



## American Postal Workers Union, AFL-CIO

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Dear APWU Member:

Good news – the APWU and the USPS have reached a Tentative Agreement for a new union contract! Our contract sets the wages, benefits, and working conditions of more than 200,000 postal workers like you, and it forms the foundation of our rights and protections as workers.

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The APWU belongs to you, the member, and the union membership has the final say on whether to ratify the Tentative Agreement.

Enclosed you will find a summary of the terms of the proposed 2024-2027 contract, a ballot and return envelope, and a statement from the Rank-and-File Bargaining Advisory Committee, which under our APWU Constitution approved sending the Tentative Agreement out for a vote on whether to accept the new contract.

Negotiations are never easy. The Union has our goals. Postal management has theirs. This round of bargaining proved to be extremely challenging, with the ongoing attacks on federal workers and our unions and the serious threat of postal privatization looming.

Even in this environment, members stayed united, building power through our contract campaign, "Union Proud, Say It Loud!" and supported our unified APWU negotiating committee. Together we have secured a solid new union contract, a testament to the power of unity in challenging times.

The Tentative Agreement protects the great historic gains of our union contract including no-layoff protections, 50-mile limit on excessing, full COLAs, Step Increases, automatic PSE conversions to career after two years, seniority and bidding, and so much more.

In addition, the Tentative Agreement includes annual general wage increases which, combined with six COLAs and step increases, will produce solid financial security for our members. We continue to make strides in bridging the gaps in the two-tier career pay structure. And for the first time in 30 years, we've won an increase to night differential.

I encourage you to look over the enclosed materials as you decide how to cast your vote. Without a "Yes" vote, the gains of this Tentative Agreement cannot be guaranteed, and the union will be forced into risky interest arbitration to reach a new contract. Don't leave your future in the hands of others!

The APWU National Negotiating Committee, the Rank-and-File Bargaining Advisory Committee, and the National Executive Board all fully support the new Tentative Agreement as another important step forward in rewarding postal workers for our dedication and hard work serving the people of our country.

We urge you to "Vote Yes" for this solid new union contract!

Sincerely,

Mark Dimondstein  
President

## Statement of the Rank And File Bargaining Advisory Committee

The 2024 Rank-and-File Bargaining Advisory Committee, is comprised of local members from all crafts, spanning all five regions of the American Postal Workers Union. As required by the APWU National Constitution, each member was appointed by an APWU National Executive Board Member.

The purpose of the committee shall be to recommend and advise the National Negotiating Team on bargaining demands. The Rank-and-File Bargaining Advisory Committee has veto power over the Tentative Agreement and authority as whether or not to send it to the membership for a ratification vote.

We want to reassure the membership that the 2024 R&F committee came to deliberate, discuss and dissect what was presented before us. It was anticipated that the Postal Service in the current political climate would have proposals that would take away from what we currently have achieved through previous negotiations. We were adamant and prepared to disagree with any concessions. On June 4<sup>th</sup>, 2025, the Rank-and-File Committee was provided a copy of the negotiated tentative agreement.

After reviewing the terms of the Tentative Agreement, we believe it represents meaningful progress on many key issues that matter to the members, without concessions. As Rank-and-File members of The American Postal Workers Union, we wish to express our unanimous support for the tentative Collective Bargaining Agreement (CBA) reached between The American Postal Workers Union and the United States Postal Service.

There were also additional gains (listed below) that we relied upon to come to our decision.

- Tentative Agreement is a 3 Year Agreement from September 21<sup>st</sup>, 2024, through September 20<sup>th</sup>, 2027.
- Basic salaries for career employees will increase by 1.3% for the first year (retroactive from November 2024), 1.4% November 2025 and 1.5% November 2026
- Postal Support Employee (PSE) salary increase will be an additional 1.0% annually for total yearly increases of 2.3%, 2.4%, and 2.5%, based on salary in place on September 20, 2024.
- First increase in Night Differential pay since 1994.
- Career employees will receive six full Cost of Living Allowances (COLA) for the life of the contract.
- All career employees on the rolls as of September 20<sup>th</sup>, 2024, regardless of years of service, will have **no-layoff** protection for the life of this contract.
- The 50-mile radius limit for excessing remains in effect.
- Annual leave carryover increased from 440 hours to 520 hours contractually.

This tentative agreement reflects the hard-fought efforts of our National Negotiating Team and the strength of our collective voice. The Rank-and-File Committee supports the ratification of this Tentative Agreement as a step forward for our membership. We encourage our fellow union members to participate in the ratification vote and to continue building unity and power in our workplace. Our strength lies in our solidarity, our democratic process, and our shared commitment to improving conditions for all.

