23.30	23.65	24.01	24.36	24.72	25.07	25.42	25.78

**APWU National Agreement  
Schedule Two - Part-time Rates  
Effective November 16, 2002**

PART-TIME REGULAR RATES	GRADE	STEP																		
		BB	AA	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	RC
	<b>1</b>	11.47	11.92	12.38	12.83	13.28	13.73	14.18	14.63	15.08	15.53	15.98	16.43	16.88	17.34	17.79	18.24	18.82		19.27
	<b>2</b>	11.99	12.44	12.89	13.33	13.78	14.23	14.67	15.12	15.56	16.01	16.46	16.90	17.35	17.79	18.24	18.69	19.19		19.63
	<b>3</b>	12.51	12.95	13.40	13.84	14.28	14.72	15.16	15.61	16.05	16.49	16.93	17.37	17.81	18.26	18.70	19.14	19.58		20.02
	<b>4</b>			14.19	14.60	15.02	15.43	15.85	16.27	16.68	17.10	17.51	17.93	18.35	18.76	19.18	19.59	20.01		20.42
	<b>5</b>			14.95	15.35	15.74	16.13	16.53	16.92	17.31	17.71	18.10	18.49	18.89	19.28	19.67	20.07	20.46		20.85
	<b>6</b>			15.77	16.14	16.51	16.89	17.26	17.63	18.00	18.37	18.74	19.11	19.48	19.85	20.23	20.60	20.97		21.35
	<b>7</b>			16.15	16.53	16.91	17.30	17.68	18.06	18.45	18.83	19.21	19.59	19.98	20.36	20.74	21.12	21.51		21.89
	<b>8</b>						18.95	19.24	19.52	19.81	20.09	20.38	20.67	20.95	21.24	21.52	21.81	22.10	22.38	22.67
	<b>9</b>						19.40	19.70	20.00	20.30	20.60	20.91	21.21	21.51	21.81	22.12	22.42	22.72	23.02	23.33
	<b>10</b>						19.86	20.19	20.51	20.83	21.15	21.47	21.79	22.11	22.43	22.76	23.08	23.40	23.72	24.04
	<b>11</b>						20.36	20.70	21.04	21.38	21.72	22.06	22.40	22.74	23.08	23.42	23.76	24.10	24.45	24.79

**Transitional Employee Rates  
Effective 11/16/2002**

<b>Grade</b>	<b>Rate</b>
<b>1</b>	<b>10.57</b>
<b>2</b>	<b>10.73</b>
<b>3</b>	<b>10.91</b>
<b>4</b>	<b>12.11</b>
<b>5</b>	<b>12.87</b>
<b>6</b>	<b>13.67</b>