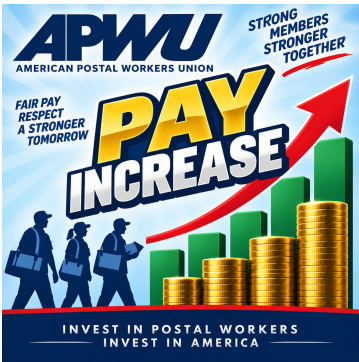




New Top Steps Take Effect Sept. 19



A raise won at the bargaining table, not handed down — the latest ground reclaimed in the APWU's fight to restore the full pay scale.

The pay schedule changes under the 2024-2027 Collective Bargaining Agreement will be implemented on September 19, 2026. For employees covered by the main agreement who are on the post-2011 pay schedule in Grades 4-7, a new top stop step will be added. Officially, the change applies to workers in Rate Schedule Codes (RSCs) P7, K7, and C7.

Employees in these RSCs will now progress to the following top steps:

- **Grade 4 Top Step J**
- **Grade 5 Top Step L**
- **Grade 6 Top Step M**
- **Grade 7 Top Step M**

Under the terms of the agreement, once the new steps are implemented, employees will reach the new top step after 36 weeks in the current stop of the respective grade. Any time spent in the current top step, **including time in that step prior to implementation**, will count towards the step waiting period calculation for advancement to the new top step.

This means that an employee who is currently in the top step for Grades 4-7 and has been in that top step for at least 36 weeks on September 18, 2026, will be moved the new top step in their grade on September 19, 2026.

For these employees, with the most recent COLA of \$1,414, the additional step, and the 1.5% pay increase due on November 14, 2026, will result in overall increases of approximately \$3,500 to their annual pay in just over two months. Depending on the grade, this equates to annual salary increases of between 4.5% and 5.1%.

Over the years, the APWU has successfully made significant changes to the pay provisions of the employees in the new pay schedule.

These changes can mean tens of thousands of dollars in additional pay over the lifetime of an employee. With each pay increase, COLA added to the annual salaries, or additional step reclaimed, further general wage increase in the next round of bargaining will be calculated on a higher dollar level before. Each increase in the annual salary, no matter how small, adds up for each general wage increase.

As the APWU moves into negotiations in 2027, we will be prepared to negotiate an economic package that benefits all those we represent. Reclaiming more top steps will remain a continued demand in negotiations.