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APWU Members Ratify 2024-2027 National Agreement!

95% of Voters Say 'YES!' to New Union Contract

"Today, APWU members overwhelmingly voted in favor of ratifying the 2024-2027 National Collective Bargaining Agreement (CBA) between the APWU and the USPS," announced APWU President Mark Dimondstein.

"Congratulations APWU family! I am pleased that our membership recognized the protections that this National Agreement provides to nearly 200,000 postal workers from all divisions," stated APWU President and lead negotiator Mark Dimondstein. "With absolutely no givebacks, the contract protects the great gains achieved over many years of struggle with the no-layoff protections, full COLA as a true buffer against inflation, regular step increases, the 50-mile limit on excessing, and the two-year automatic conversion from non-career to career. There are general wage increases for the next three years, significant advances in bridging the divisive two-tier wage structure, the first increase in night differential in 30 years, and many positive work-rule changes.

"Every member should be very proud of this huge accomplishment," he continued. "Our power at the bargaining table was driven by the strength of your solidarity and unity, the foundation of our union."

Now that the APWU has ratified the new National Agreement, one of the first items to address in its implementation are the retroactive

pay increases due to employees. These include the first general wage increase (GWI) of 1.3% for career employees, effective Nov. 16, 2024 and the \$395 per year cost-of-living adjustment (COLA) due to career employees, effective March 8, 2025. PSEs, who do not receive COLAs, will receive an extra 1% towards their GWI, for a total of 2.3%, effective Nov. 16, 2024.

APWU-represented bargaining unit employees in the Information Technology/Accounting Services (IT/AS) sector will soon begin programming the payroll system that is required to make these pay changes. Once programming has been completed, retroactive

payments will be made to the affected employees, with the dates of these payments to be announced. Please check apwu.org for updated information on your retroactive payments.

A printed version of the CBA and updating the Joint Contract Interpretation Manual (JCIM). Once available, those publications will be posted on apwu.org. In the meantime, the summary terms of the Tentative Agreement can be found visiting apwu.org/tasummary.

"This contract, with no givebacks or concessions, provides a strong foundation for us to build on in the years to come," concluded APWU President Mark Dimondstein. "At a time when government workers are facing layoffs and attacks on their union rights, this contract will protect postal workers through the turbulent years ahead."