The Rank-and-File Bargaining Advisory Committee voted unanimously in favor of the 2024-2027 tentative agreement. The Committee consisted of Chairperson Wanda Harris, Miami Area Local, Dana Coletti, Manchester Area Local, Mike Bates, Des Moines Area Local, Penny Oliver, Western Area Supply Center, Darryl Gause, Atlanta Metro Area Local, Morris Brailsford, Brooklyn NY Local, Sherry McKnight, Baltimore Francis "Stu" Filbey Area Local, Jonathan Cage, Dallas Area Local, Bob Waterhouse, San Diego Area Local, Laviena Vargas, Denver Metro Area Local, Keith Richardson, Chicago Local, Tiffany Ellsworth, Western New York Area Local, and Clyde Trent, Central Kentucky Area Local.



# **Summary Terms of the 2024-2027 Tentative Collective Bargaining Agreement**

- **Three-year contract, September 21, 2024, through September 20, 2027**
- **Wage Increases**
  - 1.3% November 16, 2024, ( will be paid retroactively)
  - 1.4% November 15, 2025
  - 1.5% November 14, 2026
  - As PSEs receive no COLA, there will be an additional 1% increase each year (2.3%, 2.4%, and 2.5%) with an extra 50 cents/hour after 26 weeks
  - PSEs in four-hour Remotely Managed Post Offices (RMPOs) (who are not covered by the automatic conversion to career provisions) will receive an additional \$1.00 per hour after four years
- **Full Cost of Living Allowances (COLA) for Career Employees (Six Total)**
  - COLA will be paid the second full pay period after the release of January 2025 (paid retroactively), July 2025, January 2026, July 2026, January 2027, and July 2027 CPI
  - APWU remains the only postal union with full COLA
- **Changes to Post 2010 Pay Scales**
  - No later than the first full pay period 180 days after contract ratification
    - Grade 4 will have Step-JJ eliminated and the new starting step will be II
    - Entry Step-GG will be eliminated from Grades 5-7 for PSEs who are automatically converted to career after 24 months
  - Grade 3 will be upgraded to Grade 4 effective September 19, 2026 (Pay Period 21-2026)
    - New top steps will be added for Grades 4, 5, 6, and 7
      - Grade 4, Step J
      - Grade 5, Step L
      - Grade 6, Step M
      - Grade 7, Step M
  - No changes to the waiting period for step increases, which is the shortest wait time of all postal contracts
- **Increased Night Shift Differential**
  - Effective September 25, 2025, night shift differential rates will be increased by a fixed amount of 4.0%
  - Effective September 19, 2026, night shift differential will be increased by a fixed amount of 2.0%
- **Job Security**
  - Protection from lay-off for career employees with six years of career service remained in full force and effect
  - Any current career employee on the rolls as of September 20, 2024, but with less than six years of career service will be protected from lay-off for the life of the National Agreement. This provides at least 70,000 additional employees protection from possible lay-off
  - Maintained the 50-mile limit on excessing

- The current moratorium on subcontracting of Postal Vehicle Service (PVS) work will continue in its present form during the life of the agreement
- Automatic PSE conversion to career status after two years (with the exception of the four-hour RMPO PSEs) remains in full force and effect
- **Health Insurance**
  - No change to the Postal Service percentage contribution to premiums for those participating in the Postal Service Health Program
  - 95% Postal Service contribution to premiums of the APWU *Consumer Driven Health Plan* (CDHP)
- **Uniform/Work Clothes Program Allowances**
  - Increase 2.5% for years 2025, 2026, and 2027
  - National Level Task Force established to examine the current uniform purchase program
- **Additional Work Rule Changes**
  - Annual Leave Exchange increased from 40 hours to 80 hours
  - Annual Leave Carryover increased from 440 hours to 520 hours
  - Additional family members to be covered under Bereavement Leave to include mothers and fathers-in-law, grandchildren, and stepparents
  - Employees will no longer be required to serve two “probationary” periods if converted to career within their first term as a PSE
  - Additional non-discrimination terms added to Article 2.1 to become consistent with Federal law
  - Memorandums of Understanding (MOUs) in current CBA contract to be carried forward
  - Additional items added to list of cases to be heard in expedited arbitration
  - Pilot program to develop virtual hearing process for expedited arbitration only
  - Arbitrators can no longer order briefs in discipline cases, it must be by joint agreement of the parties
  - MOU added to address the Step-4 (national dispute) backlog
  - MOU on purging of letters of warning
  - PSEs to be included when administrative leave granted due to “Acts of God”
- **Additional Clerk Craft Provisions**
  - PTFs can now identify the specific offices that they are willing to work in within a 50-mile radius
  - PTF Hub Assignment MOU made permanent
  - MOU for one-time voluntary Reassignment Opportunity for PTFs
  - USPS must give APWU 60 days’ notice when new or revised EAS position descriptions are created to allow the APWU to address any bargaining unit work that might be in the new position description
  - MOU establishing a work group to examine the Job Bid Management (JBM) tool to address local exceptions in the bid process
  - MOU on Telework for Customer Care Center that guarantees remote work and no subcontracting of the CCC for the life of agreement
  - MOU on Telework for Mail Requirement Clerks that guarantees remote work no and subcontracting of the MRC work for the life of agreement
- **Additional Motor Vehicle Service Craft Provisions**
  - HCR Limitation MOU has been renewed

