

Vote YES for Our New Contract

Ballots Must Be Received by 9AM ET on July 10

General Annual Wage Increases and Cost-of-Living-Adjustments (COLA)



- **1.3%** starting November 16, 2024 (will be paid retroactively), **1.4%** starting November 15, 2025, and **1.5%** starting 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-Adjustments (COLA) for Career Employees (Six Total)



APWU remains the only postal union with **full COLA**, a base-building wage adjustment to keep up with the rising cost of living.

Changes to Post-2010 Pay Scales

- Grade 4 will have Step-JJ eliminated and the **new start-ing 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.

Job Security



- **Protection** from layoffs for career employees with six years of service remains in 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.

Increased Night Shift Differential



Effective September 25, 2025, night shift differential rates will be increased by a fixed amount of **4.0%** and effective September 19, 2026, night shift differential will be increased by a fixed amount of **2.0%**.

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.
- **PSEs** to be included when administrative leave granted due to "Acts of God".

If you have questions or difficulties with your ballot, or need to request a duplicate ballot, contact the AAA by calling 1-800-529- 5218 between the hours of 9 a.m. to 5 p.m. EST, Monday through Friday.