- Motor Vehicle Craft-Highway Movement of Mail provisions increased to higher dollar and mileage limits
- Language added to establish seniority date if a MVS transfer is delayed beyond 90 days
- Reversion Defined
- Overtime Desired Lists to be by section and/or tour unless defined by LMOU
- MVS Craft employees in 204(b) status prevented from being converted to full-time or career status unless they return to the craft for one continuous pay period
- Seniority for "Preferred Assignments" clarified
- Vehicle Maintenance Repair Agreements (VMRA) term added to Article 39.3.K
- MVS Training Initiatives Committee MOU updated

- **Additional Maintenance Craft Provisions**

- Per Diem MOU remains for all offsite training
- The Annual In-Service Register is now open to all APWU non-career employees
- Employees on an In-Service Register who twice decline positions in the Maintenance Craft will be removed from the In-Service Register-there will no longer be a yearly purge
- JCIM Pecking Order Updated. Revised Step 6 to preference Maintenance Craft employees excessed out of closed installations, clarified steps 7 through 9, added Step 13 for PSEs, and replaced the word "consider" with "select" in three of the steps
- Expanded Opportunity to include Mail Processing Equipment Mechanics (MPE) for NST (ET-11) eligibility
- Revised Article 38.3.K.4.b. Area Maintenance Technician (AMT) PS-9 now encompasses Maintenance Mechanic (MM) PS-7, protecting AMTs facing excessing
- Continuing education training for skilled Maintenance Craft employees every three years
- AMTs will have the opportunity to request changes to reporting stations
- Residual vacancies that have been vacant for at least 120 days may be posted by Notice of Intent (NOI) by joint agreement of the local parties
- Established job protection for employees who fail to qualify after in-service promotion or employees that were hired from the Entrance Register
- Revised MOU regarding Article 32 exceptions

***All provisions of the Collective Bargaining Agreement that were not modified in negotiations remain in full force and effect. For example, overtime provisions, discipline procedure, grievance-arbitration procedure, holidays, etc.***

***Scan the QR Code below or go to <https://apwu.org/2024-ta> to review the APWU version of the Tentative Agreement***







## **What the Wage Changes Mean in the 2024-2027 Collective Bargaining Agreement**

Based on salary in effect on September 07, 2024, and using data from the Bureau of Labor Statistics and the Congressional Budget office that is compiled and analyzed by an independent economist hired by the APWU. These are projections and are subject to change.

**Under the 2024-2027 Agreement, all grades and steps will receive a 1.3%, 1.4%, and 1.5% general wage increase. The Average Salary increases including general wage increases and COLAs will be 9.95% across all grades and steps.**

**Each general wage increase will be of the wage for the grade and step salary in effect on September 20, 2024 (i.e., the September 07, 2024, pay scale). The pay scale that the 1.3%, 1.4%, and 1.5% will be calculated on will be included in the Tentative Agreement booklet included in the ratification packet.**

### **On Average, Salaries will Increase in Each Grade as Shown Below**

Grade 3 will be upgraded to Grade 4

Grade 5 Salaries will increase by \$6,499 or 10.4%

Grade 7 Salaries will increase by \$6,636 or 10.0%

Grade 4 Salaries will increase by \$6,326 or 10.9%

Grade 6 Salaries will increase by \$6,558 or 10.2%

***Bottom Steps JJ (Grade 4) and GG (Grades 5, 6, and 7) eliminated; new top steps added (Grades 4-7)***

Grade 8 Salaries will increase by \$6,821 or 9.7%

Grade 10 Salaries will increase by \$7,193 or 9.0%

Grade 9 Salaries will increase by \$7,003 or 9.3%

Grade 11 Salaries will increase by \$7,339 or 8.8%

### ***Examples:***

#### **For an employee who is in Grade 6, Step A on September 7, 2024:**

##### **General Increases of 1.3%, 1.4%, and 1.5% during the life of the Agreement**

Total of \$2,597 or \$1.25 per hour at the conclusion of the Agreement

##### **Projected COLAs as of April 2025**

Total of \$3,848 or \$1.85 per hour at the conclusion of the Agreement

##### **Four Step Increases During the Life of the Agreement**

Total of Approximately \$4,253 or \$2.04 per hour at the conclusion of the Agreement

***In total, a Grade 6 Step A will have \$10,698 added to their salary at the conclusion of the Agreement!***

***That is a 17.7% Increase over the 3-year Contract***

*There are 168 different Grade and Step Combinations in the APWU Pay Scale. It is not feasible to list all combinations in this document.*